

Help To Grow, with Loch Associates

Employment Rights:
Implementation and Risk-Management



Speakers



Amy White
Head of
Loch Training
and Wellbeing



Claudia Yorath
Group People
Director



Laura Acosta
People Training
and Wellbeing
Manager

What will we cover today?

Session Content

Implementation and Risk Management:

- ⚙️ Critical policies to update
- ⚙️ Onboarding and probation
- ⚙️ Setting up for success
- ⚙️ Implementing new policies
- ⚙️ Conflict management
- ⚙️ Flexible working
- ⚙️ Financial and operational impact

Conclude: Q&A

Critical policies to update

Onboarding Policy

Probation Policy

Bereavement Leave Policy

Paternity Leave Policy

Parental Leave Policy

Sickness Absence Policy

Redundancy Policy

Anti Bullying and Harassment
Policy

Flexible Working Policy

Varying Terms and Conditions
Policy

Getting Ahead

Update Onboarding and Probation Policy

- ⚙️ What is changing
- ⚙️ What needs updating
- ⚙️ What is pending
- ⚙️ What should be in the policy

Probation Policy

Zoom Poll:

Do you have a probation policy?

Yes

No

A Deeper Dive

Setting up for success

- ⚙️ A well-managed probation period
- ⚙️ A proactive approach
- ⚙️ Timely and structured feedback
- ⚙️ Vision and strategy
- ⚙️ Objectives and KPIs
- ⚙️ People Plan

Vision and Strategy

Zoom Poll:

Do you have a clearly defined vision and strategy?

Yes

No

Implementing Policies

Getting it right

- ⚙ Understanding your organisation's needs
- ⚙ Align policies with core values
- ⚙ Ensure legal compliance
- ⚙ Be clear and concise
- ⚙ Include flexibility
- ⚙ Communicate effectively
- ⚙ Provide training and resources
- ⚙ Regularly review and update
- ⚙ Get leadership buy-in
- ⚙ Create a feedback loop

Conflict Management

Conflict mitigation

- ⚙️ Establish clear communication channels
- ⚙️ Set transparent performance expectations
- ⚙️ Clarify role and responsibilities
- ⚙️ Check-in
- ⚙️ Address conflict promptly
- ⚙️ Training and development
- ⚙️ Conflict policy and other tools

Flexible Working

Zoom Poll:

How many people in your organisation work flexibly?

Less than 50%

More than 50%

Rethinking Flexible Working and Equality

Creating a balanced and productive workforce

- ⚙️ What is flexible working
- ⚙️ Current legislation
- ⚙️ What is pending
- ⚙️ 8 reasons to refuse
- ⚙️ Being open minded
- ⚙️ Happy employees
- ⚙️ Bringing your whole self to work



Financial and Operational Impact

Financial

Negative impact: More rights = more cost expense

Positive impact: Embracing change = enhanced business growth

Operational

Negative impact: More rights = more time expense

Positive impact: Embracing change = enhanced business productivity

Conclusion



An Opportunity?

Employment Rights Bill:

- ⚙ Considerable Changes
- ⚙ Significant Challenges

But, also an opportunity!

Next week's session

Key Take Aways:

- ⚙ Embedding people-first principles into your overarching business strategy.
- ⚙ Leadership strategies that inspire and motivate your team to thrive.
- ⚙ Elevating performance management to drive individual and collective success.

Q&A

Ask Us Anything!

LOCH LAW

Business and Employment

Award-winning lawyers providing employers with specialist advice to help protect your business

LOCH

HR

Working with businesses on their day to day employee management and strategic HR support

LOCH

Training and Wellbeing

Helping businesses to look after the physical and mental health and safety of their employees with Training and development solutions suited to everyone

LOCH

Mediation

Our mediators help resolve conflicts in the workplace and avoid the risk of costly exits and litigation

Legal Advice Disclaimer

- ✿ The information in these slides refers to only the laws of England and Wales. Laws and regulations may be different outside of England and Wales.
- ✿ Whilst we strive to ensure that the information on these slides is correct, no warranty, express or implied, is given as to its accuracy and we do not accept any liability for error or omission.
- ✿ We disclaim all liability in respect to actions taken or not taken based on any or all the contents of these slides to the fullest extent permitted by law. You should seek specialist legal advice in relation to specific circumstances.
- ✿ The copyright in all material within these slides is vested in Loch Employment Law Limited. You may not copy any part of these slides or do any other act in relation to any part of these slides which is prohibited by copyright.

Thank you!

LOCH 
Associates Group
People are our business

[01892 773970](tel:01892773970)

www.lochassociates.co.uk

hello@lochassociates.co.uk