FAIRHURST HR CONSULTING

Peace of mind for managing your people.

More time for managing your business.

Experienced, Chartered HR advice and management training for growing businesses, without the cost of a full-time hire.

HR on Call: a trusted expert, every month
Kick Start: your HR foundations, done properly
Management training: confident, capable managers
As and when: help the day something comes up

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Whatever people issue is on your mind, there's a way to take it off your plate

Growing businesses reach a point where people issues take up more time than anyone has. Sound familiar?

- Something has come up and you're not sure how to handle it.
- Your contracts and policies haven't been looked at in years.
- Your managers are great at the job, but nobody taught them how to manage people.
- You'd value expert HR support, but not a full-time salary.

HR on Call

A trusted expert on the end of the phone

Clear answers within a working day and regular check-ins, for a fixed monthly fee.

From £400 a month

Kick Start

Get your HR foundations right, once

Contracts, policies and a handbook that protect your business and fit how you work.

£950 fixed fee

Management training

Managers who handle people with confidence

Practical sessions designed around the skills your managers need most.

Quoted to fit your team

As and when

Help the day something comes up

Expert support when you need it, with no commitment between pieces of work.

£120 an hour

Many clients start with one and add another

Add a Kick Start to HR on Call, or take HR on Call after your Kick Start, and get 30% off your first month.

The way I work

I'm not here to police your business. I'm here to help you make commercial, sensible people decisions. I take the time to understand how your business really works, and I'm not afraid to ask the difficult questions.

Stop wondering whether you're handling it right

HR on Call puts a senior, Chartered HR consultant on call for your business every month, for a fixed fee. You get a clear, commercial answer when you need one, and small issues get dealt with before they become expensive ones.

LITE

£400 a month

Up to 4 hours a month

A safety net for smaller teams or lighter needs, so you're never left guessing when something comes up. Includes a quarterly check-in.

STANDARD

£800 a month

Up to 8 hours a month

Regular, proactive support for growing teams, so issues are spotted early. Includes a monthly check-in.

These are a guide. Choose the hours that fit what your business needs, whatever its size. Extra hours are £100 an hour, and you can change tier as your needs change.

What this means for you

- **Peace of mind.** A reply within one working day, by phone or email.
- **Confidence in tricky situations.** Practical guidance on absence, performance, probation, grievance and discipline, with letters drafted for you.
- **No surprises.** Plain-English updates on employment law changes, including the Employment Rights Act.
- **Fewer costly mistakes.** Contracts, offer letters and documents checked before they go out.
- **Policies that work.** Your policies and handbook reviewed and kept up to date.
- **Full visibility.** A short monthly note showing how your hours were used.

Facing something bigger, or want to upskill your managers?
Investigations, hearings, restructures and redundancy, tribunal support and management training are scoped and quoted separately, at a preferred rate for HR on Call clients.

Simple terms. A 3-month minimum, then rolling one-month notice. Paid monthly in advance by direct debit. Unused hours do not roll over.

Want a flying start? Add a Kick Start and take 30% off your first month.

Know your HR foundations would stand up when it matters

Kick Start gets your contracts, policies and handbook sorted once, properly, and written for how your business actually works, not copied from a generic template.

£950
Fixed fee

What you get, and why it matters

1. **Know where you stand.** An HR health check to identify gaps and risks, and what to tackle first.
2. **Protect the business and your people.** Your contract of employment reviewed, or a tailored one written if you do not have one.
3. **Have the answer before the issue arises.** Core policies in plain English that managers can follow (listed below).
4. **One place to look.** A short handbook that new starters and managers will actually use.
5. **Feel confident using it.** A 30-minute handover so you and your managers know how it all works.

Core policies included

Disciplinary
Grievance
Sickness absence Flexible working Holiday and time off
Family leave and pay
Equality and anti-harassment
Probation and performance

Is this for you?

Yes, if you're taking on your first people, growing without in-house HR, or haven't looked at your contracts and policies for a while.

What happens next?

Keep it as a one-off and call on me as and when at £120 an hour, move to HR on Call with 30% off your first month, or add management training so your managers use it with confidence.

Documents are written to reflect current employment law and ACAS guidance at the date of issue and are licensed for your own business use. Kick Start is general HR support and not legal advice on your specific circumstances.

Book a free discovery call jenny@fairhursthrconsulting.co.uk

Managers who handle people with confidence

Good people are often promoted into management with little support. The result is avoidable absence, conflict left to grow, and difficult conversations put off until they become formal problems. Management training closes that gap, with sessions designed around what your business needs.

Built around your business, not off the shelf

1. We talk

A free call to understand where your managers are stretched and what you want to change.

2. I design

Sessions built on your policies, your culture and real scenarios from your workplace.

3. I deliver

Practical, interactive workshops, in person or online, with tools managers can use the next day.

Popular topics

- **Having difficult conversations.** Say what needs saying, early and fairly.
- **Performance and probation.** Set clear expectations and deal with issues before they escalate.
- **Managing change.** Bring your team with you through growth or restructure.
- **Managing absence and wellbeing.** Support people while keeping the work covered.
- **Grievance and discipline.** Handle formal processes fairly and know when to ask for help.
- **Supporting health and wellbeing.** Help colleagues to stay well and productive, and know what your duties are.

Not on the list? Tell me what your managers need and I'll build it.

What changes afterwards

Managers who spot issues early, have the conversation instead of avoiding it, and know when to call for support. Fewer problems escalate, and less of your time goes on them.

Formats

A single workshop, a short series, or sessions timed to follow your Kick Start so managers put new policies into practice.

Investment

Quoted to fit your group size and goals, with a fixed price agreed before we start. HR on Call clients receive a preferred rate.

Tell me what your managers need jenny@fairhursthrconsulting.co.uk

As and when

Something has come up and you need an expert now, but you're not ready for a retainer? Call on me, with no commitment between pieces of work.

£120 an hour

Practical help the day you need it: advice, document reviews, letters and guidance on everyday people matters. Ideal after a Kick Start, when you want support only as and when.

Bigger pieces of work

Investigations, hearings, restructures and redundancy, and tribunal support are scoped and quoted for the job. HR on Call clients get a preferred rate.

About Jenny

I'm Jenny Fairhurst, a Chartered CIPD accredited independent HR consultant with over two decades of experience in HR business partnering, employee relations, change and workplace culture.

I've spent my career in the rooms most people try to avoid: the grievance hearings, the difficult conversations, the change programmes nobody wanted to own. I work to the ACAS Code of Practice as standard, and I'm based in Crewe, working with businesses across Cheshire and beyond.

Chartered CIPD
Professionally accredited

20+ years
In HR and employee relations

ACAS Code
Followed as standard

Let's talk

The first step is a free discovery call, so we can talk through what you need and whether it's a good fit. Tell me a little about your business through the enquiry form on my website, or email me.

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