



# HR NEWS ROOM

Enabling businesses to grow & people to thrive

April 2026



## Supporting Your People This April In True Haus Style!

Welcome to our April edition of the Haus of HR News Room.

This month, we're focusing on **employee wellbeing** during **Stress Awareness Month**, key **employment law** changes coming in effect and practical guidance for employers on handling **flexible working** requests fairly and confidently.

We're also sharing a reminder from our CHO on spotting **burnout**, alongside insight into why more businesses are asking us to support their **recruitment** needs.

April is often a busy time for businesses, with changing priorities, growing workloads and teams feeling the pressure. It makes this the perfect point in the year to check in on what your people need and whether the right support is in place.

Small, practical steps can make a big difference, whether that is reviewing policies, strengthening communication or getting extra support with recruitment and people matters. A proactive approach now can help create a healthier, more confident workplace in the months ahead.



Rachel

In this edition you will find:

**This Month's Employment Law Changes**

**Refusing a Flexible Working Request**

**How to Get Recruitment Right**

## Stress Awareness Month: Why Supporting Your People Matters

Stress is something every workplace experiences. Deadlines, workloads, change and uncertainty are all part of business. But when stress is left unmanaged, it doesn't just impact individuals - it impacts performance, engagement and ultimately your business.

April marks **Stress Awareness Month**, and it's a timely reminder that supporting employee wellbeing isn't a "nice to have" - it's a business essential.

Recent statistics highlight just how important this is. According to the Health and Safety Executive, work-related stress, depression and anxiety accounted for over 50% of all work-related ill health cases in the UK, with millions of working days lost each year.

So what can employers do in practice? Here are a few simple, effective steps:

### 1. Create space for open conversations

Make it normal to talk about workload and

wellbeing. Managers don't need all the answers - they just need to listen.

### 2. Train your managers to spot the signs

Often, it's small changes - behaviour, engagement or performance - that signal something isn't right.

### 3. Review workloads and expectations

Unrealistic demands are one of the biggest contributors to workplace stress. Regular check-ins can help rebalance before things escalate.

### 4. Encourage boundaries and recovery time

Promote taking breaks, using annual leave and switching off. Rest isn't a reward - it's essential for sustained performance.

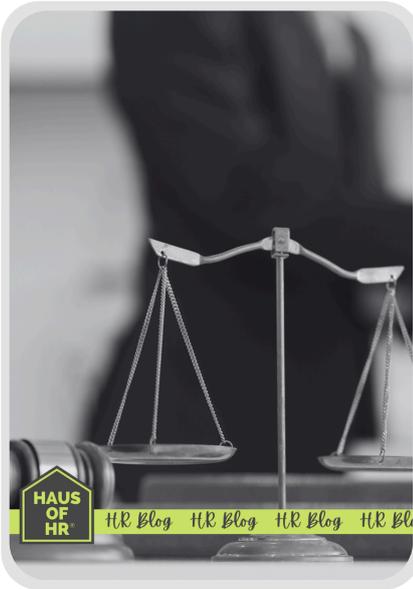
Stress isn't something you can eliminate completely. But with the right approach, you can reduce its impact and create a healthier, more productive workplace.

So ask yourself: *what's one small change you could make this month to better support your people?*

## NEW HR BLOG

ALERT!

# Employment Law Changes Taking Place This Month



Ever found yourself putting off reviewing your HR policies, even when you know changes are coming?

When it comes to employment law, it's rarely about not caring. More often, it's about not knowing where to start, feeling short on time or assuming it can wait a little longer.

With April 2026 bringing a number of important updates for UK employers, that hesitation can quickly turn into risk if it's left too late.

In our latest blog, we break down what's changing and what it means in practice, so you can approach it with clarity rather than overwhelm. The key isn't to do everything at once, but to take small, practical steps - reviewing your policies, sense-checking your processes and making sure your managers feel confident in what's ahead.

Being prepared isn't about having everything perfect. It's about taking action early and building from there.

So ask yourself: ***what's one step you could take today to make sure your business is ready for April 2026?***

[Read our blog here](#)

## Question of the month

### Can I refuse an employee's flexible working request?

Flexible working is no longer a "nice to have" - it's an expectation for many employees. And with day-one rights now in place, requests are becoming more common across all levels of the business. But what happens when a request doesn't work for your organisation?

The short answer is yes, you can refuse a flexible working request - but only if you have a clear, legitimate business reason and you've followed a fair process. Here's what employers need to keep in mind:

1. **Follow a reasonable process:** You must consider the request properly, meet with the employee where appropriate and respond within the required timeframe.
2. **Base your decision on one of the permitted business reasons:** This could include impact on performance, additional costs, inability to reorganise work or a negative effect on customer demand.
3. **Avoid a blanket "no":** Each request should be considered on its own merits. A one-size-fits-all approach can quickly lead to risk.
4. **Explore alternatives:** If the exact request isn't workable, could a modified version be? Showing flexibility in your thinking goes a long way.

The key shift is this: flexible working is a right to request, not a right to have - but how you handle that request matters just as much as the outcome. Handled well, it builds trust and engagement. Handled poorly, it can lead to disengagement or even claims.

So ask yourself: ***are you set up to respond to flexible working requests fairly, consistently and with confidence?***



## LET'S TALK ABOUT BURNOUT

Yes, I know - more stress talk. But this one's about burnout and I really don't like burnt-out humans!

Burnout doesn't happen overnight. It creeps in quietly - longer hours, fewer breaks, snappier emails, tired faces and that constant feeling of "just getting through the week".

A few cat-approved ways employers can help prevent it:

- **Notice the early signs:** changes in mood, energy, focus or behaviour often tell a story
- **Encourage proper breaks:** lunch away from the desk, a quick walk, a pause between meetings
- **Check workloads realistically:** not everything can be urgent all at once
- **Model healthy boundaries:** if leaders never switch off, others won't feel able to either
- **Create space for honest conversations:** sometimes people need permission to say "I'm struggling"
- **Don't reward overworking:** being constantly busy is not the same as being effective

This April, take one small step to make work feel more sustainable for your people.

**Less burnout. More balance. Much better humans.**

## Why More Businesses Are Asking Us to Help with Recruitment

Recruitment can feel like one of those things that should be straightforward - until you're in the middle of it. Writing adverts, managing applications, coordinating interviews, keeping candidates engaged and trying to make the right hiring decision all takes time, energy and structure.

That's why more and more clients ask us to support with recruitment.

At Haus of HR, we don't just offer advice from the sidelines. We can act as your in-haus recruitment team, giving you practical support throughout the process and helping take the pressure off when time and resource are stretched. Here are a few key reasons clients come to us:

### 1. Recruitment takes more time than most businesses expect

From creating the right job advert to managing candidate communication, the process can quickly become a drain on internal capacity.

### 2. The right support makes the process feel easier and more professional

Having expert help behind the scenes means a smoother experience for both you and your candidates.

### 3. A good recruitment process is about more than filling a vacancy

It's about attracting the right people, showcasing your business well and putting the right foundations in place from the start.

We know that many smaller businesses don't need a full internal recruitment function, but they do need trusted, practical support when hiring.

That's where we come in.

And to make it even easier to get started, we offer a **free Recruitment Audit** on the Haus - giving you the chance to review your current approach and identify where a little extra support could make a big difference.

Because recruitment shouldn't have to feel overwhelming - especially when you've got an in-haus team on hand, without the in-haus overhead.

Ready to strengthen your recruitment process and attract the right people? **Get in touch to book your free Recruitment Audit on the Haus.**



**Do you have an HR topic you need help with?  
We'd love to hear from you. Email us at [info@hausofhr.com](mailto:info@hausofhr.com)**

## Where to follow us....

At Haus of HR, we regularly share practical HR insights, expert advice and our latest blogs online - covering a wide range of topics from employment law updates and people management to workplace culture and leadership.

For straightforward guidance, useful tips and insights to support your business and your people, make sure you follow us.

Here's where you can keep up-to-date:

 **Instagram:**  
<https://www.instagram.com/hausofhr/>

 **LinkedIn:**  
<https://www.linkedin.com/company/hausofhr/>

 **Linktree:**  
<https://linktr.ee/hausofhr>