



Mr Tim Bainbridge

Role (s): Director and Trust Health and Safety Champion

Date appointed: 1st April 2019

Appointed by: Children First Learning Partnership Members

Term of Office: 4 years

Relationships between other governors or school staff: None

Relevant Business and Pecuniary Interests including governance roles in other educational institutions:

- *Owner of TJB Pest Control Ltd*

Tim has background in Telecommunications and Pest Control previous business roles include leading teams of Engineers as a Field Manager being responsible for all aspects of performance including discipline and grievance setting performance targets, coaching for performance and health and safety. He is an accredited Union Safety Representative experienced in writing and maintaining risk assessments, completing accident investigations and implementing safety action plans. Tim was responsible for an operational budget and generating additional revenue able to ensure that all financial targets are met.

Tim has 6 years' experience working in a HR role as a Transition Manager enabling people to find new roles through interview and CV writing coaching undertaking face to face training or Webinars. He has been responsible for negotiating settlement agreements and voluntary leaver packages, negotiating with unions to change attendance patterns and work locations. Tim is experienced in conducting grievance investigations and reporting findings to all parties involved.

In his current role in pest control Tim continues to utilise his experience in health and safety while also reengaging his customer facing skills after 6 years in a back-office role.

Tim has 12 years' experience as a Governor with 5 years as Chair of the Governing Body he was a link governor for Health and Safety with experience of safety walks, risk assessment, accident investigations, grievance hearings, settlement agreements, finance and performance management.