



# NEWSLETTER

## How inclusive is your business?

Inclusion isn't a trend; it's the catalyst for innovation, creativity and high engagement in your business, shaping a distinctive brand. But when inclusion becomes performative and your actions don't match your words, your teams will definitely notice.

That's why measuring inclusion is crucial—it holds business owners accountable and ensures we're truly walking the walk. Let's explore what inclusion means, why it should be woven into the fabric of your business and how you can measure and amplify it.

### #1 - Employee voice

Use pulse surveys and employee engagement tools to understand what your employees think inclusion means and if you're getting it right. Don't forget, inclusion is different for everyone.

### #2 - Qualitative insights

Focus groups and interviews will provide a deep dive into employee experiences and get beneath the surface of any nuanced challenges, like employees experiencing menopause, and the support they need.

### #3 - Lived experience

Take time to compare the experiences of marginalised groups with those in the majority. You'll understand any differences or disparities, develop targeted inclusion strategies and prevent disengagement.

### #4 - Employee-led groups

Tap into your Employee Resource Groups (ERGs) and internal networks! They provide invaluable insights to gauge the effectiveness of your inclusion efforts and drive meaningful change in your business.

### #5 - People issues

Stay vigilant when it comes to your HR issues. Monitor trends in areas like bullying and discrimination, then take swift action to address them.

Learn how to measure the impact of your inclusivity efforts by downloading our latest guide today!

**Explore everything you need to know  
and get your FREE copy now.**

### To CV Selfie or not to CV Selfie?



Recruitment might have gone high-tech with AI, video applications and a push for diversity, but the trusty CV still holds its ground.

But should candidates add a photo of themselves? It could risk biases like racial and gender discrimination, and even 'pretty privilege'—where conventional good looks might dazzle employers.

However, while blind screening helps combat biases, many still sneak a peek at LinkedIn beforehand. The focus should be on inclusive practices that value skills and qualifications over appearance.

<https://www.hrgrapevine.com/content/article/2024-07-03-selfies-on-cv-is-it-ever-ok>



## Boreout: The new burnout

We're all familiar with burnout - when an employee's workload becomes too much to bear and it causes exhaustion, saps motivation and impacts their mental health.

But there's a new buzzword in town... boreout. It's when work lacks challenge or excitement, leaving employees bored and unmotivated. It may sound less serious, but the symptoms are just as real and need urgent attention.

Employers can steer clear of boreout with a vibrant culture, regular check-ins and growth opportunities to keep their teams buzzing with energy and fulfilment.

<https://hrzone.com/boreout-what-it-is-and-how-to-prevent-it/>



## Distracted, Me?

59% of employees can't last 30 minutes without getting sidetracked by something non-work related, like their phone or a chatty colleague, making focus a challenge.

Employers can play a crucial role by spotting workplace distractions, setting boundaries and creating a culture where people can thrive without being distracted.

<https://www.hrgrapevine.com/content/article/2024-07-04-over-half-of-employees-cant-go-30-minutes-without-getting-distracted-whats-an-employer-to-do>



# How to create Happy Workplaces



We spend a massive chunk of our lives at work.

When it's all work and no play, we get bored, frustrated and disengaged.

But when work sparks joy, it spills over into everything else...

As a business owner, keeping your team cheerful should be at the top of your priority list.

The business benefits? They'll put a smile on your face, too.

**According to the University of Warwick, happiness boosts productivity by around 12%, helping teams work smarter without sacrificing quality.**

Happy employees are also more involved, productive, cooperative, creative AND innovative. They're less likely to call in sick or burn out.

It's no wonder there's a National Week of Happiness with a rallying cry for workplaces to make happiness the norm, not the exception.

So, how can you create a happy workplace? By focusing on meaningful work, stellar management, strong relationships, growth opportunities and - yes - fun!

## Here's some top tips:

- **Build an inclusive culture:** Hire employees who vibe with your company's values and train managers to foster belonging and respect.
- **Recognise and appreciate:** Regularly thank and reward your team to boost morale and value. A simple 'great job' can go a long way.
- **Nurture friendships:** Tech has made connecting easier but can leave us lonely. Build a work community where meaningful relationships thrive through social breaks, collaborative spaces and shared goals.
- **Promote work-life balance:** Offer flexibility, like later starts, early finish Fridays and dynamic work options, for a happy, high-performing crew.

**Curious for more happiness hacks?  
Get in touch for a friendly chat and let's spread the joy together!**



# Questions & Answers

## Can employees be suspended if they are arrested?

Possibly, but it depends on whether the incident happened at work or off-site. Suspension shouldn't be automatic. Consider the allegations, the impact it may have on colleagues and your business, and any safety concerns. Seek ACAS and legal advice for clarity.

## What should I do if my employee has a backlog of annual leave to take before the end of the holiday year?

They can carry over some of their statutory 5.6 weeks' holiday entitlement, if your policies allow, if they're on long-term sick leave or if you didn't let them take all their entitlement. If they're on statutory leave, like maternity leave, they can carry it all over.

## Do I need a probationary period?

There's no legal requirement, but it can protect your financial and business interests. It helps you assess whether your new hire is right for the job - and if it's right for them - and you can set a shorter notice period.

## Let's talk on the phone

### Here are three questions for you:

- Do you currently have an HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a 15 minute exploratory call at [www.crafnanthr.co.uk](http://www.crafnanthr.co.uk)



**YOUR HR EXPERT**

