



Tracy Humphrey MA, MCIPD

Tracy has worked in HR roles for over 30 years, in industry and service sectors, and running a consultancy for the last 10 years. She specialises in employment law and employee relations, using her experience to manage change and to deal with performance management situations sensitively. She also has extensive experience of designing and handling recruitment with and for clients and overseeing the pre-employment recruitment checks that are required to be carried out.

Tracy has spent some of her career in Learning and Development roles where she designed and delivered training and staff development programmes and ensured these were assessed to check their effectiveness for businesses. She is qualified and experienced in using a variety of psychometric tools to support individual and team development.

Tracy has worked with Ainscough Associates since April 2017 and oversees our HR work supporting our HR Consultant and HR Administration team to ensure we keep up to date with our HR-related responsibilities. This can involve providing support services directly to the team at Ainscough Associates and working closely with case managers to support and assist with all HR-related matters, particularly helpful where clients directly employ their own care and support teams.

She is responsible for ensuring our HR-processes and policies continue to meet our needs, are up to date and supportive.

Tracy is qualified as a Member of the Chartered Institute of Personnel and Development (MCIPD) and attends the local branch on a range of topics each year, keeping up to date with legislative changes that impact our sector along with other key changes and challenges that affect businesses. She studied for her MA in Managing Human Resources at Kingston Business School.

In addition to her professional experience, Tracy has been a school Governor since 2010 and for a while was Co-Chair of Governors. This role requires helping others to take a long-term view and focus on the strategic goals and impact assessment for the school. This has developed her communication and negotiation skills – all of which have helped with her wide-ranging client work. She has been able to support the Governing Body through Headteacher recruitment on a couple of occasions and the Headteacher performance reviews.