

EMPLOYEE RELATIONS ASSOCIATE

Samantha Newton FCIPD

Employee Relations Specialist

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25+ Years'
ER experience

Fellow CIPD
(FCIPD)

Hundreds
of complex ER cases

ER Specialist
investigator & chair

£1m
PI cover

Trusted to take ownership of complex workplace investigations, establish the facts and deliver clear, balanced reports that help organisations make confident decisions.

ASSOCIATE PROFILE

Chartered Fellow of the CIPD and Employee Relations specialist. Across a career of more than 25 years I have handled hundreds of ER cases, and I now work independently on the cases others would rather avoid: investigations, hearings and appeals that are too complex, too sensitive or too high-risk for an in-house team to run alone.

I support HR consultancies and their clients on an associate, subcontract or white-label basis. My work is evidence-led, fair and grounded in UK employment law and the ACAS Code, and my reports are written to stand up to tribunal and legal scrutiny. I keep matters confidential and manage any conflicts of interest. I set out the risks and the options for decision-makers, then leave the final decision with them. I am as comfortable working under another consultancy's brand as dealing directly with owners, trustees, directors, managers, employees and witnesses.

Track record: hundreds of Employee Relations cases across a 25+ year career, including extensive workplace investigation and disciplinary, grievance and appeal hearing experience.

Sector experience: motorsport and automotive, retail, NHS and primary healthcare, logistics and warehousing, manufacturing, professional services, charities, membership organisations and owner-managed SMEs.

Working with consultancies: instruct me and I scope the matter, run the investigation or chair the hearing, and hand back a clear, tribunal-ready report. The decision stays with you, delivered discreetly under your brand.

KEY AREAS OF EXPERTISE

- Independent workplace investigations
- Independent disciplinary & appeal chairing
- Conduct and gross misconduct matters
- Long-term sickness and absence management
- Restructures, redundancy and TUPE
- Evidence analysis, matrices & chronologies
- Complex grievances, appeals & reviews
- Bullying and harassment allegations
- Disability and reasonable adjustment cases
- Performance and capability
- Settlement discussions and difficult exits
- Structured employee and witness interviews

Preparing allegation matrices, interview plans, evidence chronologies, investigation reports, hearing packs, outcome letters and appeal decisions aligned to UK employment law, the ACAS Code and client policy.

SELECTED CONSULTANCY ASSIGNMENTS (ANONYMISED)

Complex conduct investigation

- **The matter:** multiple allegations, conflicting accounts and mixed evidence including CCTV, telephone records and WhatsApp messages.
- **Delivered:** allegation matrix, interview plans, full evidence chronology and a structured, balanced report with findings on the balance of probabilities.

Independent grievance appeal

- **The matter:** an appeal involving TUPE, historic pay arrangements, long-standing working practices and incomplete records.
- **Delivered:** identified the evidential and procedural gaps, chaired the hearing, and produced an appeal report, management executive summary and employee outcome letter.

Charity governance and employee relations review

- **The matter:** a sensitive matter involving health concerns, disability risk, workplace adjustments, Occupational Health input and trustee governance.
- **Delivered:** advised on suspension, phased return and adjustments, and on an employee who declined to participate, balancing wellbeing, legal exposure and reputational risk.

Redundancy and organisational change support

- **The matter:** redundancy, restructure and performance activity for owner-managed businesses.
- **Delivered:** consultation planning, manager guidance and documentation; regularly take on stalled cases and return them to a fair, lawful conclusion.

PROFESSIONAL EXPERIENCE

Founder & Principal ER Consultant Magenta HR Consulting

Feb 2025 – Present

Independent Employee Relations consultancy supporting SMEs, charities and larger organisations, and providing associate and white-label delivery to other HR consultancies.

- Manage multiple live ER matters with competing deadlines, maintaining case plans, evidence schedules, audit trails and stakeholder updates from instruction to conclusion.
- Conduct independent investigations and chair disciplinary, grievance and appeal processes, from case assessment and hearing preparation through questioning to outcome documentation.
- Advise on absence, capability, performance, restructure, redundancy, TUPE and settlement, balancing legal risk with operational reality, and work within client systems including BreatheHR, BambooHR and PeopleHR.

HR Business Partner (Heritage, Projects, Race Team & Operations) Williams Racing Jan 2019 – Feb 2025

- Advised senior leaders on complex ER, performance and capability matters in a high-pressure, operational environment.
- Led a voluntary redundancy programme delivering £1.2m savings while maintaining a fair process, and a reward review generating £400k annual savings.
- Supported organisational redesign, workforce change, TUPE-style transfers and the COVID-19 response across technical and operational teams.

Regional People Advisor Pets at Home Group / Vets4Pets

Sept 2015 – Dec 2018

- Advised more than 100 veterinary practices on disciplinary, grievance, absence, performance, TUPE and restructuring matters, working directly with practice owners and managers.

HR Officer Copart UK

Jul 2014 – Sept 2015

- Provided HR and ER support across 15 UK sites in an operational, blue-collar setting, advising managers and directors on employee relations.

EARLIER CAREER

Generalist and business-partnering HR roles across unionised and non-unionised environments with Unilever, T-Mobile, Butcher's Petcare, Bedford Girls School and others (2002 – 2014), building strong foundations in employee relations, employment compliance and manager support.

QUALIFICATIONS & PROFESSIONAL MEMBERSHIP

- **Fellow of the Chartered Institute of Personnel and Development (FCIPD)** — CIPD Level 7 Advanced Diploma in Human Resource Management (postgraduate level).
- **BA (Hons) Human Resource Management with Business** — University of Gloucestershire.

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"A situation nobody wanted to touch, and she told me straight what to do, then dealt with it."

VERIFIED CLIENT REVIEW · 5.0 FROM GOOGLE REVIEWS

PRACTICAL ASSOCIATE INFORMATION

Self-employed consultant trading as Magenta HR Consulting · Professional indemnity insurance of £1m · Available at short notice, white-label or client-facing, remote and on-site · Based in Oxfordshire and able to travel by agreement · Confidentiality and conflict-of-interest managed on every case · References and indicative day or hourly rate on request.

Samantha Newton FCIPD

Employee Relations Specialist | Independent Workplace Investigator

MagentaHR
CONSULTING