

HR NEWS ROOM

October 2025

Enabling businesses to grow
& thrive through their people



HAUS
OF
HR



October brings a new season and a new set of people-focused insights to help your business thrive. As workplaces continue to adapt to changing needs, it's never been more important to have the right tools, policies and support in place.

This month, we're proud to highlight **World Menopause Month** with free resources designed to help employers break the stigma and build inclusive, supportive environments. We're also addressing the record rise in **sickness absence** and what proactive steps you can take, alongside practical guidance on handling **employee grievances** the right way. Plus, our latest blog explores the opportunities and risks of **AI in the workplace** and why a people-first approach matters more than ever.

Inside this issue, you'll also find:

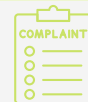
- The launch of our brand-new **HR FAQs** page, giving you quick, no-nonsense answers to common HR questions
- Exciting news about our Gold Partnership with **Training Sensei**, including free access to their award-winning learning platform

Whatever your HR challenge, we're here to help – just get in touch.



HANDLING EMPLOYEE GRIEVANCES THE RIGHT WAY

Protecting Your People and Your Business



Even in the best workplaces, issues arise. An employee grievance might be about workload, treatment, or conflict with a colleague. How you handle it can have a big impact on trust, morale, and even your legal risk.

Why it matters

- **Legal protection:** Following a fair process reduces the chance of tribunal claims
- **Employee trust:** People feel valued when they know their concerns are taken seriously
- **Business culture:** Addressing problems early stops them spreading and damaging morale

Practical tips for business owners

1. Have a clear, written policy

Employees need to know how to raise concerns, and you need a consistent process to follow.

2. Act quickly and fairly

Encourage informal conversations where possible, but investigate formal grievances promptly and impartially.

3. Keep records

Document each stage of the process - it protects your business and ensures transparency.

4. Communicate outcomes clearly

Whether the grievance is upheld or not, explain your reasoning and offer the right to appeal.

5. Train your managers

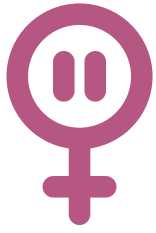
They're often the first to hear about issues - how they respond can make all the difference.

Handled well, grievances don't just solve problems. They show employees your business is fair, professional, and committed to improvement. That builds trust and a stronger, more resilient team!

Want help reviewing your grievance procedure? We're here to support you – just get in touch

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WORLD MENOPAUSE MONTH



October marks World Menopause Month, a global awareness initiative to shine a light on the impact of menopause and perimenopause, both inside and outside of the workplace.

With over half the workforce likely to experience menopause at some stage in their working lives, it's vital that employers create supportive, inclusive environments where colleagues feel understood and valued. Yet, for many organisations, menopause is still a "taboo" subject - often overlooked in workplace wellbeing strategies.

At Haus of HR, we're committed to helping businesses take positive steps to address this. That's why we've developed two free resources designed to support employers in building awareness and action around menopause at work:

[Workplace Menopause Guide for Employers](#)

A practical guide to help employers understand the impact of menopause, break down stigma and introduce meaningful support in the workplace.

[Free Menopause Policy Template](#)

An easy-to-adapt policy you can implement straight away - ensuring your business has the right framework in place to support employees and demonstrate commitment to wellbeing and inclusion.

Why it matters

Supporting employees through menopause not only improves wellbeing and retention but also strengthens organisational culture and engagement. Taking action sends a clear message: your people matter.

By opening up the conversation, businesses can empower their teams to seek help without fear of judgment. This not only benefits those directly experiencing menopause but also creates a ripple effect across the whole organisation - building empathy, understanding and stronger working relationships.

Practical steps such as flexible working arrangements, access to wellbeing support, training for line managers, and clear policies can make a huge difference. Together, they help create a workplace where employees can bring their best selves to work, every day, no matter what stage of life they are in.

Take action today: **download our free resources** to start the conversation in your workplace and show your commitment to supporting your people.

Blog hotspot!

AI in the Workplace: Opportunity or Risk?

Artificial Intelligence (AI) is rapidly changing the way businesses operate, streamlining recruitment, HR processes, customer service, and data analysis. The opportunities are clear - greater efficiency, reduced costs, and improved productivity.

But the risks are just as real. Without careful oversight, AI can introduce bias, create compliance challenges and undermine employee trust and morale. That's why business owners need to take a proactive approach, balancing innovation with transparency, fairness and people-first leadership.

Our latest blog explores the key benefits and challenges of AI in the workplace, and offers practical steps to harness the technology responsibly while building a resilient, future-ready workforce.

Read the full blog here: [AI in the Workplace](#)

SICKNESS ABSENCE AT RECORD HIGHS!



It's official – sickness absence in the UK has hit a record high!

The CIPD's latest *Health and Wellbeing at Work* report shows employees are now taking an average of **9.4 sick days** a year – that's nearly 2 working weeks, and a sharp rise from just 5.8 days in 2019.

The main culprits?

- Long-term health conditions (physical & mental)
- Stress, anxiety and everyday illnesses
- Limited proactive wellbeing support in workplaces

For employers, the cost is eye-watering – over £100bn annually, but the human cost is even greater. Reactive support just isn't enough; by the time help arrives, staff are already struggling.

At Haus of HR, we know that prevention is better than cure. That's why we're offering a **FREE Health & Wellbeing Check** to help businesses:

- ✓ Spot risks in workplace culture
- ✓ Strengthen wellbeing support
- ✓ Cut absence and boost productivity

Because healthy, supported employees aren't just happier – they're more engaged, resilient and ready to thrive. **Get in touch** today to book your free check and take the first step towards a healthier workplace.

QUESTION OF THE MONTH



As British and Irish nationals have an unlimited right to work in the UK, do I still need to carry out right to work checks for them or can I skip that step?

You must complete right to work checks on all those you intend to employ, regardless of their nationality. Not only does this avoid the risk of discrimination, as failing to do so would put those of other nationalities under an additional burden and detriment, but also to protect the organisation against enforcement action for illegal working should it turn out that the person claiming British or Irish nationality did not in fact have it.

Employing an illegal worker can leave you open to fines. Fines are set at up to £45,000 per illegal worker for the first offence and up to £60,000 per illegal worker for repeated offences.

Right to work checks can be completed by physically meeting with the employee to check, copy and verify their original documentation (e.g. passport or birth certificate). Employees must provide the original document; a scan or copy cannot be accepted. Alternatively, employers can engage with a government-certified Identity Service Provider (IDSP) who can complete a digital check of the employee's documentation on behalf of the employer, using specialist Identification Document Verification Technology (IDVT).

Or get in touch with us because we can manage your digital checks.



CHO'S CORNER HR FAQs

**Fur-real Questions, Straight Answers:
My Guide to Supporting Humans at
Work** 🐾

Some questions in work life are bigger than others. From contracts to policies, holidays to handbooks - HR can sometimes feel like a bit of a maze.

Confused humans often end up scratching their heads, and when answers aren't clear, it's not just one person who's stuck - the whole team can feel the ripple.

That's why we've launched our brand-new **HR FAQs page** - your claws-out, no-nonsense place to find straight answers to the questions employers ask us most.

Quick, simple, and designed to make life easier.

Curious? Curl up and take a look here → [HR FAQs](#)



GOING FOR GOLD WITH TRAINING SENSEI

We're proud to share that we are now a **Gold Partner** with **Training Sensei** - a learning platform that's transforming the way organisations deliver training with fresh, engaging and impactful content.

Our mission has always been to help SMEs and startups thrive through expert HR solutions, building people-first cultures and prioritising employee wellbeing - so this partnership is a perfect fit with our values.

As a Gold Partner, we're now able to offer even more value to our clients by providing access to high-quality, flexible learning that fuels personal growth, supports team development and drives long-term business success.

Special Offer - Free Access to Training Sensei

As part of our new Gold Partnership, you can now enjoy complimentary access to Training Sensei's award-winning learning platform. This includes 50+ high-quality courses, with the option to upgrade and unlock over 250+ courses for even greater learning opportunities.



Here's what you'll get:

✓ **Essential compliance training pathways** - including Sexual Harassment, Health & Safety, Fire Safety, GDPR, Corporate Governance and Equality & Diversity, ensuring your business stays compliant and your people stay protected

✓ **Daily bite-sized challenges** - designed to keep learning simple, engaging and easy to fit into busy schedules

✓ **Badges and rewards** - motivating your team to achieve more and celebrate their progress

✓ **Flexible, on-demand learning** - anytime, anywhere, helping employees build new skills at their own pace

Contact us today to get your free access and start exploring the Training Sensei app.