HR Partner

Human Resources for Business.

Hello and welcome to our latest HR update. Supporting people at work is more important than ever, and we're here to help you navigate the challenges and opportunities facing UK employers. Inside, you'll find a mix of HR essentials, employment updates, and practical ideas to strengthen your workplace culture.

UPCOMING TRAINING

~~19/03~~

- ~~Employment Law Seminar (Teams)~~
- ~~Toolbox Talk: Personal Protective Equipment~~

~~20/03~~

- ~~Employment Law Seminar (In-person)~~

06/04

- Group Personal Dev. Bootcamp (2 of 6)

16/04

- Toolbox Talks: Accident Reporting

Contact us at hrhelp@hrpartnerltd.co.uk

It's official...

Health & Safety Partner

Safety & Compliance for Business.

has launched!

We offer:

- On site audits
- Health and safety policy
- Being a named person
- Telephone and email support
- Check ins with senior management team
- Health and Safety documents and policies
- Toolbox talks

Click here for more information

EMPLOYMENT RIGHTS ACT 2025: PARENTAL LEAVE CHANGES

From **6 April 2026**, employees will be eligible for paternity leave from the first day of employment. Currently employees must have worked for their employer for 26 weeks before they are eligible.



While this may create short-term planning challenges, it also offers an opportunity to strengthen workplace culture and employee engagement.



Employers should review and potentially enhance existing policies, adopt inclusive language, and train managers to apply changes consistently. Need help? Contact us today.



Organisations that embrace these changes can improve retention, attract talent, boost productivity, and build a reputation as supportive, forward-thinking employers.

www.hrpartnerltd.co.uk

Sick pay changes the biggest impact at work?

Acas commissioned YouGov to identify which changes in the Employment Rights Act 2025 are expected to have the greatest impact on employers and workers.

The research found that new rights to statutory sick pay from the first day of illness, rather than the fourth day, were considered the most significant change by both groups, with 43% of employers and 36% of workers highlighting this reform.

The second most impactful change was earlier protection from unfair dismissal, reducing the qualifying period from two years to six months, selected by 31% of employers and 30% of employees.

Employers ranked day-one rights to paternity leave as their third most important reform (28%), while workers prioritised improved access to flexible working arrangements (28%). These findings will help to better target guidance and support for both employers and employees as the new legislation is implemented.

Need more info on the changes to the Employment Rights Act? **Click here** to see our easy to understand factsheet or contact us for help.



Staff Highlight: Lisa

Lisa Edwards is Founder and CEO of the HR Partner Group — a growing ecosystem of specialist advisory services spanning HR, Health & Safety, and Data Compliance.

With nearly two decades of experience supporting business owners, charities and multi-site operators, Lisa works at the intersection of people, risk, and governance — helping organisations build strong foundations that enable confident growth.

She believes compliance should never be reactive or fear driven. Instead, it should be strategic, commercially intelligent and embedded into how a business operates.

Alongside leading HR Partner Group, for the last eight years, Lisa has also been serving as Chair of Homeless Action, a large Charity with four hostels and over 60 supported flats, combining strong governance oversight with a deep commitment to community impact — reflecting her belief that resilient organisations and resilient communities are built in the same way: with clarity, accountability and care.

Together with The Hive Brief, Lisa and her Team also host The HR Hive — a live monthly Microsoft Teams session providing practical, straight-talking HR insight and open Q&A support for business owners and managers navigating real-world people challenges.

The Hive Brief forms part of her wider vision: delivering proactive intelligence, practical direction and clarity for leaders who want to stay ahead of regulatory change — not chase it.

The Hive Brief is provided for general information and guidance purposes only. It does not constitute legal, employment or health & safety advice.
While every effort is made to ensure accuracy at the time of publication, legislation and guidance may change. Organisations should seek specific professional advice before acting on any information contained within this bulletin. HR Partner Group accepts no liability for actions taken or not taken based on its content.

NEURODIVERSITY CELEBRATION WEEK: 16TH-24TH MARCH

Around one in seven people are neurodivergent, yet employment rates remain low, with only three in ten autistic adults in work.

Adjustments that support neurodivergent employees often benefit others: clearer written communication, advance notice of meeting agendas, and reduced reliance on open-plan seating can improve focus for many.

Reviewing recruitment processes is a practical starting point - traditional interviews often assess confidence and social fluency rather than job-relevant skills, potentially screening out capable candidates.

Join The HR Hive – Live Monthly Drop-In: Next date Monday 30th March, 4 – 6pm

For deeper discussion and live Q&A support, join ***The HR Hive*** — our monthly Microsoft Teams drop-in for business owners and managers navigating people, risk and compliance challenges.

Microsoft Teams Meeting Join:
https://teams.microsoft.com/meet/33300069773706?p=Hvs9JpfKWR265EgQbe
Meeting ID: 333 000 697 737 06
Passcode: gw3BG2jw

© HR Partner Group | HR Partner | Health & Safety Partner | Data Partner

The Hive Noticeboard

What's happening across the Hive.

Upcoming training, events, HR Hive dates, compliance updates and important deadlines — everything you need to stay informed and ahead.