



HR-ONE

HUMAN RESOURCES
CONSULTANCY

NEWSLETTER

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ISSUES #6

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*One-of-a-kind HR support,
offering the expertise you
need, when you need it.*

YEAR-END ESSENTIALS

As the year winds down, it's time to tie up the loose ends that may have gathered quietly throughout the year. Confirm annual leave balances (including any carry-over), payroll deadlines, and compliance tasks - especially around holiday pay and working time. It's also a great moment to review and refresh your people records: ensure personnel files are complete and up to date, with contracts, job descriptions, onboarding notes, probation reviews, and exit interviews properly filed. A little admin now means fewer headaches later. If you'd like a checklist or support with year-end HR tasks, I'm here to help you wrap things up with confidence and calm. Think of it as a seasonal declutter for your people processes.



INCLUSIVE CELEBRATIONS

Not everyone celebrates the same way - something to honour, not overlook. Inclusivity means recognising diverse traditions, avoiding assumptions, and creating space for individual expressions to be acknowledged. Consider low-pressure ways to bring people together: a gratitude circle, a virtual coffee chat, or a charity drive that reflects your team's values. The goal isn't glitter - it's connection and belonging. Whether someone marks Christmas, Diwali, Hanukkah, or none at all, let's approach the season with curiosity and openness. Inclusion is a culture - it about making people feel safe, respected, and part of something meaningful..



Festive Wellbeing

The holidays can be joyful for many - and quietly overwhelming for some. It's a time of connection, but often brings stress, loneliness, or financial pressure. Encourage teams to set boundaries, take proper rest, and check in with one another. A simple "How are you really?" can go a long way. Consider sharing wellbeing resources or hosting a gentle pause - perhaps a "Cocoa & Conversation" or a "Mince Pie Moment." These small gestures remind us that compassionate leadership lasts far beyond the festive season. Making space for kindness, care, and emotional safety in every conversation leaves room for people to feel seen, heard, and supported.

CELEBRATING QUIET CONTRIBUTIONS

December is a perfect time to honour the unsung heroes - the steady hands, quiet fixers, and behind-the-scenes brilliance that keep things running. Not every contribution comes with fanfare, but every one matters. Consider a private thank-you, a handwritten note, or a gentle spotlight in your team meeting. Recognition doesn't need a stage - it needs sincerity. Noticing the genuine impact, the emotional labour, and the small acts of care that often go unseen helps people feel truly valued - and able to keep showing up with purpose, pride, and passion in your business.

HR TRENDS & INTENTIONS FOR 2026

2026 brings change: day-one parental leave, flexible working by default, and new rights for zero-hours workers. The Employment Rights Bill will reshape how we think about fairness and flexibility and compliance. Start reviewing policies now - especially around probation, scheduling, and sick pay. It's also a great time to set HR intentions: proactive conflict resolution, inclusive onboarding, and wellbeing audits that reflect your values. What kind of culture do you want to build next year? Let's shape 2026 with clarity, care, and a commitment to emotionally intelligent leadership.