



HR
Solutions

Personal Relationships at Work

11th June 2020



Introductions

Presenters



Victoria Templeton
HR Knowledge Manager



Sue Watson
HR Operations Manager



Presenters



Atim Arden

Digital Marketing Executive



Agenda

1. Definition
2. Legal Considerations
3. Practical Measures
4. Policy



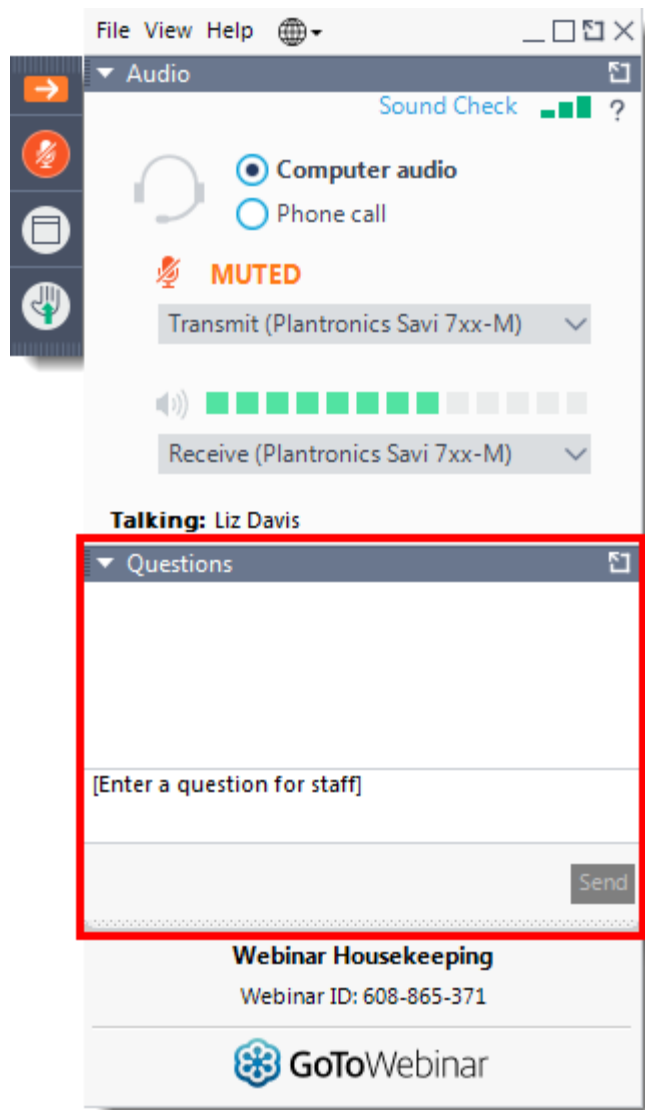
A group of diverse people are seated in a meeting or classroom setting. In the center, a man with a beard and glasses, wearing a grey cardigan, has his right hand raised. To his left, a woman with long dark hair is looking towards him. To his right, a woman with long blonde hair is also looking towards him. In the background, other people are visible, some looking towards the front. The scene is brightly lit with indoor plants and bookshelves in the background.

How to ask questions





GoToWebinar Housekeeping: Time for Questions



Your Participation

- Please continue to submit your text questions and comments using the Questions panel



28 April 2020

www.hrsolutions-uk.com/hr-services



Agenda

1. Definition
2. Legal Considerations
3. Practical Measures
4. Policy



Definition

- Family Relationships
- Very close friendships
- Sexual Relationships
- Close business, commercial & financial Relationships

Benefits

- Greater commitment towards the business due to increased personal interest
- Wider business knowledge attained as people involved discuss their roles and daily issues
- Easing recruitment search and reducing recruitment costs by introducing a partner or family member (subject to normal fair selection processes)
- Recommendations from existing staff will be of people who are like minded and more likely to fit your culture quickly
- Become a visible local employer of choice by recruiting people from the same locality

Challenges

- Conflict of interests
- Subjective and unfair recruitment decisions
- Preferential treatment of employees
- Confidential breaches

Challenges

- Under Performance
- Inappropriate behaviours
- Bullying and Harassment
- Grievances



Agenda

1. Definition
2. **Legal Considerations**
3. Practical Measures
4. Policy



Legal Considerations

- Human Rights Act 1988 – article 8
- Equality Act 2010
 - Direct discrimination
 - Harassment

Legal Considerations

- Employment Rights Act 1996
 - Constructive Dismissal
 - Unfair Dismissal
- Protection of Harassment Act 1997

Agenda

1. Definition
2. Legal Considerations
3. **Practical Measures**
4. Policy



Practical Measures

- Employee Declaration
- Non-involvement in recruitment process
- Reporting of personal relationships
- Alternative reporting lines
- Adjusted working practices

Practical Measures

- Alternative role
- The disciplinary framework

Disciplinary Proceedings

- Article 8 – Human Rights Act
- The right to act when a relationship at work impacts work?
- Fair & Reasonable Process
 - Follow own disciplinary policy
 - Evidence the detrimental impact
 - Focus on the impact not the people involved
 - Act consistently with all involved
 - Form a genuine reasonable belief based on the facts
 - The sanction must be proportionate to the incident



28 April 2020

www.hrsolutions-uk.com/hr-services

Agenda

1. Definition
2. Legal Considerations
3. Practical Measures
4. Policy



Policy

- Why have a policy
- What to include
 - Definitions
 - What happens if there is a breach of policy
 - How to deal with unwanted personal contact
 - How to manage personal relationships in the workplace
 - Consequences of breaching the policy



A group of diverse people, including men and women of various ethnicities, are seated in a meeting or classroom. One man in the center, wearing glasses and a grey cardigan, has his right hand raised. The background features a bookshelf and indoor plants. The image has a light blue overlay.

Further questions?

0844 324 5840

enquiries@hrsolutions-uk.com

www.hrsolutions-uk.com

HR
Solutions

FEEDBACK



UPCOMING WEBINARS

Future of Work – The New Normal

17 June 2020

Furlough and Returning to Work – Your Questions Answered

18 June 2020

Protecting your Business

16 July 2020

Future of Work – New Employment Practices

13 August 2020

Conflict Resolution

17 September 2020

www.hrsolutions-uk.com/upcoming-webinars



Save your spot!

Newsletter

Stay in the loop and keep up to date with HR Solutions. Subscribe to our free weekly newsletters, delivering you legal updates and HR news.

www.hrsolutions-uk.com/newsletter-sign-up/

Webinars archive

Our webinars are available to watch again, on demand. Here are some of our recent webinar topics that you might like to watch:

- ✓ IR35
- ✓ VE day
- ✓ What's new for HR in 2020
- ✓ Interesting cases 2019
- ✓ Handling a sexual harassment complaint
- ✓ Grievances – top HR tips
- ✓ Protecting your people
- ✓ Flexible working
- ✓ Job references and GDPR
- ✓ 5 ways managers can support mental health at work



www.hrsolutions-uk.com