



**Helping create and
maintain outstanding
workplaces where
people can flourish**



Helping create and maintain outstanding workplace cultures

ibex gale provides unique support on:

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

We differentiate ourselves with a commitment to delivering independent, balanced services that combine professional rigour with a people-centric approach of compassion and empathy.

We have an unwavering focus on quality and are one of the few investigation providers accredited to the British Standard BS:102000.

Each year we undergo a comprehensive audit to demonstrate that our services are underpinned by processes that are structured, impartial and legally compliant.

Our team include former employment and regulatory lawyers, people management professionals, culture and change specialists, psychologists, accredited mediators, and former barristers and police detectives. Many have professional qualifications and memberships such as CIPD, ILM and ABI.

All are trained to fact-find in a fair, objective manner to make evidence-based decisions, and collectively they deliver the highest standards of professionalism whilst being empathetic and easy to engage with.

Our promises

We combine professional rigour with a people-centric approach

We will work with integrity and professionalism 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

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