



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



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This is one of the most powerful tools you can use as a business leader

As a business leader, one of your jobs is to make big difficult decisions.

When making a decision, you take care to look at all of the information you have available to you so that you can make the best, most informed, decisions.

And when it comes to making decisions about your people, it's important to use the same care and due diligence, because they're your greatest asset.

What can help you make the best decisions regarding your team?



Employee surveys are the answer. They're one of the most powerful tools you can use as a business leader.

They help you bridge the gap between what you think is going on vs what is actually going on – because the two can often mean very different things.

Here's 10 steps you need to follow to conduct the perfect survey:

Step 1: Create a specific focus for your survey based on business outcomes.

Step 2: Decide how you're going to conduct the survey, whether that's via an online form or in-person interview for instance.

Step 3: Create questions that will give you the insights you need, in a way that you can measure, benchmark and compare in the future.

Step 4: Pre-frame the survey to your employees and encourage them to take part.

Step 5: Decide how you want your employees to complete the survey.

Step 6: Review results and create findings.

Step 7: Create your action plan.

Step 8: Communicate findings and actions to your team.

Step 9: Act on the results.

Step 10: Check-in 6 months later to see if you've made improvements.

For more details about these steps, please ask us for our latest guide.

And if you'd like to start surveying your employees, we're here to help.

LATEST NEWS

Best Practice



for Hiring Top Talent



Are you doing your best to get the best?

Revolutionise your recruitment strategy with our latest blog.

In a competitive job market, learn to stand out by showcasing your brand, setting clear requirements, and offering competitive reward packages.

Explore the strategic impact of inclusion and how it can give you an edge over competitors.

Dive into developing a structured interview process and discover innovative recruitment strategies.

Ready to secure the best talent for your business? Read the full blog for insights.

READ MORE HERE



Get a FREE recruitment audit - on us!

At Haus of HR we know that recruitment can be a challenging journey, so we're offering businesses a **FREE** recruitment audit with us. You'll receive personalised feedback on your current approach with feedback on how you may be able to recruit more effectively.

To get your hands on one get in touch with us [here!](#)

3 actions you should take to create a more inclusive workplace for women



This month we celebrate **International Women's Day**, on **8 March** and we want to use this occasion to give you 3 positive ways to take action to create a fairer, more inclusive workplace for women.

GENDER BIAS IN HIRING AND PROMOTION

Women can encounter bias during the hiring and promotion processes, which results in fewer opportunities for career progression.

Your action:

Implement blind recruitment practices, where identifying details such as names and gender are removed from CVs during the initial stages of hiring.

Additionally, ensure that your company promotion criteria are clear and based on merit. Make sure you and your managers hold regular reviews to identify and address any difference in the treatment of genders.

EXCLUSIONARY WORKPLACE CULTURE

If your workplace culture needs work, it may not be as inclusive as you'd like it to be. This can lead to women feeling unwelcome, which equals reduced job satisfaction and higher employee turnover.

Your action:

Promote diversity and inclusion training for all employees. Encourage open communication and welcome feedback to address any concerns related to inclusivity.

FLEXIBLE WORKING

Women often face challenges in balancing work and family responsibilities. Inflexible work schedules can turn this balance into a juggle.

Your action:

Offer flexible work arrangements, such as remote work options, flexible hours, or compressed work weeks where possible. Implement family-friendly policies, such as parental leave and on-site childcare facilities, to support employees.

You should regularly assess your policies and adapt them where necessary, to promote a fully inclusive workplace. If you'd like any help with this, get in touch.

Q&A



Who has to be informed and consulted on a TUPE transfer?

It is essential to communicate and consult with either a trade union or an employee representative.

However, employers with fewer than 10 employees have the option to directly inform and consult with their employees.

Can we revoke an employment offer on the basis of a spent conviction?

This depends on company policy, the type of conviction and the role that is to be undertaken.

It's a good idea to take advice before acting.

An employee has been sick while off on holiday. They've requested their annual leave be added to their entitlement. Do I have to do this?

The short answer to this question is YES!

If an employee can prove (by way of a fit note from a medical professional) that they were unfit for work for all or part of their annual leave, they are entitled to re-take that annual leave at a later date so you must add the days of holiday back to their overall holiday entitlement for them to book on another occasion.



Let's Chat

RACHEL COLLAR - YOUR HR EXPERT

Here are two questions for you:

1. Do you currently have an HR Consultant?
2. On a scale of 1 to 10, how happy are you with them?

If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call.

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a FREE 30 minute consultation

[**BOOK HERE**](#)



CHO Corner

BUDDY - CHIEF HAPPINESS OFFICER

Celebrating being a #SBS winner!

Last September Haus of HR was named as one Theo Paphitis' Small Business Sunday (#SBS) winners!

This meant that my fur mummy got to celebrate with all the other winners at the SBS event last month, at the ICC in Birmingham. Unfortunately I couldn't make it as I had to man the phones back at Haus HQ!



[**FIND OUT MORE HERE**](#)

