

HR Consulting

to support your business



advise me

Your Ashtons HR Consulting team includes CIPD qualified HR professionals, so you have all the HR help you need, when you need it, in one place. Your services will be 'joined up' with everyone fully aware of your issues and opportunities.

This ensures that your options and outcomes are not only fully compliant but will be guided by best practice and will provide excellent value for money - we guarantee always to offer you the most cost-effective solutions.

we advise on

- Recruitment, shortlisting and interviewing
- Employing staff
- Employee engagement
- Employee relations and staff consultations
- Managing performance
- Managing absence
- Disciplinary procedures and processes
- Discrimination
- Talent management
- Succession planning.



retainer

You can choose between three retainer options:

Helpline

Standard retainer

Premium retainer

Our retainers give you exclusive access to downloadable HR documents covering many of the areas typically faced by in-house HR departments. In addition, at the start of the retainer period we offer a free initial health check of your existing employment contract and HR policies. We support you in every way by not only offering advice, but also by being alongside you to ensure implementation. If required we will be on-site, involved and always ready to consult.



support me

We provide practical HR support face-to-face, on the telephone, by email or by any combination which suits you.

Gender Pay Gap reporting

We take the stress out of meeting your legal requirements by calculating the relevant figures for you and providing a draft report for you to upload to your website.

Employee engagement surveys

We offer an independent, confidential service for obtaining feedback from your employees and advising on a suitable action plan.

Psychometric assessment

We can also offer psychometric assessment using tools such as verbal and numerical reasoning ability tests, as well as personality questionnaires.

train me

- Practical workshops for people managers on key employment law issues, such as discipline and grievance, conducting investigations, equality and diversity, managing sickness absence, effective appraisals, avoiding unconscious bias in recruitment.
 - Modular training programmes for new managers, new team leaders and supervisors.
- We can also design and deliver bespoke training specific to your needs.



represent me

If you require representation at an employment tribunal, we will put you in touch with an employment lawyer at Ashtons Legal who have significant experience in conducting employment tribunal (as well as civil court) cases. They can support your business through the process and take the matter all the way to an employment tribunal hearing if needed, including carrying out the advocacy at the hearing.

why work with us

Our team offers an 'end-to-end' service as it consists of both HR professionals and experienced employment lawyers. We have offices across East Anglia and you will have an appointed account manager providing a single point of contact. Your choice of service will be both tailored and priced according to your needs.



what next?

For a free, no obligation fact finding meeting,
simply call any of the HR Consulting Team
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our team



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The information contained in this guide is of a general nature and specific advice should be sought for specific situations. We believe the information to be correct as at the time of publication, January 2024. While all possible care is taken in the preparation of this leaflet, no responsibility for loss occasioned by any person acting or refraining from acting as a result of the material contained herein can be accepted by the firm or the authors.