



HR-ONE

HUMAN RESOURCES
CONSULTANCY

NEWSLETTER

AUGUST 2025

ISSUES #4

“

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

EMPLOYMENT RIGHTS UPDATE

The Government has now confirmed a phased rollout of the Employment Rights Bill, with key reforms stretching from Autumn 2025 through to 2027. Changes include day-one rights for parental leave and whistleblowing (April 2026), new protections against harassment (October 2026), and unfair dismissal rights from day one (2027). Employers should begin reviewing policies now to ensure readiness for what's being called the biggest shift in employment law in decades. A full time line can be found on my website and social media pages.



MICRO LEARNING SMALL STEPS, BIG IMPACT

Learning doesn't need to be lengthy to be effective. From ACAS toolkits to LinkedIn Learning videos - and our own lunch & learn sessions - microlearning offers practical insights in minutes. It's a smart way to build skills without overwhelming your schedule. There are a range of platforms available and now Herefordshire businesses can qualify for free access to SEEDL - for further details please get in touch.



AWARENESS DAYS WHY THEY MATTER

Yes, there's an awareness day for almost everything - but that doesn't make them meaningless. When chosen thoughtfully, they offer a chance to spotlight overlooked issues, spark conversation, and build connection around shared values. For small businesses and charities, they're a simple yet powerful way to show what matters, engage your audience, and align your messaging with causes that reflect your ethos.

Check out my website for a list of upcoming events you may want to acknowledge.

SIMPLIFYING WORKFLOWS

August is a natural time to streamline. Decluttering digital spaces (inboxes, shared drives, teams channels) refining approval processes, or trimming meeting overload, small tweaks can have a big impact. A simplified workflow boosts clarity, reduces stress, and gives teams more time to focus on meaningful work. Streamlining doesn't mean stripping things back—it means making space for what matters —what's one process or habit we can simplify this month?

PSYCHOLOGICAL SAFETY IN SUMMER

Quieter months can be a gift - or a challenge. Summer invites us to slow down, reflect, and reconnect. Often with fewer meetings and lighter workloads, some will thrive while others feel adrift. It's a chance to check in on team dynamics and emotional undercurrents that may otherwise go unnoticed. Psychological safety means checking in, not checking out. A simple "How are you finding things this month?" can open space for honesty, trust, and meaningful change