

CASE STUDY

Headland HR has had the pleasure of partnering with Southampton Hospitals Charity to support them through a period of major transformational change.



**Southampton
Hospitals
Charity**

THE CHARITY

Southampton Hospitals Charity are an amazing charity, bringing people together to raise life-saving funds for University Hospital Southampton.

...you may have spotted some of the fabulous lighthouses on display across Southampton and Cowes over the summer. The Light the South art trail has been showcasing a total of 80 lighthouses, all uniquely designed by some of the UK's most talented artists, schools, and community groups, sponsored and supported by many brilliant local businesses and organisations.

This is just one of the incredible projects Southampton Hospitals Charity have been working on. To find out more visit www.southamptonhospitalscharity.org.

THE PROJECT

Southampton Hospitals Charity was recommended to Headland HR by a senior HR professional working within the NHS Trust, as they were preparing to transfer out of the NHS and become a fully independent charity.

The project scope included preparation for and overseeing the TUPE transfer for the Charity team and helping to set up the new independent Charity from a people perspective.

Following an initial video call with the new Charity CEO, and the provision of a scoping document for the Board, Headland HR was delighted to be engaged to work with the Charity on this project.

THE OUTCOME

Southampton Hospitals Charity is now fully operational as an independent Charity and has seamlessly continued to carry out its incredible work whilst navigating this significant period of transformational change.

The operational HR function is up and running and Headland HR continues to provide specialist HR support to the Charity team as and when needed.

The team continues to grow and the Charity has a new senior leadership team in place to take the Charity forward into this exciting new chapter.



"Our Charity has been through a major transformational change, including the transfer of employees and the establishment of an entirely new HR framework and system.

Rebecca's assistance has been invaluable throughout the process. She has supported with the full range of HR matters, from overseeing the HR components of the TUPE transfer, to establishing clear new policies, implementing our new HR system, and working to support the setup of our employee benefits offer.

Rebecca's expertise across the board has helped make our transition a success. I would have no hesitation in recommending Headland HR for HR advice and support."

ELLIS BANFIELD

**Southampton Hospitals Charity
- Chief Executive Officer**



Navigating the people aspects
of your business journey

www.headlandhr.co.uk

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