

REDWAY

GROW | CHANGE | THRIVE

Award-winning
outsourced HR and
management development

 www.redway-hr.co.uk



WHO ARE REDWAY?

From day-to-day 'people' admin to single HR projects, one-off operational HR issues and wider strategic people-related initiatives, our award-winning team can meet every single one of your HR and management development needs.

With bespoke solutions based on your unique goals and obstacles, we can act as external advisors or seamlessly join your team to handle procedures on your behalf. Highly qualified with decades experience, our team has impeccable knowledge of employment law, sector-specific regulation and best practice – so you can trust that your leaders and their teams are in safe hands.

Whether you lack in-house HR, or your HR team doesn't have the capacity or expertise, we guide your people throughout the full employee lifecycle, from recruitment through to retirement, so they can deliver unbeatable service to your customers.

This is exceptional HR solutions that empower leaders, teams and individuals to reach their full potential, so they can best serve your customers and communities.



Liz Redway



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WHY CHOOSE REDWAY?



EXPERT

A highly qualified and experienced team with sector specialisms throughout the team, ensuring you get the right support. We have a focus of continued professional development - we keep ahead of the game; of what is coming next, to ensure we are leading our clients in the right direction.



INTEGRITY

We have full transparency with our clients, building long term relationships with honesty and respect. We never want to take clients by surprise, especially when they get a bill at the end of the month - we want them to keep coming back.



FLEXIBLE

We give options, we highlight the risks, we deliver big and small. We cut through the technical jargon and speak to you in a language you understand, or go into the detail when required.



PERSONAL TOUCH

We get under the skin of every organisation. It is not just a template or the line of least risk, it is what is right for the company. We use our clients language, tailored to their vision and values. We remember the small details - always on your side, in the right way.



COMMUNITY

We are rewarded by helping others. Our favourite clients are those who help others or our environment; through creating a legacy or improving lives. We are proud to offer reduced rates for NFP organisations.

HOW WE WORK



PROACTIVE, RETAINED HR

Our proactive retainers allow you access to expert HR support. We design these retainers around your specific goals and budget, so you don't need to worry about paying for any more support than you need. We work alongside you, helping your leaders and their teams to thrive.



ON-DEMAND HR ADVICE LINE

We deliver on-demand HR advice through our HR and employment law management advice line. If you want to 'phone a friend' you will get a voice you recognise and from a team member who knows who you are! No faceless call centres here; just expert advice tailored to your organisation.



HR PROJECTS

We talk to you, we listen to your requirements and we agree a scope of work and related pricing.



HR SOFTWARE

Set up and license use of our cloud-based HR Complete HR Solution; centralising people data, allowing self-service holiday requests, linking company goals to employee objectives, managing absences, encouraging innovation, organising documents and taking the admin away from your people management.



TRAINING AND LEADERSHIP DEVELOPMENT

Enabling leaders and their teams to identify more effective ways of achieving their goals, and making quicker progress towards them. Working one to one or in a team setting, and using psychometrics where appropriate, we create insight and purposeful action.

RETAINED HR

Retainers designed around your specific needs:

- 👤 Monthly service levels; HR director, operational HR, HR advisory, recruitment or HR admin
- 👤 On-site visits & remote support
- 👤 On demand documents and templates
- 👤 Quarterly usage report
- 👤 Access to top-ups for those times you need more time or involvement
- 👤 Regular people management updates and webinars
- 👤 A rolling annual contract, with monthly advance billing by direct debit

WE ARE EXTREMELY
SATISFIED WITH THE
QUALITY OF SERVICE,
FLEXIBILITY, RESOURCEFUL
NESS AND KNOWLEDGE.

THE TEAM ARE FANTASTIC
TO WORK WITH AND HAVE
MADE A REAL IMPACT
ACROSS OUR ENGINEERING
BUSINESS.

HIGHLY RECOMMENDED.
REDWAY HR HAVE BEEN
WORKING WITH US SINCE
EARLY 2021 ON A RANGE OF
PROJECTS.

THEY WORK
COLLABORATIVELY,
TAILOR TO SPECIFIC
NEEDS & DELIVER HIGH
QUALITY WORK.

HR PROJECTS

- 👥 Delivering one-off people-related projects
- 👥 Scoping out and delivering your ideal outcome
- 👥 Regular progress updates
- 👥 Aligning delivery with your vision and values
- 👥 Recent projects include:
 - Investigations
 - Restructures
 - TUPE
 - Organisation or culture change
 - Leadership & team development
 - Management training

WE COULDN'T BE HAPPIER TO
HAVE DISCOVERED SUCH A GEM.
I HIGHLY RECOMMEND.

WE HAVE NEVER FELT THE NEED FOR AN
IN-HOUSE HR FUNCTION WHEN
(REDWAY) HAVE BEEN ABLE TO SUPPORT
US IN A PROFESSIONAL AND TIMELY
FASHION WHENEVER WE HAVE NEEDED.

IT WAS LOVELY TO WORK WITH
YOU ON THE 12TH AND TO
EXPERIENCE YOUR EXCELLENT
FACILITATION SKILLS.

ON-DEMAND HR ADVICE LINE

- 👤 Unlimited management calls to our friendly HR and employment law advice line
- 👤 Access to HR consultants for those times you need an expert on the ground to roll up their sleeves and get involved
- 👤 Regular people management updates
- 👤 Regular people management webinars
- 👤 12 month contract, with monthly advance billing by direct debit

WILL DEFINITELY STAY IN
TOUCH WITH REDWAY HR FOR
FUTURE NEEDS - HIGHLY
RECOMMEND!

GREAT, REALLY CLEAR AND
PATIENT, AND RESPONSIVE
WHEN I'VE ASKED
QUESTIONS.

THIS IS
BRILLIANT.

THANK YOU SO MUCH. YOU ARE
A STAR AND HAVE LOOKED
AFTER US BRILLIANTLY.

HR SOFTWARE

Cut through your HR admin using our affordable digital HR solution. This intuitive and user-friendly system allows you to spend time managing your team — not paper!

- 👤 Centralise employee data – easily and safely access your HR data from anywhere with internet connection.
- 👤 Holiday tracking – employee self-service, manager approvals and a central holiday calendar.
- 👤 Manage absence – easily manage and monitor sick leave with the manager dashboard and reports function.
- 👤 Streamline reports – generate reports at the touch of a button to show the key information you need.
- 👤 Organise documents – securely store & share company and employee documents.
- 👤 Track expenses – manage expense claims and generate reports to help calculate budgets and spot trends.
- 👤 Set permissions – HR, line manager and employee permissions to limit access and retain confidentiality.
- 👤 Be organised - automatically generated tasks and email reminders to keep you on track.
- 👤 Boost performance – promote a culture of recognition; give praise, manage appraisals, set meetings.
- 👤 API System Integration – streamline information across your favourite systems and be rest assured knowing that your data has synced perfectly between platforms.

I'VE BEEN HAVING A
LITTLE PLAY AND IT'S
GREAT.

IT REALLY REMINDS ME OF
THE NICE THINGS I HAD
WHEN I WAS EMPLOYED.

I'M A LITTLE PROUD OF IT.

TRAINING AND DEVELOPMENT

- Engaging and interactive leadership and management training on a range of subjects
- One-to-one executive / leadership coaching tailored to specific needs
- Team coaching to ensure effective collaboration towards a shared vision
- Outplacement to support moving on from the organisation
- Bespoke and off-the-shelf workshops on management and personal effectiveness
- 360 degree feedback
- Psychometric assessments to inform professional development

VERY HELPFUL AND PROVIDED INSIGHTS THAT I WOULDN'T HAVE GLEANED WITHOUT THAT SUPPORT.

FRIENDLY, PROFESSIONAL BUT WARM AND RELAXED. HELPED ME UNLOCK THE DEADLOCK IN MY HEAD ABOUT A KEY DECISION.

REALLY HELPFUL SESSION BOTH IN EXPLORING THE ISSUES AND IN IDENTIFYING KEY ACTIONS TO TRY. HUGELY RECOMMENDED!

FRACTIONAL HR DIRECTOR

	HR Director	HR Director + Accountability	HR Director, Accountability + Accessibility
HR Risk Audit to identify strengths and development areas of current practice	✓	✓	✓
HR Strategy Workshop with leadership to create annual people plan	✓	✓	✓
Attendance at monthly / quarterly leadership meetings	✓	✓	✓
Monthly mentoring & accountability session with HR Team on delivery		✓	✓
Quarterly reporting on Key People Indicators		✓	✓
Phone support			✓

SERVICES FOR GROWTH

On a retained or project basis



The background of the entire image is a photograph of several hands of different skin tones reaching towards the center, each holding a wooden puzzle piece. The puzzle pieces are arranged in a circular pattern, with some already connected and others being placed. The image has a warm, orange-to-purple color gradient overlay.

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