recruitment
leadership.

The Compliance & Governance Risk Review

A six-week programme helping recruitment business owners identify and manage commercial, contractual and employment risks.

Does this sound familiar to you?



- Your contracts may no longer reflect how your business operates.
- Your managers lack confidence handling people issues.
- You're unsure if policies are followed consistently.
- Responsibilities for checks, records and risks are unclear.

If any of these sound familiar, The Compliance & Governance Risk Review helps you identify risks, prioritise key issues and manage them more effectively.

What You'll Gain

- **A clearer picture of risk -** Identify potential areas of contractual, operational and employment exposure.
- **More consistent processes -** Address gaps between written policies and everyday practice.
- **More confident managers -** Help managers understand their responsibilities and handle issues more consistently.
- **Clear priorities -** Know which issues need attention first and who is responsible for taking action.
- **Ongoing risk management -** Establish review and reporting routines to help your business manage risk beyond the programme.

Protect your business from avoidable risk.

What Results Can You Expect?

A practical focus on improving:

- Visibility of key business risks
- Consistency between policies and practice
- Clarity around management responsibilities
- Prioritisation of risks and corrective action
- Ongoing review, reporting and escalation



Previous client result: An owner credits Alison with saving **tens of thousands** of pounds in a separate project.*.

What's Included?

A structured six-week programme combining recruitment sector experience, a practical examination of your business and hands-on support from Alison Humphries.

01

Week 1: Risk Profiling

- Review your services, worker models and client sectors.
- Identify relevant contractual, operational and employment risks.
- Review existing policies, insurance and key agreements.
- Consider how risk management responsibilities are allocated.

02

Weeks 2-3: Targeted Examination

- Review a sample of contracts and operational records.
- Identify gaps between policies and everyday practices.
- Prioritise risks of disputes, financial loss or reputational damage.

03

Weeks 4-5: Remedial Action

- Improve selected processes and procedures.
- Strengthen record keeping.
- Clarify risk management responsibilities.
- Provide targeted support or training for managers.
- Identify matters requiring specialist advice.

04

Week 6: Governance & Handover

- Create a risk register and prioritised action plan.
- Agree who is responsible for each risk and action.
- Establish reporting and escalation processes.
- Set a timetable for reviewing risks and controls.

Investment & Commitment

- **£5,500 + VAT** for six weeks, including approximately 3–4 days of Alison's direct involvement.
- For UK recruitment agencies with around 5–25 employees, with remote and in-person support as needed.
- Covers one UK entity and an agreed scope; specialist legal or tax advice requires separate instruction.

Protect your business from avoidable risk.

The Compliance & Governance Risk Review helps you understand your business risks, take practical action and put clearer processes in place for the future.

Ready to make a change? Get in touch with Alison to discuss your business.

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About recruitment leadership.



Alison Humphries I NED & Business Mentor to the Recruitment Industry

With over 40 years in recruitment, Alison has held director-level positions at businesses including Hays Plc, Robert Half International, BNB Plc and Penna Plc, building an extensive career across contingent, retained, temp/contract, RPO, statement of works and consulting services.

She has personally negotiated global contracts worth up to £120million in gross profit a year.

Simultaneously, she became an awarded designer of L&D programmes, a legal and compliance expert (REC Chief Examiner) and HR advisor. Her contribution to the recruitment industry was recognised by the REC with an Honorary Fellowship - one of just 25 people to hold this honorific.

Alison has advised recruitment business owners and leaders for nearly 20 years, delivering impressive results, including a recent trade sale exceeding £20 million. She remains hands-on and closely involved in the industry.

Case study: Avoiding unnecessary costs

A small specialist recruitment business was losing money on uncommitted permanent roles and needed a clearer approach to client agreements.

Alison supported the owner in reviewing agreements, making more informed supplier choices and addressing previously uncollected fees.

The owner credits Alison with saving tens of thousands of pounds across legal costs, supplier choices and uncollected fees.*

This was a previous client project, not the six-week Compliance & Governance Risk Review. Results will vary.