



HR NEWS ROOM

Enabling businesses to grow & people to thrive

May 2026



Supporting Your People This May In True Haus Style!

This month, we're focusing on **Mental Health Awareness Week** and what employers should be doing now, and all year round, to better support workplace wellbeing.

We're also sharing a proud business milestone as we celebrate being named **HR Consultancy of the Year 2026 - East Midlands**, alongside practical guidance on **statutory sickness payments** and the importance of **developing confident, capable people managers**.

May can be a good time for businesses to take stock. With teams balancing growing demands, shifting priorities and the pressures that can build as the year moves on, it's an ideal opportunity to reflect on how well your people are being supported and where small improvements could make a real difference.

Whether that means reviewing wellbeing practices, strengthening manager capability or making sure you are up to date with key employment changes, taking practical action now can help create a healthier, more confident workplace in the months ahead.



In this edition you will find:

Celebrating Our Award Success

When to Make Sickness Absence Payments

Developing Your Leaders

Mental Health Awareness

What employers should be doing now and all year round

Mental Health Awareness Week takes place from **11 to 17 May 2026**, and this year's theme is **Action** - a reminder that while awareness matters, real change comes from doing something practical. For employers, that's an important message.

Supporting mental health at work cannot just be a one-week conversation or a poster in the staff room. It needs to be reflected in how people are managed and supported every day.

For business owners, this starts with the basics. Are workloads manageable? Do managers check in regularly? Are expectations clear? Do employees feel able to speak up if they are struggling?

In many workplaces, mental health is shaped less by grand gestures and more by the everyday experience of work - communication, boundaries, consistency and whether people feel supported before issues escalate. The message behind this year's campaign is that small actions really do count.

Mental Health Awareness Week is a good opportunity to pause and reflect, but the strongest employers are thinking about this all year round. They do not wait until someone is off sick, disengaged or clearly burnt out before taking action.

Instead, they build healthy habits into the culture of the business through regular conversations, sensible management practices and a genuine focus on wellbeing as part of good people management.

If you are not sure where to start, or want an outside view of how your business is doing, why not begin with a complimentary bespoke Health & Wellbeing Check with us? It is a practical way to assess what is working well, identify any risk areas and get clear guidance on the steps you can take to better support your people and your business.

Our top 4 practical tips:

1. Train your managers to spot the signs
2. Keep wellbeing on the agenda all year round
3. Review workloads and working practices
4. Create a culture where people feel safe to speak up



Haus of HR named HR Consultancy of the Year 2026 - East Midlands

This month marks a very proud moment for Haus of HR, having been named **HR Consultancy of the Year 2026 – East Midlands** in the UK Enterprise Awards.

As the business enters its fifth year, the recognition feels especially meaningful. It reflects the journey so far - the leap of faith it took to launch Haus of HR, the work behind the scenes to grow it and the commitment to delivering practical, commercial and human HR support every step of the way.

From the start, the aim has been to do things differently: giving business owners clear advice that builds confidence, supporting leaders in creating better workplaces, and providing coaching and development that make a real difference.

This award is not just a reflection of the business, but of the brilliant team, clients, partners and wider network who continue to support Haus of HR. Every referral, recommendation, project and conversation has played a part in the journey.

As 2026 continues, this recognition is a proud milestone and a reminder that there is still so much more to come....



Question of the month

Is my employee entitled to statutory sickness payments from their first day of absence?

Yes - for absences starting on or after 6 April 2026, an employee can be entitled to Statutory Sick Pay from their first full day off sick. The old 3 waiting days were removed, so employers should no longer assume SSP only starts on day 4. The Lower Earnings Limit was also removed, which means more employees can now qualify than under the old rules.

The practical impact is simple: if someone reports sick, you should check eligibility straight away and be prepared for SSP to start earlier than it used to. Since the rules changed, SSP is now paid at 80% of normal weekly earnings or the flat weekly SSP rate, whichever is lower, and it can be paid for up to 28 weeks.

The main point to watch is whether the absence is linked to an earlier period of sickness. If it is, the employee may already have used part of their 28-week entitlement, so you cannot always treat it as a completely new SSP period. There are also transitional rules for absences that started before 6 April 2026, so older or ongoing sickness cases need a bit more care before payroll is processed.

In straightforward terms, the answer is usually yes: if your employee is off sick now, SSP will normally be due from day one of the absence, provided they are otherwise eligible and have not already exhausted their SSP entitlement through a linked period of sickness.

CHO'S CORNER

TOP TIPS



The power of feeling heard at work

Sometimes, one of the most valuable things an employer or manager can do is also one of the simplest - make people feel heard.

Employees do not always need all the answers straight away, but they do need to feel listened to, understood and taken seriously. When people feel able to speak openly, raise concerns or share how they are doing without fear of being dismissed, it helps build trust, connection and a stronger working environment.

For employers, this is a good reminder that support often starts with conversation. Taking the time to check in properly, listen without rushing and respond with empathy can make a real difference to how people feel at work.

A team that feels heard is often a team that feels more valued, supported and motivated too.

Are you really developing your people managers?

In many businesses, people managers are expected to handle some of the most important parts of the employee experience, yet they are often promoted into management with very little practical training. They may be responsible for managing performance, handling absence, giving feedback, dealing with difficult conversations and supporting team wellbeing, but without the confidence or capability to do it well.

That can create real challenges for a business. Poorly managed conversations can damage trust, inconsistent handling of absence or performance can lead to frustration and disengagement and managers who avoid difficult conversations often allow problems to grow. Good people management does not happen by chance. It needs to be developed.

For employers, this raises an important question: ***are your managers genuinely equipped to lead people well, or are they learning through trial and error?***

Strong people managers need more than technical expertise. They need to know how to communicate clearly, set expectations, give and receive feedback, manage poor performance fairly, handle sickness absence appropriately and have confident, respectful conversations when things are not going to plan.

They also need to understand the boundaries they are operating within, including the basics of employment law and good people practice.

The good news is that management development does not need to be one-size-fits-all. We offer a bespoke range of online and in-person training designed around the needs of your business and your team. That can include bitesize sessions focused on a specific topic, practical workshops for managers or full-day team development sessions that build confidence and consistency across the wider leadership group.

Our training also extends into areas such as bullying and harassment, flexible working, investigations, neurodiversity, stress at work, team mental health, interviewing skills, delegating effectively and active listening.

When managers are given the right support, the impact is felt across the business. Conversations improve, issues are dealt with earlier, employees feel more supported and leaders are better equipped to manage fairly, confidently and consistently.

If you are reflecting on whether your people managers have the skills they really need, we would be happy to help. Whether you are looking for a short bitesize session or a tailored full-day development programme, we can create training that works for your business.

If you would like to strengthen the confidence and capability of your people managers, get in touch to explore our bespoke online and in-person training options.

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

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