



Newsletter

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Focused Workplace Practices

Sustainability is becoming a core expectation for businesses. From energy use to employee commuting habits, day-to-day operations create opportunities to reduce carbon footprints and foster a more eco-conscious workforce. Below, we outline some simple environment focused workplace practices you can adopt to create a greener, more responsible working environment.



Reduce Waste

- Go paperless where possible e.g. using digital documents and e-signatures;
- Use eco-friendly office supplies;
- Reduce amount of paper used when printing e.g. print double sided;
- Use & train employees on Recycling, incl. using recycling bins.



Energy Efficiency

- Switch off your lights, computers and other devices when not in use;
- Encourage natural light, by opening blinds and placing desks near windows;
- Unplug devices/ plugs overnight.



Sustainable Kitchen Habits

- Ensure everyone uses non-disposable mugs, plates & cutlery to avoid wastage;
- Encourage employees to use re-useable water bottles and lunch containers.



Eco-Friendly Commuting

- Promote Cycle-to-Work schemes;
- Encourage the use of public transport (such as trains or buses) or car sharing;
- Offer Remote Working to reduce the need to travel.

Small changes can make a big difference, therefore if you would like more information on environment focused HR practices, please contact chelsey@agilehrconsulting.com

Why Diversity in Leadership Matters Now More Than Ever

In today's fast-paced, interconnected world, diversity in leadership is not just a buzzword - it's a strategic imperative. Leaders from varied backgrounds bring a wealth of perspectives that drive innovation, improve decision-making, and better reflect the communities and customers organisations serve.

Studies consistently show that diverse leadership teams outperform their less diverse counterparts. Why? Because different experiences and viewpoints foster creativity and challenge groupthink. When leadership mirrors the diversity of the workforce and customer base, organizations are more attuned to needs, risks, and opportunities that may otherwise go unnoticed.

Moreover, inclusive leadership fosters a workplace culture where all employees feel seen, heard, and valued. This boosts morale, retention, and engagement - key ingredients for long-term success.

Investing in diverse leadership isn't just the right thing to do; it's a competitive advantage. By empowering leaders from all walks of life, organisations can build stronger, more resilient futures.

For any advice, please contact jenny@agilehrconsulting.com

Spring Cleaning HR Policies

Now is the perfect time for a 'spring clean' of your HR documentation. Take this opportunity to review and update your contracts, policies, and employee handbooks to ensure they remain compliant with the latest legislative changes and align with current best practices.

When making updates, consider:

- **Latest legislative changes** – add these into your policies and handbooks
- **Feedback from employees and managers** to identify areas to clarify or improve

- **Input from key stakeholders** across your business to ensure policies are practical and representative
- **Changes in your working environment** since your last review - for example, the introduction of hybrid or remote working models, adjustments to holiday processes, or new technologies being used

A great example is the emerging use of AI in the workplace. Introducing an AI policy can help set clear expectations around responsible use, provide guidance on appropriate tools, and ensure alignment with company, ethical and legal standards.

Once updates are made:

- **Communicate changes clearly** to all relevant employees - whether via email, intranet, or your HR system
- **Archive outdated versions** to avoid confusion
- **Provide training where needed** - for example, with the recent changes related to sexual harassment legislation we recommend targeted training for both managers and employees to ensure full understanding and compliance. (Agile HR can support you with this!)

When making changes, we recommend:

- **Immediate updates** when significant legislative changes occur
- **A comprehensive annual review** of all HR documentation to maintain consistency and legal integrity.

Agile HR can support your business with any HR document updates, new policies and subsequent training requirements – please do reach out if any of the above is of interest

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