



Employment Law & HR case study

Christ's College Finchley

Christ's College Finchley is a coeducational secondary school in north London with a long, illustrious history. The school celebrated its 150th anniversary in 2007 and became a single academy trust in 2011.

The school's commitment to excellence is reflected in its recent accolades; it is currently ranked 272nd in the country in The Times' Parent Power Best Schools list (2025).

OFSTED's assessment noted that pupils receive "a first-class education at Christ's College Finchley" (2025). The school has a broad and diverse intake, with around 80 languages spoken and a higher than average number of pupils attracting pupil premium funding.

For more than a decade, the school has relied on Judicium to provide essential support across HR, payroll and data protection. Judicium's employment law expertise came into its own when the school experienced a very challenging situation with an employee.

Head of HR and Governance Kate Maybanks and her team received support and guidance from Judicium employment law consultant Paul Luffman throughout the lengthy process.

"My tiny tip of the iceberg was absolutely nothing compared to what was going on 'underneath'. It's only when you zoom out and look at everything that's been put together that you realise quite how deep Judicium's expertise and support goes."

“Paul brought us the top lines – what we needed to know, what we needed to do, and then coached us through it. It was all done in such a friendly and personable way that belied his decades of experience,” says Kate.

Judicium is also there for the more day-to-day HR challenges. “We’ll use Judicium routinely to check a policy, the application of a policy, or for advice on handling an HR situation. It means we can speak with a lot more conviction when we go through these processes.”

Kate will frequently use the Judicium online portal to check policies, but if she needs expert support and advice quickly, she’ll pick up the phone and speak to one of the Judicium team.

“The responses are quick and to the point. When you just want to quickly sense check something you want one line and a recommendation, or some questions to help guide your thinking, rather than half a dozen lengthy paragraphs.”

“It’s tailored to education – they know how time consuming our days are. It’s on the money advice and relevant to our context,” says Kate.

“We’ve been through several different providers and we just keep coming back to Judicium. They are incredibly personable and friendly, but so sharp, knowledgeable and experienced. I wouldn’t hesitate in recommending them.”



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