



# WHAT OUR CLIENTS SAY



**Brook** is the UK's largest young people's sexual health charity. For more than 50 years they have been providing free and confidential sexual health services and education to people under the age of 25.

As an Ellis Whittam client, they benefit from 24/7 support from their dedicated Employment Law Advisers and have online access to documentation which has been tailored to their needs.

In 2014, Brook set out to consolidate 17 separate charities into one organisation with one set of HR policies.

In order to implement such a profound change, Brook relied heavily on support from their team of Ellis Whittam Employment Law Advisers.

Tim Scott, Head of People and Organisational Development at Brook, comments: "Ellis Whittam successfully guided us through an extremely complex TUPE transfer and related projects. The transfer involved dissolving 16 separate charities / limited companies across England, and simultaneously transferring all staff to a single pre-existing legal entity."

Tim continues: "This involved consultation with an elected employee forum and individuals. An additional complication was that due to the fragmented nature of the organisation pre-transfer, a proportion of the management team were all, for commercial reasons, technically employed by the 16 separate charities / limited companies as well as Brook Young People Ltd.

"Further, during the same consultation period, a new contract of employment was implemented for staff including those based in Scotland, Northern Ireland and Jersey. Immediately following the transfer a significant number of staff went through a re-grading exercise to address historical pay disparities."

Tim concludes: "Not only was this ambitious project completed on time, but also without any litigation."

Brook's Liverpool-based People and Organisational Development Team received a 'Highly Commended' award in the 'HR Management' category at the Charity Times Awards and acknowledged that this achievement was due to their close working partnership with Ellis Whittam.



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