



SOLVE IT Newsletter

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Here are 5 things you need to stop doing.



Want to be a great leader?

Great leaders guide their teams towards success.

They understand what motivates not just the team, but the individuals that make up the team, too.

That means everyone understands what's expected of them. They know what they're working towards. They share a vision of what success looks like.

The result of this is a group of engaged, motivated and happy people. People who want to come to work every day and do the best job they can do.

And for your business, that means better productivity, a better culture, and even better profitability. It also means stronger employer branding.

Bad leaders on the other hand, will not help you achieve this.

While great leaders may all have different ways of inspiring their teams (after all, not all teams want the same things), bad leaders mostly demonstrate a lot of the same traits. And a lot of those traits are somewhat narcissistic.

If you want to be a great leader, or to develop great leaders in your business, you need to stamp out these 5 key bad leader behaviours...

1. Vanity

Bad leaders think the future performance of the business can be driven by them and them alone. This can make them rude, disrespectful, and stops them recognising others' achievements.

2. Setting a bad example

Bad leaders forget that their actions have an impact on the people around them. Failing to behave in the right way can make entire teams disengage.

3. Poor communication

Bad leaders don't communicate well. What that looks like can vary between too much communication and too little. Either way, employees are left with little understanding of what is expected of them.

4. Ignoring individuals

Bad leaders don't realise the importance of understanding what drives individuals as well as teams. This means they're unable to motivate and engage people to reach success.

5. Not giving feedback

Bad leaders don't offer regular feedback to help individuals move closer to their professional goals. This means relationships with their teams don't have trust, and open conversation isn't easy.

Need HR advice? Give me a call on 07739 793615

LATEST NEWS

In 2022, job seekers preferring remote work more than tripled

Employers responded to demand by offering 'freedom within a framework'. Jobs offering 3 to 4 days working from home (hybrid working) increased by 69%, but the number of fully remote roles being advertised dropped by 67%.

<https://hrnews.co.uk/core-hours-and-optional-offices-created-freedom-framework-for-jobs-in-2022/>

More than 4 million employees considering a second job

That's thanks to the rise in the cost of living. 35% of employees also said they hadn't received any cost of living support from their employer last year. Could you be doing more to support your staff?

<https://www.peoplemanagement.co.uk/article/1809546/four-million-uk-workers-considering-second-job-combat-cost-living-survey-finds>

The number of over 50s on zero-hours contracts has risen to 300,000 – the highest since records began. While it may offer more flexibility for this age group, it suggests older workers may be facing discrimination.

<https://www.peoplemanagement.co.uk/article/1809171/number-over-50s-zero-hours-contracts-hits-highest-level-recorded-official-figures-show>

3 ways to avoid racial discrimination in your business

The 21st of March is International Day for the Elimination of Racial Discrimination.

As a diverse and inclusive employer, it's a good idea for you to recognise this day and raise awareness of discrimination within your business.

We all know how important it is to maintain a diverse business that treats everyone appropriately, regardless of their characteristics or background. But does the same go for the people working for you?

Making sure that everyone in your business understands and aligns with your businesses values and beliefs is one of the best ways to create a great business culture, and makes sure that no one ever feels less valued, less important, or singled out for any reason.

So, what are the best ways to make sure you avoid racial discrimination (or any kind of discrimination) in your business?

1. Update your equality policy

Your equality policy is a written agreement that states that you will avoid discriminating against anyone and create a safe and inclusive environment for everyone within the business, and who works with your business.

It should clarify what is expected of employees, as well as the repercussions if someone is found guilty of discrimination in any sense. It should also provide information on how to report incidents of discrimination.

Everyone in the business should have access to a copy of the policy, and if you update it, make sure everyone is aware.

If you don't already have an equality policy, create one!

2. Provide training

There are lots of ways you can give your people training in diversity of all kinds. You can arrange workshops, invite speakers into your workplace, or hold interactive sessions in-house.

Whatever you decide, make sure you include everyone in the business in your training sessions.

You may also like to consider creating focus groups where people who may be discriminated against (whether that's race, age, sex, or another kind of discrimination) to find out their experiences. This can be a good way to see what improvements still need to be made in your business, and to gather suggestions for positive change.

3. Make it simple to complain

As mentioned in point number one, you need to make your complaints procedure clear to everyone.

Every person in your business should know who they should make a complaint to, should they face discrimination, how they should make their complaint, and they should understand how the investigation process works after that.

Include this in your policy, and again, always ensure that it's accessible to everyone.

It's also important to make it clear that any discrimination will be punished, and that may even result in dismissal.

It's a big topic to cover. If you'd like any help or advice making sure your business is as diverse and inclusive as it can be, let's talk.

Frequently asked questions



How should I support employees participating in Ramadan this month?

Don't make assumptions on who may be participating, talk to your managers, be flexible with working patterns, and accommodate annual leave requests where possible. It's a good idea to talk to participating employees before Ramadan (22nd March) so that you can make reasonable adjustments.

What are the new rules around flexible working requests?

Employees have the right to request flexible working from day one of employment. At the moment they may make one requests per year but this is likely to change soon to two. You must respond to any requests within 2 months. Do you think this change affect your business?

How do I manage the extra bank holiday for the Kings Coronation?

If the employee contract state employees have "20 days annual leave, plus bank holidays" you will need to honour the extra day off. However, if your contracts state the number of bank holidays, it's up to your discretion. If you are not sure, give me a call.

There is no place for bullying in today's society.

It can seriously affect the victim's mental and physical health and it can also have terrible repercussions for your business too, including...

- Puts your responsibility to provide a safe and healthy working environment into question.
- Can lead to disciplinary and grievance situations (which are stressful for everyone involved).
- Creates a bad culture, which impacts your team's morale and motivation.
- Increases employee turnover and recruitment costs.
- Ruins your company's reputation and employee branding.

Allowing bullying to happen in your workplace is a big mistake.

I will be sending out a guide later this month. It explains what bullying is, how it may come about in a business and the things you can do to prevent it. It also details the process you should follow if you do receive a report of bullying. If you haven't already subscribed to my newsletters and useful information head over to my website to subscribe.

Pet Bereavement

Is it a thing? The loss of a pet can be very upsetting for an employee, you do not need to have a policy on dealing with this but what would you do if a team member asked for time off?

You are not obliged to give paid time off but you may decide to allow annual leave at short notice or you can provide compassionate leave if you wish. Take a pragmatic approach. Dare I say the loss of a goldfish over a dog or cat may be judged quite differently?





If you need expert HR advice please give
me a call

Clear people solutions for small businesses

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07739 793615

Together we can find the right solution for you,
whether it is:

Pay as you go
Project work
Monthly retainers