



Making a Difference: Specialist Employment Investigations

Colin Stewart
Specialist Employee Relations & Dispute Resolution Consultant

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Experience – Dispute Resolution Consultancy

The consultancy has built a substantial reputation over the past 23 years; so much so, that 9 years ago, the consultancy was joined by Thelma Snow who brings a different background into the consultancy, which encourages breadth of thinking and expertise. Both Marilyn and Thelma are also qualified mediators. The consultancy has conducted over 150 mediations. More recently, the team has been joined over the past 3 years by Jo Winter, Terry Baldwin and Colin Stewart who bring a wealth of experience to the work.

Extensive investigating experience – over 500 conducted. (Grievance, Discipline, Whistle-Blowing, Safeguarding, Bullying & Harassment, discrimination, public and Member complaints.

HR, training and employment law advice to various clients including fifty local authorities, three charities, two national unions, three fire services, Police Commissioners Office, one central government office, and large and small businesses

Personal Profile Colin:

Colin is a highly experienced HR investigator trusted by Local Authorities, schools, and Multi-Academy Trusts to handle complex and sensitive cases. He specialises in disciplinary investigations, safeguarding reviews, and grievance and conduct matters in education, bringing clarity, rigour, procedural accuracy, and sharp analytical judgement, Colin excels at navigating contentious and challenging contexts, producing clear, defensible findings that stand up to scrutiny from unions, legal teams, and regulatory bodies.

His investigative expertise is strengthened by more than 30 years of senior leadership experience in education and local government, including roles as Director of Education, Assistant Director for Education and Children's Social Care, and as an Executive Headteacher. This depth and range of experience gives him a thorough understanding of organisational culture, staff conduct, safeguarding responsibilities, and the pressures faced by leaders—ensuring every investigation is handled with integrity, independence, and absolute professionalism.

Employment History:

ASSOCIATE CONSULTANT DECEMBER 2024 - TO DATE	MAKING A DIFFERENCE
DIRECTOR OF EDUCATION JANUARY 2017 TO MAY 2025	LONDON BOROUGH OF REDBRIDGE
DIRECTOR OF EDUCATION AND EARLY HELP JANUARY 2012 TO DECEMBER 2016	LONDON BOROUGH OF SUTTON
ASSISTANT DIRECTOR QUALITY ASSURANCE EDUCATION AND SOCIAL CARE 2005 TO 2012	THURROCK COUNCIL
PRIMARY STRATEGY LEAD 2003 TO 2005	DEPARTMENT OF EDUCATION
HEADTEACHER AND EXECUTIVE HEADTEACHER 1995 TO 2003	VARIOUS SCHOOLS IN ESSEX
SCHOOL LEADERSHIP AND TEACHING ROLES 1982 TO 1995	VARIOUS SCHOOLS IN ESSEX, SPAIN AND SCOTLAND

Experience – Investigations in the recent past

- Disciplinary Safeguarding Investigation – Alleged Mistreatment of Pupil by Adult
- Disciplinary Safeguarding Investigation – Alleged Physical Assault of Pupil by Teacher
- Grievance Against Headteacher – Bullying and Harassment
- Disciplinary Senior Leader – Failure to Make Reasonable Adjustments
- Grievance Against Senior Managers – Failure to Provide Duty of Care – Children’s Services
- Grievance – Alleged Discrimination and Defamation
- Grievance Against Senior Director – Bullying and Victimisation
- Disciplinary Safeguarding – Mistreatment of Vulnerable Child – Children’s Services
- Grievance Against Headteacher – Collective Grievance and Anonymous Whistleblowing
- Disciplinary Safeguarding Investigation – Anonymous Whistleblowing
- Grievance Against Headteacher – Collective Staff Grievance
- Disciplinary Senior School Leader – ICT Misuse
- Disciplinary Safeguarding Investigation – Mistreatment of Pupils