

May 2025 Newsletter

NEW TRAINING!

We are now offering Neurodiversity in the workplace training for our clients - read below for more information!

Your FAQ's

Answers to your most common questions - this month around neurodiversity in the workplace and performance management.

12-18 MAY...

Is Mental Health Awareness Week: Community - we share tips on how to check-in with your employees and create a sense of community in the workplace.

HR Help:

What you need to know

How can I better support neurodivergent employees?

Small adjustments – like clearer communication, flexibility in how tasks are done, or adapting the work environment – can make a huge difference. We now offer Neurodiversity in the Workplace training to give managers the knowledge and practical tools they need. Just ask if you'd like to know more!

We've had a difficult situation with an employee's performance – any advice on how to approach it?

Start by preparing well: gather facts, be clear on your concerns, and approach the conversation with curiosity and care. Remember, the goal is improvement, not punishment. If you need guidance, we offer coaching and templates to help you handle sensitive conversations confidently.

FAQ

Exciting News: Neurodiversity in the Workplace Training Now Available!

I'm thrilled to share some exciting news – and something very close to my heart.

We're now offering Neurodiversity in the Workplace training to our clients!

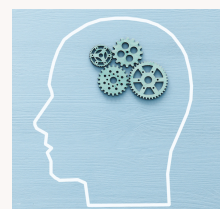
This isn't just another course for us.

Neurodiversity is a topic Nicola is personally passionate about. She truly believes in the power of positive reinforcement, thoughtful adjustments, and inclusive practices to help every individual thrive.

Neurodivergent employees bring incredible strengths to the workplace – creativity, innovation, problem-solving, attention to detail, and resilience. When we take the time to understand, support, and celebrate neurodiversity, we unlock real business benefits and build stronger, more human workplaces.

Our training equips managers with both the legal knowledge and practical insights they need to confidently lead and support neurodivergent team members.

If you'd like to find out more or have a chat about how this could support your team, get in touch with us!



Mental Health Awareness Week: Community



12–18 May 2025 marks Mental Health Awareness Week, led by the Mental Health Foundation – and this year’s theme is all about movement and the power of community.

We know that moving more isn’t just good for our physical and mental health – it’s also a wonderful way to connect with others. Whether it’s joining a team walk, taking part in a community activity, or simply sharing an active break with colleagues, movement strengthens the sense of belonging and support we all need to thrive.

At NCS HR, we believe wellbeing is a shared responsibility. By creating workplaces where people feel part of a caring, connected community, we can boost mental health, resilience, and team spirit.

Here are a few easy ways to bring the theme of movement and community to life at work this week:

- ✓ Organise a group activity – a lunchtime walk, charity challenge, or stretch session together.
- ✓ Create moments for connection – invite colleagues to share their favourite wellbeing tips or ways they stay active.
- ✓ Champion inclusivity – ensure activities are welcoming and accessible to everyone.
- ✓ Lead the way – when leaders show they care about mental health, it creates a more open and supportive workplace.

You can read more information here:

<https://www.mentalhealth.org.uk/>

If you’d like help shaping your workplace wellbeing strategy or finding meaningful ways to strengthen connection within your team, we’re here to help. Together, let’s make movement, connection, and mental health a priority every day.



A note from Nicola...

I’m here to help you stay informed and support your business with the latest HR updates and practical advice throughout 2025.

As we step into May, with Mental Health Awareness Week approaching (12–18 May), it’s a perfect reminder to check in on your team, strengthen wellbeing initiatives, and create a supportive, thriving workplace.

It’s been a pleasure working with so many of you recently, whether that’s reviewing policies or delivering valuable training, from sexual harassment awareness to our new neurodiversity in the workplace programme.

If you’d like a chat about how I can help – whether it’s refreshing your policies, supporting your team’s wellbeing, or strengthening leadership skills through training – get in touch.

