



Making a Difference: Specialist Employment Investigations

TERRY BALDWIN

Specialist Employee Relations & Dispute Resolution Consultant

TEL: 07850 652 741

TERRYB.MAD@OUTLOOK.COM

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 Terry:

Terry has many years' experience of strategic and high-level human resources management, including operating at Board level and the most senior HR person within the organisation. Terry also has experience of managing Organisational Development projects and line managing OD staff, developing new behavioural models, linked to changing culture within the organisation.

Terry has extensive human resource management experience, with 25 years at a senior level, with a proven track record of managing and developing teams to provide excellent internal and external client relationships, including the supply of HR services to external fee paying organisations.

Terry has gained a wide knowledge of managing employment issues at senior levels, including, recruitment, grievance, discipline, dispute resolution and complaint management.

Terry is highly enthusiastic, has a positive, 'can do' attitude and builds excellent working relationships with clients.

Employment History Terry:

ASSOCIATE CONSULTANT

MAKING A DIFFERENCE
AUGUST 2023 TO DATE

HEAD OF HR, PAYROLL AND OD

WATFORD BOROUGH COUNCIL
MARCH 2018 TO 31 JULY 2022

HEAD OF HR AND OD

ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD
APRIL 2013 TO MARCH 2018

HEAD OF HR, PAYROLL AND OD

WATFORD BOROUGH COUNCIL
MAY 2009 TO APRIL 2013

UK HEAD OF HR

HSBC
NOVEMBER 2005 TO JANUARY 2009

HR DIRECTOR

CHASE DE VERE FINANCIAL SOLUTIONS
MAY 2003 TO MARCH 2005

Experience – Investigations in the recent past

- Director of Legal – Bullying & Harassment
- Failure to reveal a pecuniary interest
- Race, Age and Sex Discrimination
- Public complaint – Failure to approve an EHCP and SEN provision
- Teacher cheating in SATS
- Headteacher – Collective bullying grievances (14 staff complaint)
- Planning Department: Failure to follow due process
- Teacher – Two cases of sending sexually explicit photographs to colleagues
- Falsely completing job application and pension forms
- Breach of the Flexible Working Policy
- ICT Mis-use – Children's Services
- Grievance against manager Bullying & Harassment
- Grievance – Unfair selection for redundancy
- Disciplinary - Financial irregularities
- Disciplinary failure to reveal SOVA info – Safeguarding and Sexual Harassment
- Disciplinary – Gross Misconduct. Threatening to stab his manager
- Grievance against Headteacher - Bullying
- Grievance - Homophobic Discrimination – Children's Services