HR Leaders Group

Thursday 5 October 2023

Meeting summary

Chair – Dan Appleby, Head of HR, Loram UK
Vice Chair – Iain Taylor, Head of HR, CAF Rail Services
Partner – Laura Kearsley, Partner, Nelsons
Rail Forum Host – Elaine Clark, CEO

The second HR Leaders Group took place on 5 October 2023 with 15 attendees on the day. The delegate list was issued with the joining instructions.

The event started with Dan Appleby providing a brief introduction to the purpose of the group and reminder of the topics discussed at the previous session in July.

Laura Kearsley, Nelsons provided a very useful Employment Law Update focussing on three key topic areas

- General employment law update
- EDI issues including the potential implications of recent high profile sexual harassment cases and the need for employers to be proactive
- Flexible working practices

Finally she touched on some of the potential implications of a future labour government on employment law including the proposed ban on zero hours contracts.

The group then split into two discussion groups with the first group discussing EDI and the second flexible working. Feedback included:

EDI

- What different organisations were doing under the industries EDI Charter
- An insight into the inclusion workshops being run by Eversholt Rail
- How different policies were being applied in practice
- Dignity at work and
- Attracting minority groups into rail.

Flexible working

- Managing flexible working practices across diverse job roles
- Getting people back into the office environment/hybrid working costs
- Zero hours contracts.

Our second speaker was Mick Comfrey (Intersol) who spoke about the investigation skills in business he reiterated a number of the points Laura had made.

Our third and final speaker was Dan Read of Engineered Learning. Dan provided a brief overview of the work he does with pupils at risk of exclusion (14-16 year olds) and also post 16 students to get them 'work ready'. Dan is keen to secure placements for his students and also financial support into schools to help with travel to his training facility.

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AOB

The Group was asked about meeting frequencies with an initial view of 3-4 meetings per year. Some support for face-to-face recognising that online can be easier for attendees. Merging a face-to-face meeting with a bigger event to make the travel more worthwhile. This will be explored and communicated.

The next meeting will be early February and the 5 Feb was provisionally agreed.

The group were invited to request future topics. Ideas suggested included:

- Visa sponsorship
- Attracting new people to the sector
- New qualifications / T levels and how businesses are using these
- Apprenticeships and providing more share experience across apprentices
- Secondary education.

A query was asked regarding specific Covid policies as a member business was seeing an increase in cases, which was causing some challenge. In general businesses seem to be managing this through their normal sickness regimes. If members can offer alternative responses, please contact Cat@railforum.uk who will share with the enquirer.

Event Partners

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