



HR-ONE

HUMAN RESOURCES
CONSULTANCY

NEWSLETTER

SEPTEMBER 2026

ISSUES #10

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

EMPLOYMENT LAW UPDATE

WHATS COMING OCTOBER 2026

October brings the next wave of Employment Rights Act changes. Key areas for employers include strengthened sexual-harassment prevention duties, requiring proactive steps rather than reactive responses; expanded union access rights, giving representatives clearer workplace access and consultation expectations; and potential changes to tribunal time limits, still under review but anticipated no earlier than October. You can also expect increased Fair Work Agency enforcement, with its practical impact becoming more visible through the autumn.

September is a good moment to review policies, manager confidence, and documentation standards ahead of the October reforms.



ADDRESSING CONCERNS

Conduct and disciplinary issues remain one of the most common areas where organisations slip into risk, and the new ACAS draft Code of Practice reinforces this. The updated Code places stronger emphasis on early, informal resolution, with tribunals expecting employers to raise concerns promptly, hold early conversations, and consider mediation before escalating to formal action. These expectations apply to workers as well as employees, meaning zero-hours and casual staff must be treated fairly and consistently.

Informal chats still matter – but they cannot replace a clear, evidence-based process when behaviour falls below expectations. Key reminders for autumn: address concerns early, keep notes even for informal discussions, follow your policy consistently, and ensure managers understand the difference between conduct and performance issues. With unfair dismissal rights moving to six months in January, strong ER foundations matter more than ever.



Lunch & Learn

Starting next month, I will be running a Lunch & Learn session 12:30 - 13:30 on the second Wednesday of each month.

- 14th October - Workplace Boundaries & Resilience
- 11th November - Creating Inclusive Team Dynamics
- 9th December - Flexible Working Initiatives
- 13th January - Handling Difficult Conversations
- 10th February - Building a Feedback Culture
- 10th March - Supporting Mental Health

All sessions will be held online. Attendance is £35pp (or 0.5 of committed tariff/bundle). Please email lcb@hr-one.co.uk to book your place.

LEADERSHIP WELLBEING

Many organisations are noticing the same pattern: senior managers carrying the emotional load of the business, absorbing pressure from all sides, and feeling unable to set boundaries. Over time, this erodes clarity, decision-making, and long-term sustainability. High performers often ignore early warning signs, quietly pushing their own wellbeing to the bottom of the list. But sustainable leadership requires rest, support, and realistic expectations. Encouraging leaders to delegate, pause, and communicate limits isn't indulgent – it's strategic. I'll be sharing more on this theme in the coming months as I develop new support options for senior leaders.

BOOKING TIME WITH ME

I'm piloting a new booking system for HR-One clients. This will help with:

- clearer time management
- easier access to the full range of services I now offer
- more predictable billing and scheduling
- reducing delays when you need support quickly

You'll be able to book short calls, longer sessions, or project time directly via the link on my email signature.