

August 2025 Newsletter

NEW BLOG POST!

We cover Neurodiversity in the workplace - what it means, challenges employees face and steps you can take to support.

Your FAQ's

Answers to your most common questions - this month around temperatures and work and time off for results day!

Ditch the paperwork...

How can you save time by taking all your HR documents and holiday bookings to an online system? We can help...

HR Help:

What you need to know

FAQ

What if it gets too hot to work?

There's no legal maximum working temperature in the UK, but employers do have a duty to ensure working conditions are reasonable.

In a heatwave, think about flexible hours, relaxed dress codes, fans or air con, and encouraging regular water breaks. If your team works outside or in hot environments, take extra care with breaks, shade, and hydration.

It's all about keeping people safe, comfortable, and productive.

Can employees take time off for children's GCSE or A-Level results days?

Results days can be a big moment for families. While there's no legal right to time off for this, many employers choose to be flexible.

Consider allowing annual leave, unpaid time off, or even a few hours' flex – it shows you understand and support work-life balance, and it goes a long way towards building goodwill and engagement.



BLOG

Neurodiversity is more than just a buzzword. It's a powerful reminder that there's no one-size-fits-all when it comes to how we think, process, and work. From autism and ADHD to dyslexia and dyspraxia, neurodivergent individuals bring a huge range of strengths, insights, and perspectives that can add real value to any team.

But are we doing enough to support them?

In this blog, we explore:

- What neurodiversity really means
- The common challenges neurodivergent employees face at work
- Practical steps you can take to create an inclusive and supportive environment

It's full of helpful, no-nonsense advice for any employer looking to build a workplace where everyone can thrive.

[Click here to read the full blog](#)

Need a Helping Hand with Recruitment?

Growing Your Team or Replacing a Role? Let's Plan Ahead Together

Whether you're hiring for the first time or growing your team, recruitment can quickly become a time-consuming task – from crafting the job advert to screening CVs and keeping the process moving. That's where we come in.

At NCSHR, we offer **flexible, low-cost recruitment support** designed for small businesses. Unlike traditional recruitment agencies, we charge a fixed, affordable fee or hourly rate – so you only pay for the support you need, with no hidden commission or placement fees.

We take the time to get to know your business inside and out, so we can find the right people – not just for the role, but for your team and company culture too.

We're also proud to partner with [Hireful](#), giving you access to:

- ◆ The latest recruitment trends and insights
- ◆ GDPR-compliant recruitment software to manage applicants efficiently
- ◆ Discounted advertising across major job boards to get your roles seen

Here's how we can help:

- ◆ Writing engaging, inclusive job adverts
- ◆ Recommending where and how to advertise
- ◆ Salary benchmarking and advert review
- ◆ Managing job postings and applicant tracking systems
- ◆ CV shortlisting and telephone screening
- ◆ Interview coordination and candidate communication
- ◆ Offer letters, contracts, and onboarding support

Whether you need full end-to-end support or just a few hours to get things moving, we'll flex to fit around you. You stay in control of the process and the budget, while we help make it run smoothly.

[Click here to find out more](#) or get in touch – we'd love to help you find the perfect fit.



A note from Nicola...

As we enjoy the summer stretch, I'm here to keep you informed and confident with practical HR support that works for your business.

This month, we're covering timely questions – from workplace temperatures during a heatwave to time off for exam results days.

We've also shared a blog on neurodiversity in the workplace, full of tips to help you create a more inclusive environment.

It's been great to support clients with a mix of people matters recently – from absence and performance issues to redundancy and difficult conversations. We're also continuing to deliver management training to help leaders feel more confident and capable in their roles.

While things may feel a little quieter over summer, if you're considering changes in the autumn or want to get ahead of upcoming employment law updates, now's the time to get in touch.

