



# HR-ONE

HUMAN RESOURCES  
CONSULTANCY

# NEWSLETTER

MAY 2026

ISSUES #8

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offering the expertise you  
need, when you need it.*

## EMPLOYMENT RIGHTS UPDATE

April's Employment Rights Bill changes are now live, and May is the moment to check everything is working smoothly in practice. Day-one parental leave, SSP from day one, and strengthened whistleblowing protections all require updated processes – but they also require confident, consistent application. If you haven't already, use this month to sense-check onboarding, payroll, sickness reporting, and manager understanding. A quick internal audit now prevents issues later, especially as further reforms roll out through 2026–2027. If you'd like a light-touch compliance review, I'm here to help.



## MENTAL HEALTH AWARENESS WEEK 11TH - 17TH MAY

This year's theme focuses on Action – practical steps that make a meaningful difference to wellbeing. The Five Ways to Wellbeing offer an easy starting point:

- Connect - engage with friends, family, colleagues; strengthen relationships through small moments of genuine conversation.
- Move - incorporate regular physical activity, whether it's a lunchtime walk or stretching between meetings.
- Learn - take up a new skill or hobby; curiosity boosts confidence and resilience.
- Give - offer time, kindness, or support to others; even small acts create a sense of purpose.
- Mindfulness – take time to be present and notice your surroundings; pause, breathe, reset.

On 14 May, teams are invited to Wear It Green to show support and spark conversations. It's a simple, visible action that reminds us that mental health matters - and that change begins with everyday choices.



### SUPPORTING MANAGERS

#### CONFIDENCE IN THE NEW LANDSCAPE

With day-one rights expanding and more reforms on the horizon, managers need clarity and confidence more than ever. May is a great time to refresh training on probation, sickness processes, documentation, and early-stage performance management. If you'd like e-learning recommendations or tailored manager workshops, I can build these around your team's needs.

### INCLUSIVE LEADERSHIP IN ACTION

Inclusive leadership isn't a one-off initiative – it's a daily practice. This month, focus on the small behaviours that build trust: listening without interruption, inviting quieter voices into discussions, and checking assumptions before making decisions. As you wrote in October 2025, inclusive leaders “create environments where everyone feels seen, heard, and valued.” May is a great time to revisit these principles and embed them into team routines, especially as organisations navigate change.

### WORKFORCE PLANNING FOR SUMMER

As we move toward June, annual leave patterns, flexible working requests, and seasonal resourcing start to shift. Encourage teams to book leave early, review coverage plans, and consider any temporary adjustments needed for school holidays. With flexible working now a day-one right, clear communication and fair decision-making are essential. A little planning now prevents the classic July bottleneck and keeps operations running smoothly.