



Employment Law & HR case study

Mayfield School

Mayfield School is a large, multicultural secondary school in Redbridge, East London with around 1,800 students. As a foundation school, it operates with a distinctive governance structure and manages its own staffing responsibilities rather than relying on the local authority.

Head of HR Tina Vorley and her team support a workforce of more than 200 staff in an environment that has become increasingly more complex over time.

Tina has worked at the school for 30 years, spending the last 20 in her current role, and has seen first-hand how HR in schools has changed. While Mayfield enjoys strong staff retention, the volume and complexity of HR casework has increased.

From sickness management and employee relations to disciplinary matters and investigations, Mayfield needed specialist expertise grounded in the realities of education and chose Judicium to support them in all areas of their HR workload.

Tina says there is rarely a week when she does not contact the team for advice. Sometimes this is to sense-check a course of action she already believes is right; at other times a case requires more detailed legal and procedural guidance.

“Judicium’s expert support gives us confidence that what we are doing is right and that we have the proper advice behind us.”

Judicium's support is wide-ranging, from helping the school navigate everyday HR queries such as recruitment and new appointments, to more sensitive and demanding issues including investigations, disciplinary processes and mediation.

The school can draw on Judicium to provide external support, especially when specialist experience is needed. "We work in a complex environment, especially when it comes to employees, so we had to have a service that offered security and good guidance," Tina says. "That's exactly what Judicium provides."

"There isn't a week that goes by that I haven't emailed Judicium with questions and they respond quickly. I might already know the answer, but there are other areas I'm not sure about and Judicium is there as my expert resource."

One of the key advantages of Judicium's service is that it is tailored to the education sector, says Tina. "It's vital that an organisation understands exactly how areas such as employment law, union relations and staffing processes differ in education. Generic advice really isn't that useful – you need specialist knowledge."

"We've got such a good relationship with Judicium. We would always, always recommend them."



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