

HR NEWSLETTER

6 ways that preventative HR can save you time, money and hassle

Lots of business owners don't want to invest in preventative HR. They'd rather just pay for HR consultants like us to fix issues as they arise.

This is great for us, as it creates lots of high-value, billable work. But this way of thinking is not great for you.

It's short-sighted and far more expensive to your business than preventative HR, in terms of time, money and hassle. That's why we encourage you to take a long-term, preventative approach to your HR.

Here are 6 ways that preventative HR can save you time, money and hassle:

1. Staying legally compliant

When businesses take a reactive approach to compliance, it's very likely that you'll end up at an Employment Tribunal paying thousands in legal fees.

2. Train your managers to lead effectively

You know what they say... "People don't leave jobs, they leave people". Great managers will help your business to thrive. Bad managers will put your business into survival mode. That's why training your managers to be great leaders is essential.

3. Prioritise employee wellbeing

Supporting your employees' wellbeing isn't just good for them—it's good for your business. A healthy, happy workforce is more productive and less likely to leave.

4. Develop and enforce clear policies

Clear policies help you to set expectations and handle issues consistently. They also protect your business by ensuring everyone understands the rules.

5. Manage performance

Addressing performance issues early prevents them from escalating and impacting your business. Proactive performance management ensures that your team are productive and aligned with your goals.

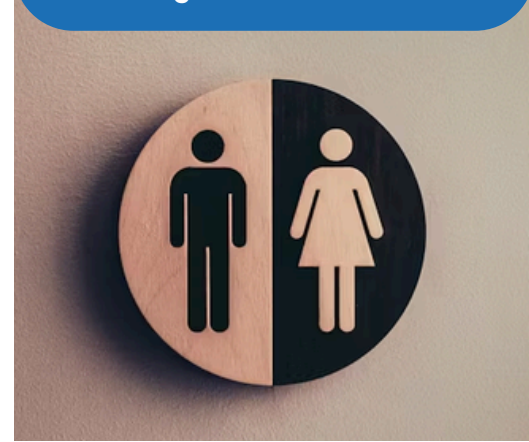
6. Encourage open communication

Encouraging open communication helps you to address concerns before they become bigger issues. It also builds trust and boosts employee morale. Preventative HR is about staying ahead.

By implementing these measures, you'll create a more efficient, compliant and engaged workplace.

If you're unsure where to start, let's talk.

Are your performance reviews gender-biased?



Gender bias isn't just limited to job adverts - it's creeping into performance reviews as well.

A recent study found that 78% of women were described as 'emotional' in workplace evaluations, compared to just 11% of men. This kind of language bias can hold back talented employees and disrupt team performance.

As a business leader, it's important to ensure that your performance reviews are fair and objective:

- Provide bias awareness training for managers to improve decision-making.
- Standardise evaluation criteria to create consistency across the board.

By addressing these biases, you can build a more equitable workplace, retain top talent and enhance your organisation's performance.

Have you reviewed your appraisal process recently?

<https://www.peoplemanagement.co.uk/article/1903895/three-quarters-women-labelled-emotional-performance-reviews-study-finds-suggesting-lack-progress-gender-based-language-bias/>

Are U.S. policy shifts changing how we approach EDI in the UK?

With recent rollbacks of federal equality, diversity and inclusion (EDI) initiatives in the U.S., UK businesses might feel the ripple effects, especially those with transatlantic ties.

It's a great opportunity for UK employers to double down on their EDI strategies. Review your approach, tailor it to your organisation and ensure that inclusion remains a core value.

A strong EDI strategy isn't just good for employees. It drives innovation, retention and business growth. We can help to make sure your strategy is ready for any changes that lie ahead.

<https://www.hrmagazine.co.uk/content/news/how-will-trump-s-anti-dei-policies-affect-programmes-in-the-uk/>



39% of UK workers are thinking about jumping ship

Employee turnover is on the rise, with 39% of UK workers considering a job change in the next 12 months (up from 33% in 2024).

Keeping your best people means taking action now. We can help you to hold on to your top talent.

<https://hrnews.co.uk/39-of-uk-workers-considering-a-new-job-in-the-next-12-months/>

Software to help you to manage your people and reduce HR admin

Let's be honest – managing employees is hard work. It's time-consuming, often stressful and sometimes just plain exhausting.

And that's when everything's running smoothly. Think about the hours spent handling annual leave requests, tracking absences, planning training sessions and monitoring productivity. Add in 1-2-1s, team meetings and disciplinarys, and it's no wonder it feels overwhelming.

But here's the good news: it doesn't have to be this way.

Enter HR software.

It's the tool that takes care of those repetitive HR tasks, freeing up your time and making life easier for everyone.

The benefits are huge, but let's focus on the top three:

1. It saves you time

HR software automates the tasks that drain your time, like managing holiday requests, tracking absences or updating employee records. No more drowning in paperwork or losing files in bulging cabinets.

2. It keeps everything in one place

Access all your employee data in one secure, centralised system – anytime, anywhere. Whether you're working remotely or on the go, you'll have the information you need at your fingertips.

3. It supports employee development

From scheduling 1-2-1s and performance reviews to tracking training courses, HR software keeps everything organised.

And that's just the start. From safeguarding sensitive data to improving absence management, HR software is a game-changer.

If you're not using it yet – or you're not thrilled with your current solution – let's chat. I can help you to find the best fit for your business and even get you set up.



Questions & Answers

What should I do if an employee refuses to sign an updated workplace policy?

It's important to explain the policy changes clearly and address any concerns your employee may have. Keep a record of all communications and provide the updated policy in writing. While a signature shows acknowledgement, the policy can still be enforced if it's reasonable and communicated properly. Reach out for support if you can't resolve the issue.

Can I monitor my employees' emails or internet usage during work hours?

Yes, but under the Data Protection Act 2018, monitoring must be lawful, fair and proportionate. Inform employees through clear policies and justify monitoring with a legitimate business reason, like productivity or security. It should never be excessive or invasive. If you need help in balancing business needs with employee privacy, get in touch.

What are my responsibilities if my employee requests adjustments due to a disability?

Under the Equality Act 2010, you must make reasonable adjustments to remove workplace barriers for disabled employees. Speak with the employee to understand their needs, review any medical evidence and implement changes, such as flexible working or assistive equipment. Adjustments should be made promptly and reviewed for effectiveness. Failing to act could lead to a discrimination claim. For guidance, we're here to help.

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.



YOUR HR EXPERT