Helping HR to manage workplace culture issues emerging from COVID-19

COVID-19 has accelerated changes in the workplace which would not have been foreseen just six months ago. Home working, the tentative return to the office and, in England, the fluctuating guidance on working from home, are creating their own unique set of issues placing unprecedented demands on HR professionals. Diversity and equality issues including flexibility, bullying and harassment, mental health and workplace behaviour are being thrown into the spotlight.

How we can help:

Policies & surrounding documentation

Are your policies adequate to tackle home working?

Do they foster an inclusive culture where harassment and discrimination are not tolerated?

Do your policies need modernising so that they become "living documents"?

We can advise on how to adapt your policies and how best to bring them to everyone's attention including:

- ✓ home working
- ✓ flexible working
- ✓ internet and email
- ✓ online bullying, discrimination and harassment
- ✓ disciplinary and performance management procedures for remote employees

Training your people

Remote working makes it harder to spot employees who are struggling with their mental health or being bullied and harassed online by colleagues.

Raising awareness of mental health issues and inappropriate behaviours (particularly online) and the company's zero tolerance policy is key – not just to reduce the risk of claims, but also to enable staff to assist in pro-actively managing any issues.

We can provide:

- ✓ online working and workplace culture training to meet the needs of different groups of participants across the whole business, from board level down
- ✓ scenario-based training on how to manage bullying and harassment allegations
- ✓ training in managing performance, disciplinary and grievances remotely
- ✓ diversity and inclusion training for a remote working culture

Culture Audit Reporting

We can conduct an audit of your organisation's culture to help you identify whether there are any workplace culture, pay and diversity issues in the business.

Our audit will:

- ✓ be broad in scope, covering key stages of the employment lifecycle
- ✓ review your equality and diversity policies and other relevant information, conduct a staff survey and interview key personnel
- ✓ give you a snapshot of where you are, and areas to focus on
- ✓ identify the steps that can be taken to champion positive changes to improve workplace culture in your organisation

For more information contact Heidi Watson or your usual contact at Clyde & Co.