

Inside this edition

Latest news

Does your company culture really matter?

October is National Bullying Prevention Month – how are you spreading awareness?



Does your company culture really matter?

It's not a trick question.

Your company culture is something that can be felt by an outsider coming into the business. It's the way you do things, how you do things, the reason you do things... and it should be echoed across the entire business.

When you get your company culture right, it should be something that everyone in your business resonates with – that means your people will be happier in the business, be more productive, and stay with you for longer. Who wouldn't want that?!

But where do you start if you want to work on your company culture if you've never really thought about it before?

That's a pretty big question, and of course it can seem like a daunting task. However, like most things HR, if you break it down into more manageable chunks it doesn't have to be complicated. Start by trying to understand what your current culture is like within the business. How do your leaders manage their teams? Do you put a focus on teamwork, or do you prefer your people to be more independent? Do you like autonomy or do you prefer the human touch?



Once you understand where you are now, you can start thinking about what you'd like your culture to be.

There are countless benefits to having a company culture that truly reflects the business and the people within it. For starters, it means that everyone is on the same page and understands what they're doing and why they're doing it. But it also means that when it's time to hire new people, you'll naturally attract those who think in the same way that you do, and you'll be able to make choices based on a good fit.

Of course, there's a lot more to it than that. So, we've written a new guide that details everything you need to know to get started.

If you'd like a free copy, just visit pshumanresources.co.uk and if you'd like any further advice or help with any aspect of your HR, we'd love to talk. Call the office on 01473 653000 and arrange a conversation.

LATEST NEWS



Employers now twice as likely to offer enhanced parental leave

The number of job postings that offer enhanced parental leave have doubled since last year, according to new data.

Enhanced parental leave is defined as being above the statutory minimum required in the UK. And this can go a long way towards attracting and keeping the best talent.

It's important for employees to feel supported by the company they work for, and paid leave programmes lead to improved wellbeing, productivity, and loyalty.

<https://www.peoplemanagement.co.uk/article/1795671/employers-twice-likely-offer-enhanced-parental-leave-compared-last-year-study-finds>

Flexibility or a four-day week?

While a third of employers have cut a day off their standard working week, new research has found that jobseekers would rather have flexible working instead.

45% of people said that the term 'flexible working' in a job advert was enough to make them apply, whereas 40% said they'd be more swayed by 'four-day working week'.

Whilst there isn't much in it, what the data does show is that people are still favouring a better work/life balance, so it may be the key to attracting the best talent to your business.

<https://www.peoplemanagement.co.uk/article/1793760/jobseekers-prefer-flexibility-four-day-week-research-suggests>

A new study from Bayes Business School, University College London, and the University of Cyprus has found that men from ethnic minority backgrounds are paid 10% less than white counterparts with the same characteristics.

October is National Bullying Prevention Month – how are you spreading awareness?

While we often associate bullying as being a problem in schools, it can also be a big problem in businesses too.

As a business owner or manager, you have a responsibility to make sure your employees feel safe and are protected from bullying from colleagues in any form. This means both inside and outside of business hours.

Bullying can range from unwanted comments and remarks to physical or verbal aggression. Victims of the behaviour often experience increased stress, anxiety and a loss of confidence. And unfortunately, it's not always easy to spot when someone is being bullied at work.

As an employer, you must make sure that your leaders are trained to look out for the often subtle signs that someone is being bullied or harassed, and approach the situation with care and delicacy. This should include both bullying in the workplace, but also bullying between colleagues outside of work, as well as online.

Any complaints should be taken seriously and investigated quickly, and you should also have a formal policy in place that lets people know what they can expect to happen if they're found guilty of bullying or harassment.

Failing to act on a complaint, or to spot the signs of bullying, could have serious repercussions for the employee being bullied, you as an employer, and the entire team.

If you don't already, consider holding training or workshops that highlight the seriousness of bullying and harassment in the workplace. You should make sure that everyone is aware of your bullying and harassment policy, and also explain the things that constitute bullying, as in some cases what one person thinks is a playful comment or a bit of banter is often received by another as hurtful and upsetting.

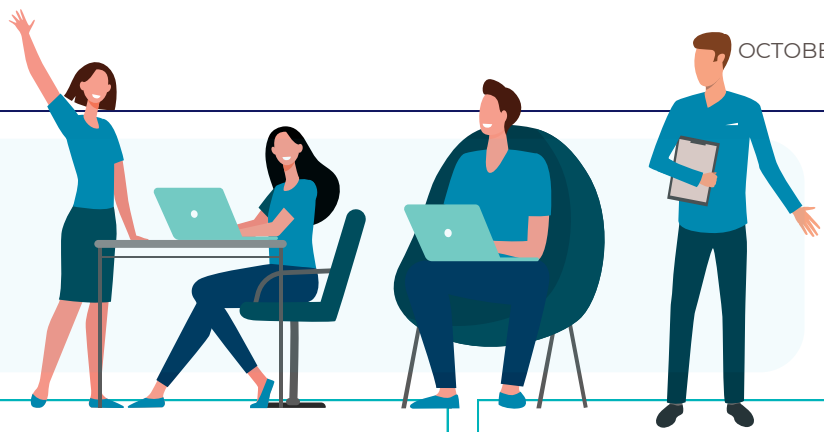
Make the most of October to really ensure your people are aware of your business' stance on bullying and create an environment where it's not tolerated by anyone.



Would you like me to email you a copy?

Just visit [pshumanresources.co.uk](https://www.pshumanresources.co.uk) today!

Q&A



What's the difference between equality, diversity and inclusion?

Equality means people should have equal rights and opportunities, diversity is recognising and respecting differences, and inclusion is making everyone feel valued and welcome.

What checks do I need to do for a new employee?

You need to check ID, and right to work in the UK, as well as references. You may also wish to check on qualifications, and health for some roles. Certain roles also require financial and criminal record checks too.

What questions can't I ask at an interview?

Avoid questions that relate to protected characteristics. Avoid anything to do with race or religion, age, marital status, sickness or health, or past criminal convictions.

Let's talk on the phone

Here are three questions for you:

- Do you currently have a HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

This pandemic is teaching businesses just how important it is to get proactive, responsive HR support. That's what we do. And we're now taking on new clients again.



Set up a 15 minute exploratory call at www.pshumanresources.co.uk



**YOUR HR EXPERT:
EMMA SHEPPARD**