

Enhancing people's lives through the creation of exceptional workplaces



ibex gale is an established company with a large team of employees who have a unique blend of legal expertise and people management skills

This expertise enables us to deliver our purpose of enhancing people's lives through the creation of exceptional workplaces.

Therefore, the commitments or brand promises we make to all clients are that we are invested in their culture and people, we enable progress and positive change, and we combine professional rigour with compassion.

ibex gale's services cover five areas.

- Workplace Investigations
- Conflict Resolution and Mediation
- Organisational Culture
- Change Projects
- Governance and Assurance

We work for clients ranging from investment banks to the NHS. We have an unwavering focus on quality and are one of the few investigation providers accredited to the British Standard BS:102000 which demonstrates the rigour and compliance we adhere to in all our work.

Our team includes former employment lawyers, people management professionals, culture specialists, psychologists, accredited mediators, CQC regulatory experts, as well as former barristers and tribunal litigators. Many have professional qualifications and memberships such as CIPD, ILM and ABI. This wide skill set allows us to carefully match the skills in our team to the brief.

Our promises

We combine professional rigour with compassion

We will work with integrity and professionalism to the highest standards, whilst being empathetic, compassionate, and easy to engage with.

We are invested in your culture and people

We will invest our time, energy and expertise into achieving positive outcomes for your people and culture.

We enable progress and positive change

We will bring a "can-do attitude" by combining an innovative approach with drive, commitment and focus.



Our services are delivered through these five specialist areas

We are the market leaders in workplace investigations.



We help organisations improve workplace culture and staff engagement.



We manage and deliver change projects impacting your employees.



We resolve early stage conflict and dysfunctional relationships in the workplace.



We support organisations in achieving good governance.



A few words from our clients



ibex gale's rates were very competitive and they demonstrated significant experience in conducting such investigations... Their work was so impressive that the Trust commissioned them for an additional extremely sensitive investigation...

NHS, HR Director



At SCC we have used ibex gale a number of times for complex investigations. We found their investigators are diligent, helpful, approachable and have a wealth of experience behind them.

The process of using ibex gale is straight forward and has saved our organisation considerable expense in terms of time and resources to investigate complex cases.

Surrey County Council, Simon Boyd-Smith



I appointed ibex gale to manage a large redundancy project involving over 200 staff following the relocation of our main factory and offices. They worked closely with our HR, finance and senior leadership team and understood our operational pressure points.

They were both professional and compassionate with our staff, many of whom have worked for us for decades. We continue to work with the team at ibex gale and I wouldn't hesitate to recommend them.

The Bart Ingredients Company Limited,
David Collard, CEO



Get in touch

If you would like to have a confidential discussion with us about how we can support your organisation please contact us.

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