



JO WINTER

Dispute Resolution Consultant

CIPD LEVEL 5

TEL: 07450785578 JOW.MAD@OUTLOOK.COM

Personal Profile:

Jo Winter is a HR consultant specialising in dispute resolution, employee relations, and conflict management. She has gained a wide knowledge and experience at navigating complex workplace dynamics and has a proven track record of successfully mediating disputes, resolving grievances, and fostering a positive organisational culture. This extends to conducting thorough investigations, advising on disciplinary actions, and implementing strategies that mitigate risks while promoting fairness and compliance with policy and employment laws, gained in both the public and private sectors.

Jo Winter's strategic leadership experience extends to advising senior management on HR policies, organisational development, and change management and has played a key role in developing and executing people strategies that support growth, enhance employee engagement, and minimise legal risks.

Jo Winter is committed to delivering tailored HR solutions that align with business objectives, enhance employee engagement, and minimise the potential for future disputes. Whether working with public or private sector, her goal is to empower leaders and employees to resolve conflicts constructively, fostering a workplace where productivity and morale thrive.

Employment History

HR CONSULTANT (EMPLOYEE RELATIONS CONSULTANCY)

JUNE 2023- PRESENT

MAKING A DIFFERENCE

HR MANAGER

DECEMBER 2023- PRESENT

SWORDERS FINE ART AUCTIONEERS
STANSTED MOUNTFITCHET

GROUP HR MANAGER- EMPLOYEE RELATIONS

JANUARY 2020- DECEMBER 2023

EASTERN EDUCATION GROUP
OUT RISBYGATE, BURY ST EDMUNDS

HR AND PAYROLL MANAGER

DECEMBER 2018- JANUARY 2020

SCHOOLS CHOICE
ENDEAVOUR HOUSE, IPSWICH

CUSTOMER SERVICE ASSISTANT

2017- 2018

BABERGH AND MID SUFFOLK COUNCIL
STOWMARKET

QUANTITY SURVEYOR

2016-2017

TOPPESFIELD
CLAYDON

Appointments

ACTING CHAIR OF GOVERNORS
2023

WESTBOURNE SCHOOL ATT TRUST

COMMUNITY GOVERNOR
2018- 2023

WESTBOURNE SCHOOL ATT TRUST

2021 CIPD LEVEL 5

2016 BA HONOURS HISTORY OF ART AND FINE ART

2013 A-LEVELS
BIOLOGY, HISTORY, ART

2013 EXTENDED DIPLOMA IN GENERAL ART AND DESIGN
GCSE'S
11 A*-B INCL. ENGLISH, MATHS, SCIENCE

Experience – Investigations in the recent past

- DISCIPLINARY – GROSS MISCONDUCT, ASSAULT ON STUDENT
- GRIEVANCE- SAFEGUARDING AGAINST HEADTEACHER
- GRIEVANCE – FAILURE TO MAKE REASONABLE ADJUSTMENTS / DISABILITY DISCRIMINATION
- GRIEVANCE- SAFEGUARDING / DISABILITY DISCRIMINATION
- GRIEVANCE- FAILURE TO FOLLOW PROCESS