



HR-ONE

HUMAN RESOURCES
CONSULTANCY

NEWSLETTER

APRIL 2025

ISSUES #02

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

DAY ONE RIGHTS

MANAGING TRIBUNAL RISKS

The Employment Rights Bill proposes to introduce Day 1 unfair dismissal rights, removing the current two-year qualifying period. While an initial probationary period is expected, this change means small businesses must ensure robust hiring processes and clear performance management strategies from the outset. Employers should focus on documenting decisions, maintaining fair dismissal procedures, and strengthening workplace policies to mitigate risks. Preparing now will help navigate these legal shifts effectively.



INVESTIGATIONS

ENSURING FAIR PROCESS

Conducting workplace investigations fairly and effectively is crucial for small businesses to maintain trust, compliance, and legal integrity. A well-structured investigation ensures that allegations are handled objectively, transparently, and in line with ACAS guidelines. Small businesses often face challenges such as limited resources, conflicts of interest, and navigating employment legislation. Engaging external HR support can provide guidance, impartiality, and helps businesses manage investigations professionally, ensuring compliance while reducing legal risks. If you need support in conducting investigations or appointing an independent investigating officer, please get in touch at the earliest opportunity.

HR IMPACTS OF THE EQUALITY ACT RULING

In April 2025, the UK Supreme Court ruled that the definition of "sex" in the Equality Act 2010 refers to biological sex, rather than gender identity or legal sex acquired through a Gender Recognition Certificate (GRC). This decision has significant implications for workplace policies, particularly regarding single-sex spaces, recruitment, and diversity initiatives. Employers must ensure that policies related to gender-based protections, occupational requirements, and anti-discrimination measures align with this legal interpretation. While transgender employees remain protected under the characteristic of gender reassignment, businesses should review their HR policies, training programs, and workplace accommodations to ensure compliance while maintaining an inclusive environment.



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 May - Supporting Mental Health
- 11th June - Flexible Working Initiatives
- 9th July - Handling Difficult Conversations
- 13th August - Creating Inclusive Team Dynamics
- 10th September - Building a Feedback Culture
- 8th October - Workplace Boundaries & Resilience

All sessions will be held online.
Attendance is £30pp (or 0.5 of committed tariff).

Please email lcb@hr-one.co.uk to book your place and session link.