

Consultant profile – Toni Trevett



Toni has more than 25 years' HR experience. Formerly an HR Director within the BAA group of companies, she is an independent HR / employment law consultant and lecturer. She was the youngest member ever appointed to the Employment Tribunal judiciary. She has worked with numerous organisations as a consultant, auditing HR policies, procedures and practices as well as managing complex and sensitive issues such as redundancy, TUPE transfer, reorganisations, etc. An author and trainer, she is also a lecturer for the CIPD graduate qualification.

Key areas of expertise

- HR consultancy – improving staff performance and productivity by best practice policies, procedures and processes, updating and writing employee handbooks, contracts and other people related documents and provides ongoing HR advice and support to management teams and HR professionals
- Disciplinary investigations
- HR training – designing and delivering a wide range of training courses on HR and HR-related topics, both for HR teams and for staff at all levels

Career highlights

Toni's five years as an HR Director within the BAA group gave her considerable industrial relations experience. The airport / airline industry is highly unionised so strategic HR and employee relations issues were a major part of her role there.

Since setting up her own consultancy in 2000, she has worked with a huge range of clients, including, to name but a few, Orange, Ford, Canadian High Commission, AXA Insurance, Westminster City Council, Zurich Insurance, OFT, CAF/CASS, The White Company, Eurolink Group plc, RDF plc, Petards, Sasol, Fentons Solicitors, ACCA, Canute, Network Rail, Body Shop, BSS, IBIS Hotels, Vinci, British American Tobacco, Levi, Hampshire Police, BAA, BCMS, Brunel Care, etc, etc.

Toni still sits as a member of the Employment Tribunal judiciary for South London (and more recently on the South Coast) and has done so for many years. This has given her an expert view in conducting grievance, harassment / discrimination / bullying and disciplinary matters for client companies wishing to show best practice and an unbiased approach to investigations, etc. In addition, she lectures students studying for their Masters equivalent CIPD qualification, and is the Employee Relations and Law elective tutor and author for ICS.

Testimonials

'Exceptional. Feedback from our managers has always been second to none. Cannot be recommended highly enough.'

British American Tobacco

'Can't remember when I have enjoyed a day's "work" so much. It was extremely interesting and informative and it was also a lot of fun – I have spoken to the other delegates and they were of the same opinion. Toni Trevett was extremely knowledgeable on employment law and had a great sense of humour – many, many thanks and we look forward to seeing you for more training and development initiatives within Vinci.'

Vinci plc

'Materials provided are excellent – far exceeded expectations. A great workshop, group energy was brilliant (not easy or expected), which is down to Toni. Great presenter, very knowledgeable and enthusiastic.'

The White Company

'One of the best course presenters I have seen in some time.'

AXA Insurance

'Toni recently ran a two-day training programme for all of our middle/senior managers on a range of leadership skills. The feedback as always was outstanding. The training was informative, engaging and entertaining. Toni used a range of different techniques to ensure we were given the information and skills we needed to improve our coaching and leadership capability whilst inspiring us to adapt the methods to address our own specific issues. We learnt some very valuable skills and had a thoroughly enjoyable two days.'

Brunel Care

Qualifications, training and professional memberships

- Fellow, CIPD