



# HR-ONE

HUMAN RESOURCES  
CONSULTANCY

# NEWSLETTER

OCTOBER 2025

ISSUES #5

“

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

## PREPARING FOR YEAR-END REVIEWS

As we enter the final Quarter of 2025, year-end reviews are more than performance appraisals - they're a chance to reconnect, refocus, and realign. Done well, they celebrate achievements, address challenges, and set meaningful goals for the year ahead. It's also an opportunity to strengthen trust and engagement across your team. HR-One offers tailored support, from review templates and feedback frameworks to coaching for line managers. Let's make your reviews purposeful, inclusive, and energising - not just another tick-box exercise.



## EMPLOYMENT RIGHTS BILL TIMELINE

The Employment Rights Bill is set to reshape UK employment law over the next two years. Key changes include:

- Day-one rights to Parental Leave
- Removal of “wait days” for Statutory Sick Pay (April 2026)
- Day-one unfair dismissal rights (expected 2027)
- Right to request predictable hours for zero-hours workers
- Flexible working by default from day one
- Fair Work Agency to enforce compliance

While these changes may still seem some time away, employers should begin reviewing contracts, policies, and working practices now – especially around probation, sick pay, and shift scheduling.



10th October

## World Mental Health Day

This year's theme is “Mental health is a universal human right” which calls for inclusive, compassionate workplaces. Whether it's offering mental health training, reviewing workload policies, or simply encouraging open conversations, small changes can make a big impact. Consider hosting a “Tea & Talk” or sharing resources with your team. If you would like support with building a culture where mental health is truly valued, please get in touch

## INCLUSIVE LEADERSHIP

Inclusive leadership means more than good intentions – it's about embedding equity, empathy, and psychological safety into everyday decisions. Inclusive leaders listen actively, challenge bias, and empower diverse voices. They create environments where everyone feels seen, heard, and valued. Whether you're leading a small team or a whole organisation, inclusive leadership drives innovation, trust, and resilience. HR-One can help you explore what inclusive leadership looks like in your context – and how to bring it to life.

## AUTUMN BUDGET HR IMPACT

With the Autumn Budget set for 26 November, Chancellor Rachel Reeves promises no rises in VAT, NI, or income tax for “working people.” While we are not expecting the dramatic shift seen last year, budget announcements often shape employee expectations when it comes to contract terms, salary reviews, and cost-of-living adjustments. Now is a good time to get ahead of the curve and manage those conversations early.

If you would like any support with benchmarking or salary surveys, please get in touch.