

Guardian People Solutions offer a bespoke and flexible range of services and aims to be a genuine trusted partner to your organisation. Guardian offer the full range of HR services to our clients ranging from help with major projects such as organisational restructure to individual employee case work when it comes to performance or conduct.

We work with our clients as well as for them. We won't re-invent the wheel and our approach is based around developing the tools that already exists rather than imposing solutions that don't fit with the culture or the ethos of the client. We take time to understand where the business is, what the priorities are and what people factors are crucial to your success. We will work with senior directors or with first line managers, our approach is based upon helping your team manage their people better and becoming more familiar with what good HR practice can bring to the workplace to make everyone's experience at work more positive. Kenny and Tony have more than 40 years of collective HR experience to draw from as well as extensive experience as voluntary trustees/ committee members within different strands of the Scottish voluntary sector, from housing to employment initiatives to veteran's issues.

As a member of ACOSVO we will provide you with a free consultation of up to 1 hour for initial discussions about your business, this could be face to face, using video conferencing technology or a scheduled phone call depending on your location. We are based in the central belt but that has not stopped us from working with clients in the Scottish Borders, Perthshire and into England too.

If you don't see a particular service listed, it is simply down to the fact that we have not tried to cover every aspect of human resources and development in our website content. Please get in touch with us as we are very happy to discuss any element of your work where effective and engaged people are a business critical factor.

*Guardian are trusted HR advisors to our organisation.*

*Their advice is always bespoke to our circumstances and the size of our organisation. Guardian provide us with a completely reliable service and are always one step ahead of legislative change or best practice. Whether it is an informal discussion or work on a specific project, we have a positive relationship and I would recommend Guardian to other organisations in the voluntary sector.*

Moira, CEO of a national Scottish housing charity.

*We engaged Guardian People to assist us with a highly sensitive and complex HR issue and our appointed consultant was Tony Carruthers. On our behalf Tony agreed a project brief and provided a clear estimation of the likely duration of his work which was acceptable to us. Tony conducted a thorough investigation involving a small group of staff both as potential witnesses and to identify any mal-practice that had occurred. Working directly with our HR Team and the Line Manager he was able to quickly establish the facts and produced a comprehensive report that allowed us to take the appropriate action. This report was also presented to an external governing body to enable them to consider what action, if any they would wish to take.*

*We were delighted with the confidential and courteous way in which the work was undertaken and am therefore pleased to recommend Guardian People as a valuable resource to call upon.*

John, Resources Director – Housing and Care organisation