

20  
May  
2025

.....  
15Hatfields, London

Stay compliant and  
competitive as an employer  
with expert industry advice  
and legal updates.

# HR Update and People Strategy

## EXPERT SPEAKERS INCLUDE:

### Polly O'Malley

Partner,  
Browne Jacobson LLP

### Nike Lawal

Executive Coach and  
Trainer

### Emma Hughes

Partner,  
Browne Jacobson LLP

### Peter Woodhouse

Partner,  
Stone King LLP

## Update

Stay compliant with vital  
insights into new law and  
budget repercussions.

## Attract

Learn from creative approaches  
to solving recruitment and  
retention issues.

## Streamline

Ensure efficient  
investigations, hearings  
and processes.



# Why is this conference relevant?

**With the new government's pledge to expand workers' rights, attend HR Update and People Strategy to stay ahead on compliance issues that will affect your role soon.**

This is a valuable chance to join other HR professionals from across the country to unpack the latest legal changes, discuss strategies for recruitment and retention, and ensure that your people strategy is well planned and actioned by senior leaders.

As a HR leader, whether new in role or experienced, new scenarios and difficulties present themselves to you all the time. Our interactive workshops and problem-solving roundtable discussions will leave you confident and inspired. Explore creative new ways of dealing with longstanding sector-wide issues.



## The Benefits

### Proactive

Get ahead of planned changes to workers' rights, ensuring continuing compliance.

### Influence

Develop your skills as a HR professional to engage senior leaders in discussion and action.

### Decision-making

Create time and money efficiencies for your setting with swift, reasoned action.





# Keynotes

## → HR practice and employment law update

Stay proactive and informed to ensure policies, procedures and contracts are robust and fit for the upcoming year.

## → Panel discussion: practical application of flexible working

Boost recruitment and retention of staff with realistic and attractive flexible working strategies.

## → Roundtable discussion: your current issues

Bring your questions and problems to discuss with peers, colleagues, and experts.



# Breakout Sessions

## Staff wellbeing

What can you put in place for your staff that shows you are an employer of choice? Communicate it clearly to boost your recruitment and retention.

## Restructure

Take away a robust restructure plan. Ensure a smooth consultation process and communication, involving the right people at the right times.

## Influencing senior leaders

Engage senior leaders in discussions that drive actions by developing your soft skills.

## People potential: reward and recognition

Boost staff buy-in with an appraisal process that focuses on staff achievement and reaching their full potential.

## Complex allegations against staff

Limit your workload and litigation costs and minimise risk with appropriate, fast and strategic decision-making.

## Workload reduction

Retain staff by setting up a workload reduction taskforce. Explore what communications to send, what documentation you need and how to get staff engagement.

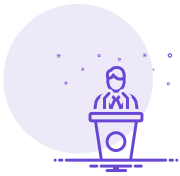
## Capability mock hearing

Join an interactive mock capability hearing. Bring your complex issues, taking away useful advice and terminology.

## Induction and probation

Account for legal changes to workers' day-one rights and take away an effective probation policy and leading induction programme.

**TO SEE FULL PROGRAMME VISIT [oego.co/optimus-conferences](https://oego.co/optimus-conferences)**



# Speakers



**Polly O'Malley**

Partner,  
Browne Jacobson LLP (Chair)



**Dai Durbridge**

Partner,  
Browne Jacobson LLP



**Kimberley Evans**

Founder,  
Nourish the Workplace



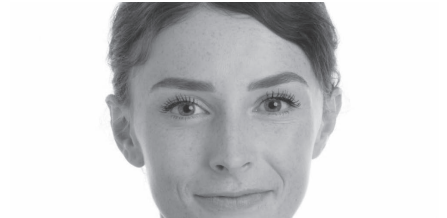
**Emma Hughes**

Partner, Head of HR Services,  
Browne Jacobson LLP



**Nike Lawal**

Leadership Coach,  
Team Development Facilitator,  
HR Professional



**Katharine Robinson**

Associate,  
Stone King LLP



**Sarah Turnbull**

HR Director,  
Transforming Lives Educational Trust



**Tom Wallace**

Senior HR Consultant,  
Browne Jacobson LLP



**Peter Woodhouse**

Partner,  
Stone King LLP



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*'Great updates to keep current knowledge in place and relevant information to help me progress successfully in role.'*

HR ADVISOR,  
WEST HEATH SCHOOL

*'Very helpful and pertinent in the current HR climate. Lots of useful information to take away.'*

COO,  
VICTORIOUS ACADEMIES TRUST

# HR Update and People Strategy

20 May 2025, 15Hatfields, London

## PRICING

Your ticket includes copies of presentation slides from every speaker's session, refreshments and opportunities to network with other school leaders, practical, topical strategies to impact your school and a choice of workshops to tailor your day.

	Early bird pricing - First 50 places	Pricing
Schools	£199 + VAT	£245 + VAT
Elite and Unlimited Members	Included in your membership fee	

If you have questions about this event, or would like help with booking, please contact us on 01823 792829 or [OptimusConferences@optimus-education.com](mailto:OptimusConferences@optimus-education.com)