

Consultant profile – Toni Trevett FCIPD



Toni has a wealth of experience working in Employment Law and HR. Formerly an HR Director within the BAA group, she is an independent HR / employment law consultant, coach and trainer. She was the youngest member ever appointed to the Employment Tribunal judiciary and continues to hear cases sitting in South London. She has worked with numerous organisations as a consultant, both large and small, and regularly advises on, supports and manages complex and sensitive issues such as bullying, harassment and discrimination complaints, redundancy and reorganisations as well as TUPE transfers, etc. Toni is also a trained mediator and investigator, used particularly when an external and independent perspective is required. She has also been an author and lecturer for the CIPD graduate qualification.

Key areas of expertise

- HR consultancy – improving staff performance and productivity, working with management and HR teams to incorporate best practice into policies, procedures and processes. Providing practical HR advice and support to deal with challenging, complex and sensitive issues
- Disciplinary, grievance, bullying, harassment and discrimination investigations and hearings
- HR and management / personal development training – designing and delivering a wide range of training courses on employment law, people management, HR and HR-related topics, both for HR teams and for staff at all levels
- Coaching and mediation to resolve and / or restore workplace relationships

Career highlights

Toni's years as an HR Director within the BAA group gave her considerable employee and 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, 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, CAFCASS, The White Company, Eurolink Group plc, RDF plc, Fentons Solicitors, ACCA, AAT, Quorn, Shell, Dairy Crest, Coca Cola, Eli Lilly, European Investment Bank, Societe Generale, Featurespace, Fortnum and Mason, Formula E, JC Deaux, JKR Global, Mitsubishi, National Gallery, Oxfam, Nickelodeon, Paramount Pictures International, Oracle, Canute, Network Rail, Pepsi, Schlumberger, Telegraph, Virtus, Vertical Aerospace, Warner Bros, Body Shop, BSS, IBIS Hotels, Vinci, British American Tobacco, Levi, Hampshire Police, BAA Plc, BCMS, Brunel Care, Lewis Silkin, ViroCell Biologics Ltd, AIG, Talbot Underwriting, etc, etc.

Toni sits as a member of the Employment Tribunal judiciary for South London 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 has lectured students studying for their Masters equivalent CIPD qualification, and was 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
- Trained Mediator
- Employment Tribunal member