

HR NEWS ROOM

December 2025

Enabling businesses to grow
& thrive through their people

HAUS
OF
HR®

As we step into December, it's been another exciting month here at Haus of HR - packed with fresh insights, important updates for employers and people-first support to help you end the year with confidence. In this edition, we're diving into one of the biggest emerging topics for UK workplaces: AI at work, and why now is the time for employers to put clear rules and safe processes in place.

We're also helping you get ahead for 2026 with our free employer guide to appraisals, designed to simplify review conversations and strengthen performance foundations for the year ahead. And in case you missed the big news...Haus of HR® is now officially trademarked - a milestone that reflects our continued growth, purpose and commitment to supporting businesses across the UK.

This month, we're also unpacking the Government's plans for digital IDs for right to work checks, plus sharing how to streamline your annual leave process with Breathe HR - including a free one-month trial to help you start the new year with less admin and more clarity.

And of course, Buddy is back in CHO's Corner, offering his winter wellbeing wisdom to help your humans stay cosy, connected and cared for through the colder months.

So grab a coffee (or a festive hot chocolate!) and enjoy this month's edition - full of practical guidance, seasonal tips and people-powered inspiration from Team Haus of HR. As the festive season arrives, we'd like to wish all our clients, partners and community a warm, joyful Christmas and a bright, successful start to the New Year. Here's to thriving through your people in 2026!



Rachel



AI at Work: Why Employers Need Clear Rules in 2026

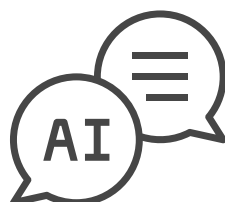


AI tools like ChatGPT are now being used daily in UK workplaces - often without employers realising. While AI can boost productivity, it also creates real risks around data protection, accuracy, and decision-making. As we move into 2026, having a clear approach is no longer optional.

Why It Matters

Employees may be uploading sensitive information into external AI tools, relying on AI for tasks it shouldn't handle, or using it inconsistently across teams.

With government scrutiny increasing and the Information Commissioner's Office (ICO) tightening guidance, businesses need to take control now.



What Employers Should Do:

- Introduce an AI in the Workplace Policy
- Train staff on safe and appropriate use
- Ensure AI isn't used for hiring or disciplinary decisions without human oversight
- Review data protection risks and complete Data Protection Impact Assessments (DPIA) where needed

How Haus of HR Can Help

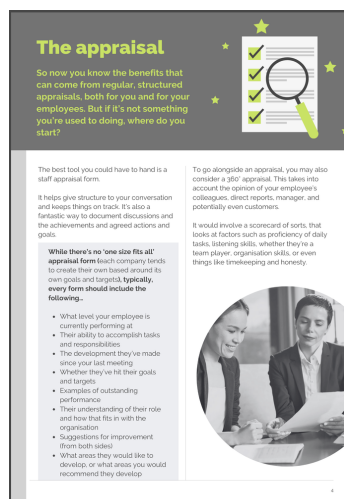
We're supporting employers to create practical AI policies, train managers, and embed safe, compliant processes. If your business wants to use AI confidently without the legal or operational risks we can guide you through every step.



Want help developing an AI policy? We're here to support you - just get in touch

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MANAGER SUPPORT



Get Appraisal-Ready for 2026: Download Our Free Guide

As the year wraps up and planning for 2026 begins, now is the ideal moment for business owners to review their performance appraisal process. Too many organisations avoid appraisals because they feel time-consuming, inconsistent or simply don't know where to start, but when done well, they're one of the most effective tools for improving engagement, development and retention.

Appraisals don't need to be complicated. With the right structure, clear questions and a consistent approach, they can help you recognise achievements, identify development needs and align performance with your business goals. Regular, meaningful conversations also build trust and reduce the risk of issues escalating later.

To make it easier, we've created a **free employer guide to appraisals**, packed with practical tips, suggested frameworks and the key elements every review should include. It's designed to give you everything you need to launch or refresh your process for the year ahead.

If you'd like help tailoring appraisals to your business or training managers to run effective reviews, the Haus of HR team is here to support you.

Make 2026 the year your appraisals finally work. Download your free guide today by clicking [here](#).

Blog hotspot!

The Employment Rights Bill is coming - are you ready?

The world of work is shifting again, and the upcoming Employment Rights Bill is set to reshape how UK businesses manage and support their people. This isn't just a legal update - it's a move towards greater clarity, fairness and accountability in the workplace.

From proposed day-one rights to stronger protections for flexible workers, enhanced sick pay and parental leave and tougher expectations around workplace behaviour, the Bill signals a more transparent and employee-focused future.

For employers, it's a chance to strengthen your foundations - tightening processes, refreshing policies and ensuring managers feel confident and equipped to lead through change.

Our latest blog breaks down what these proposals mean in simple, practical terms, and how your business can get ahead now. Read the full blog [here](#).

HAUS OF HR® – OFFICIALLY TRADEMARKED!



Every brand has a story. Ours has just reached a defining milestone. After four years of growth, purpose and people-first impact, Haus of HR® is now officially a registered trademark.

This isn't simply a legal checkbox - it's a celebration of every consultation, every policy shaped, every business we've helped thrive. From our kitchen-table beginnings to becoming a multi-award consultancy supporting SMEs across the UK, this trademark solidifies the trust our clients place in us.

For you, our community, this means assurance. It means you're partnering with a brand built on integrity, consistency and long-term commitment. As we continue to expand our coaching, wellbeing and HR foundations for businesses big and small, this milestone is a marker of strength under our roof!

Here's to strong foundations, bold ambition and the next chapter of impact. If you're ready to build your people strategy on confident ground, we're ready too.

Read the full story [here](#).

Question of the month

I've read that the Government has plans to introduce new digital IDs for all UK citizens and legal residents. Will this affect how we carry out right to work checks?

In September 2025, the Government announced a plan to introduce a requirement for all workers to be able to produce a digital ID to demonstrate their right to work in the UK. The scheme is intended to combat illegal working. The Prime Minister confirmed that digital IDs will be mandatory as a means of proving the right to work, meaning that anyone who is unable to produce their digital ID will not be permitted to take up work.

Employers are already under a legal obligation to carry out checks on prospective employees to establish their right to work in the UK and this can be done in several ways. Although there are other ways that the right to work can be demonstrated, usually the process will involve checking a person's passport or undertaking an online check using a share code provided by the person. Under the plans, digital IDs will be available on people's smartphones, though it has been confirmed that the Government will ensure that the system works for those who don't have access to one.

Although full details of the requirements are not yet available and are not likely to be for some time, it is anticipated that employers will be required to record that they have checked a prospective employee's digital ID to show that they have complied with their legal obligation.

The new scheme is intended to be in place by the end of this Parliament, which is 2029. Failure to comply with the existing requirement to carry out right to work checks can result in a fine of at least £45,000.



CHO'S CORNER

TOP TIPS

My Workplace Winter Wellbeing Tips

Brrr...winter is here, and as your resident Chief Happiness Officer, I've got my tail tightly wrapped around one mission: keeping your humans cosy, cared for and coping through the chilliest months.

Winter can be tough - shorter days, darker mornings and icy commutes can leave even the most motivated humans feeling a little...meh. Energy dips, motivation wobbles, and wellbeing sometimes takes a nap (just like me after lunch).

So here's one of my top tips to keep your workplace warm - even when the weather isn't:

Warm your humans with small moments of kindness.

In winter, people don't just need heaters - they need heart. Encourage simple acts that melt the seasonal slump: a hot drink check-in, a genuine "How's your day?", or a moment of appreciation. These tiny gestures create comfort, connection and a feeling that everyone's in it together.

Winter wellbeing isn't about big programmes or fancy perks. It's about helping humans feel seen, supported and valued - the emotional equivalent of a soft blanket and a gentle purr.

And if you're not sure where to start, Team Haus of HR can help. We're offering a **free Health & Wellbeing Review** to show what's working, what's missing and how to create a happier, healthier workplace all year round. Just click [here](#).

Think of it as your organisational winter warmer - and trust me, your humans will thank you.



STREAMLINE YOUR ANNUAL LEAVE PROCESS FOR 2026



Step Into 2026 With a Smarter, Stress-Free Annual Leave Process

As the holiday year draws to a close, many businesses are dealing with the familiar wave of last-minute leave requests, entitlement checks, and the "Have I got any days left?" conversations. And if you're still handling it all through paper request forms, shared inboxes, or sprawling Excel spreadsheets... you're not alone.

But there is a better way.

At Haus of HR, we see first-hand how much time and energy is wasted on manual annual leave processes - especially at this point in the year. Errors creep in, communication gets messy, and managers often don't have full visibility of who's off when.

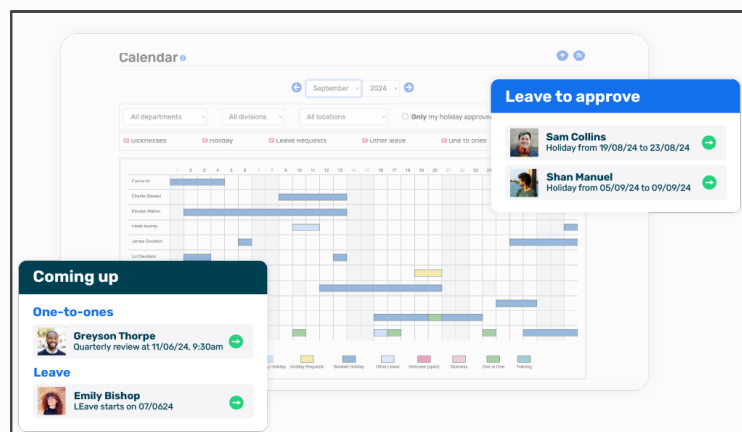
For small and growing businesses, it can quickly become overwhelming.

That's where we come in!



We support organisations to streamline their entire holiday management process with **Breathe HR** - the simple, intuitive system that takes the chaos out of leave tracking.

With Breathe, employees can request holiday online in seconds, managers receive instant notifications, and entitlement balances update automatically. No more paper trails. No more version-control nightmares. Just clear, accurate, real-time information.



And to make it even easier to get started, we're offering **one month's free trial** of Breathe HR - on us. It's the perfect way to explore the system, see how it transforms your workflows, and experience the benefits before committing.

Whether you're looking to introduce Breathe HR as a standalone solution or want ongoing support as part of our HR retainer service, we'll guide you through set-up, training, and day-to-day maintenance. We make sure the system works effortlessly for your business, so you can focus on what really matters - your people.

If you're ready to head into 2026 with less admin, fewer headaches, and a much smoother holiday process, we'd love to help you get started.