



David Maycock

BA (Hons)

Employment Director

David is the Employment Director with South East Employers, and has worked for the organisation since October 2010. He is an HR professional with considerable experience in providing strategic and operational advice and training to Heads of HR, senior managers, councillors, education HR professionals and school governing bodies. David's focus is on assisting clients to ensure that they meet their employment legislation obligations coupled with a clear focus on achieving best practice and adding value.

David has many years' experience in the field of equality and diversity, having worked for several years, at a national level, as Equalities Adviser at the Local Government Management Board. David was part of the DIALOG (Diversity in Action in Local Government) Team. Key duties here included being on the steering group that led to the establishment of the Local Government Equalities Standard (now the Equality framework) and producing a number of publications on the subject of discrimination in the workplace.

More recently, as Employment Director at South East Employers, David has conducted a number of Diversity Awareness Training sessions for elected members at a number of councils in the South East Region, and has recently been commissioned to undertake some one-to-one coaching on diversity awareness for a Councillor in one of SEE's member councils.

David delivers training and consultancy services to provide expert advice, guidance and training on a wide range of employment law and HR issues, including, updates and practical advice on the implications for local authority employers of new and emerging employment-related legislation, sickness absence management procedures, handling redundancy situations, discipline and grievance procedures, TUPE regulations and changes to maternity and adoption leave arrangements.

Highly experienced in conducting workplace investigations or assisting with disciplinary or appeals processes, David provides professional and independent support to local authorities. Workplace investigations, including on matters such as disciplinary, grievance, gross misconduct, and safeguarding issues, have been undertaken across a whole range of areas including grievances against senior managers; allegations of Head Teacher misconduct; alleged breaches by teaching staff of child safeguarding issues, etc.

An experienced mediator, David is regularly called upon to provide his mediation expertise to help resolve complex conflict situations between teams or individuals at work through mediation. He is part of the delivery team to provide training in the ILM 3 day course in Mediation and Conflict Resolution leading to an ILM qualification and certificate.

In addition, David has worked in the field of negotiations, having been involved at a national level in negotiating improvements in pay and terms and conditions of employment for both teaching and support staff in Sixth Form Colleges and, along with trade union representatives, he participated, as part of the Employers' Side, in the Government's Working Arrangements Monitoring Group (Social Partnership) aimed at negotiating implementation of the school teachers' workforce agreement.

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Regional Director: Jennifer McNeill

The Guildhall, High Street, Winchester, Hampshire, S023 9GH
T 01962 840664 F 01962 842018 E jennifer@seemp.co.uk W www.seemp.co.uk