

Talent in 2021

2021 has given our clients an opportunity to refresh and in some cases, reinvent their cultures and become cultural pioneers in their market.

But where do you start?

What does your talent pool look like and what do you need to be thinking about in 2021? We have highlighted some of the key issues that we've been talking to clients about and what we think is important for your business.

Overseas workers

What employment law issues does cross border working create? What can be done about them?

Equality in the workplace

The impact of the pandemic on women in the workplace has been huge – what are you doing for your female talent?

Stress and Wellbeing

How are you supporting your staff with their wellbeing and managing stress during the pandemic?

IR35

The new IR35 regime came into force in the private sector on 6 April - have you carried out your IR35 assessments?

Sponsorship licence

Thinking about expanding your talent pool and want to look abroad?

Remote working

What does your future workplace look like? Have you thought about being a cultural pioneer and using this pandemic as an opportunity to review how and where your staff work?

Furlough

The 'f' word. Are you still grappling with the concept, the rules, and how we might start to come out of it?



IR35

We've got some great tools to help you with your IR35 assessment:

- [check out our IR35 webinar](#) which gives you lots of practical tips on how to carry out your IR35 assessment,
- if that wasn't enough, we also have a handy infographic setting out the step-by-step approach you need to be taking, [click here](#) to download it.

We believe that IR35 could be an opportunity for organisations to reassess how they engage talent. There is no one size fits all and we've been helping our clients navigate through this tricky legislation.

If you need any help with your assessment process please contact @Verity.



Sponsorship licence

We have seen a lot of interest from companies who want to tap into the global talent pool and who recognise that recruiting from solely within the UK might not meet their future talent needs.

Those that don't have a sponsor licence already are applying now so that they are ready to go when talent is identified. [Check out our webinar to find out why 'EU' need a sponsorship licence.](#)

If you need help applying for your sponsorship licence, or with other business immigration queries please contact @Adrienne.



Equality in the workplace

The pandemic has had huge ramifications for diversity in the workplace, both positive (a culture shift flexible working) and negative (the impact of the pandemic on women).

Did you know that Gender Pay Gap reporting is still required this year? Businesses were encouraged to report before the normal deadline of 4 April 2021 where possible, but no enforcement action will be taken provided that they report by 5 October 2021.

For your complete guide to gathering the data, understanding the results and telling your story, [check our handy guide here](#).

If you need help calculating your figures and preparing your report, or in relation to other inclusion, belonging or diversity matters, please feel free to contact @Sarah.



Furlough

The 'f' word. With so many employees still on furlough, many businesses are still grappling with the concept, the rules, and how they might start to bring staff back to work, or manage redundancies if that is not possible.

We have held a number of webinars about the furlough scheme in its various guises, [which can be found here](#).

If you need support on furlough, or you would like advice on your options on restructuring or redundancies now or post furlough, please contact @Peter or @Adrienne.



Overseas workers

We have all seen examples of employees who use the opportunity of remote working to relocate to somewhere that better suits them – whether that is a return to family in their home country, a chance to experience a different continent or working on the laptop on a beach somewhere hot.

But what employment law issues does this way of cross border working create? What can be done about them? How do you balance making sure that your company is protected whilst at the same time balancing your employees' desires and hopes for future flexible working (and thus holding on to your talent)?

We hosted a webinar with a panel of European lawyers talking about this topic, [check it out here](#).

If you'd like more advice on overseas workers, please contact @Peter.



Remote working

What are your plans for the future? Have you thought about being a cultural pioneer and using this pandemic as an opportunity to review how and where your staff work?

Many clients are looking at adopting a hybrid approach to their working culture with a 50/50 split between working from home, and time spent in the office.

But what do you need to be thinking about when adopting a more remote way of working? Have you thought about your health and safety obligations? Have you considered the impact it could have on diversity and promotion? What about building your culture remotely and ensuring that staff can still collaborate effectively?

@Verity and @Sarah talked about remote working and the changing cultures of organisations in their webinar - working from anywhere, [which can be found here](#).

If you'd like to discuss this in more detail, please contact @Verity or @Sarah.



Stress and wellbeing

It is unsurprising given the alarming rates of depression and anxiety amongst the general population as a result of the pandemic that wellbeing has become a huge focus for businesses this year.

As we continue to navigate through the pandemic (and hopefully out the other side), businesses are looking at the different ways they can support their staff. We spoke to some wellbeing experts about individual wellbeing and how managers should manage wellbeing – [check out those webinars here](#):

If you would like more information on how to approach wellbeing on an individual or team basis, please contact @Verity or @Sarah to discuss how we can help you.