

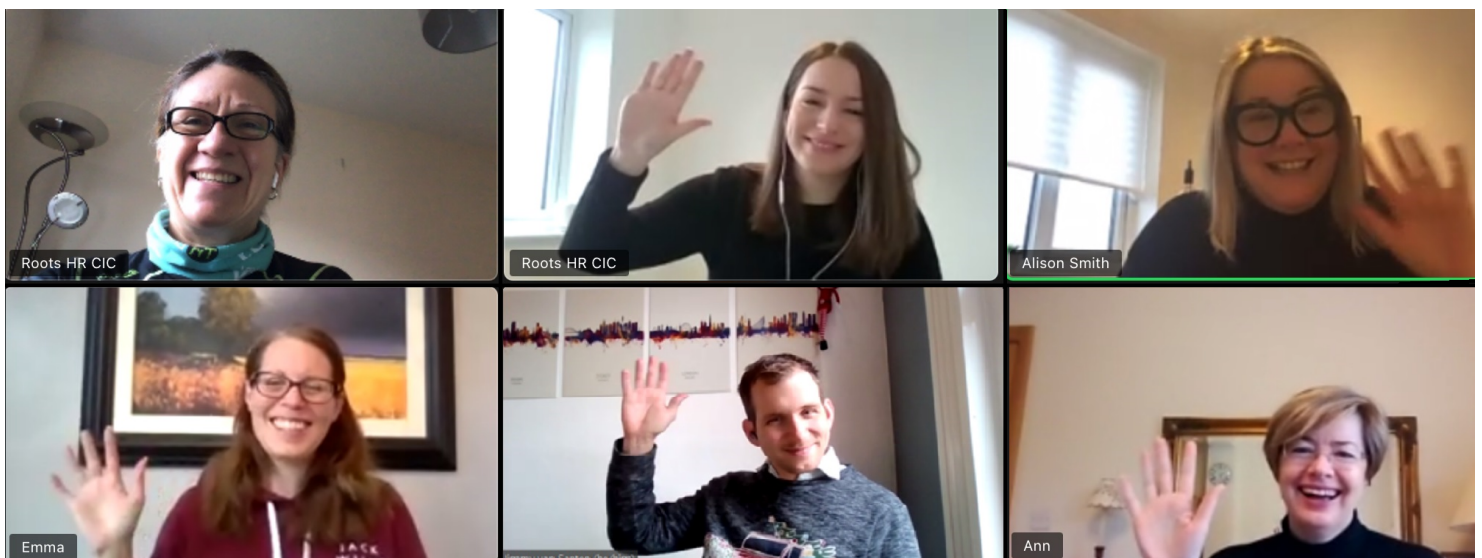
Our mission is to provide high quality, practical and affordable human resources services on a greater than profit basis tailored to social sector organisations.

Our services are designed with stakeholder input, to meet stakeholder needs, and are not primarily driven by profit or shareholder return. This means that our services are tailored to the values and needs of small to medium social sector employers with no, or limited, in-house HR support and their workforces.

Our vision is to improve social sector outcomes through better people management.

We offer a range of employer-led HR services covering the full employee lifecycle delivered through COMPLY, our employment law and people management advice service, PERFORM, our consultancy and project management service and GROW, our learning and development services.

Our social purpose is to improve the management of people within social sector workforces through the provision of high quality and accessible HR services and development opportunities for their leaders and managers.



Our Theory of Change




Roots HR provides affordable, accessible and high-quality HR services to enable small to medium social sector organisations best respond to external and internal forces whenever required

Individuals learn from both taking advice / attending training and from the experience of implementing this in practice


Income derived from fee-paying services and profits are used to fund a FREE HR advice line, HR toolkits, factsheets and guidance and training in people management

Managers are better able to manage people

 People management is inclusive, fair and lawful and feels "normal" to workforces

People management risks are minimised in organisations

Employees, workers and volunteers are retained so service delivery is stable and recruitment costs are minimised

Unnecessary pay  and tribunal costs are minimised and avoided

Key talent is retained within the social sector

Organisations retain more of their income for service delivery and beneficiaries 