

A photograph of a modern office desk. On the desk, there is a silver laptop, a white mug, a notebook, and some decorative dried branches. In the background, a staircase with a metal railing and a white sofa are visible.

Welcome to our October 2024 NEWSLETTER

As your HR consultant, I'm bringing you a reminder of the latest updates, insights, and tips to help navigate the ever-evolving landscape of human resources.

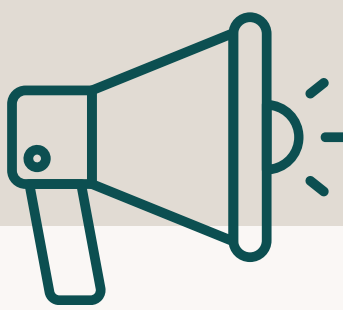


As we step into October, with Labour now in power, we expect new legislation to be introduced soon. We'll be keeping a close eye on these changes and will keep you updated as they unfold.

Our goal is to provide you with valuable resources and support to enhance your organisation's HR practices and drive success.

Thank you for entrusting us with your HR needs, and I hope you find this newsletter informative.

Nicola



NCS HR NEWS

We're a Silver BreatheHR Partner!



Here at NCSHR, we are proud to be able to offer our clients an affordable solution to their HR admin and holiday headaches!

BreatheHR offers several benefits, particularly for SMEs looking to streamline their HR processes. Key advantages include:

1. Time-saving automation: Automates routine tasks like holiday requests, absence tracking and document storage.
2. Centralised employee data: All employee information, from performance records to personal details, is stored in one location, making it easier to manage and access.
3. Compliance management: It helps ensure compliance with HR legislation by tracking key dates, such as probation periods and contract renewals, reducing the risk of missed deadlines.
4. Employee self-service: Employees can manage their own information, request leave, and view payslips, which increases engagement and reduces administrative burden.
5. Cost-effectiveness: It is designed with small and medium-sized businesses in mind, offering affordable pricing plans to suit different organisational sizes and needs.
6. Customisable features: The platform offers a range of customisation options, allowing you to tailor workflows to suit their specific HR processes.

These features make BreatheHR a powerful tool for improving efficiency, reducing paperwork, and maintaining compliance in a user-friendly environment.

SPECIAL OFFER

Sign up for Breathe HR between 1st October and 31st December 2024, and enjoy 50% off for your first 2 months. This is a fantastic opportunity to bring efficiency and simplicity to your HR processes at an unbeatable price.

Understanding the new sexual harassment legislation: What employers need to know.

NEW!

New legislation requires businesses to take proactive steps to prevent sexual harassment, including assessing risks, establishing clear policies, and creating a culture that discourages unacceptable behaviour. Employers must go beyond responding to complaints, ensuring employees feel safe reporting concerns without fear of retaliation.

What does harassment cover?

Bullying and harassment at work can include targeting individuals, spreading rumours, or denying training opportunities. While there's no specific law against bullying, harassment is illegal under the Equality Act 2010, particularly when linked to protected characteristics like age, disability, sex, race, or religion.

Employers can be held liable for harassment experienced by their employees, even if they were unaware of it.

Businesses should take reasonable steps to protect employees from all forms of harassment, whether internal or external.

To defend against a sexual harassment claim, employers must show they have taken "reasonable steps" to prevent it.

At NCSHR, we're ready to support your business in navigating these updates, ensuring you create a safe, respectful, and inclusive environment for all employees. Get in touch with us for further advise.

What steps can you take to safeguard your team?

To effectively prevent and address sexual harassment in the workplace, it is essential to adopt a proactive and systematic approach. This is not a simple 'tick-box' exercise; you must be able to demonstrate the reasonable steps you have taken to prevent harassment.

Here are some key areas to focus on:

1. Organisational and cultural change
2. Policies and procedures
3. Training and development
4. Reporting channels and investigations
5. People management capability
6. Take action where required

By focusing on these areas, you can create a workplace where all employees feel safe, respected, and valued. Taking these steps not only ensures compliance with the law but also fosters a positive workplace culture that helps to attract and retain top talent.