HR Leaders Group

Wednesday 2nd July 2025

Meeting summary

Vice Chair – Iain Taylor, Head of HR and Support Services, CAF
Partner – Ruby Rai, Partner, Nelsons
Rail Forum Host – Karen Jackson, Events and Marketing Manager

---

The 8th HR Leaders Group took place on 2nd July with 23 attendees on the day. The delegate list was issued with the joining instructions. Iain welcomed everyone to the meeting and welcomed our guest speakers for this meeting.

Laura Smith, Head of Strategic Planning & Controls, Network Rail

Laura gave a presentation on the new state-of-the-art efficient railway training facility in Doncaster which is set to have the first in-take in Autumn 2025 to train railway workers from across the industry. Phase one will look to have 35-40% occupancy and will increase incrementally. Signaller Training will relocate from York to the training college.

The Training College, located at Doncaster Lakeside will occupy two floors of the 3-floor building and have a large area of land capable of have an overhead stretch of line and a platform. This will act as a hub for operational training, education and development for rail workers each year bringing training for both track and train.

Laura will share more information on the training programme in due course.

A copy of Laura's slides from the session can be found here.

Ruby Rai, Senior Associate, Nelsons Law

Ruby provided an important hot-off-the-press update focused on the 'Employment Rights Bill'.

On July 1, 2025, a roadmap was published outlining when different parts of the Employment Rights Bill will be consulted on, changed, and come into effect for employers.

A copy of the Implementing the 'Employment Rights Bill – Our roadmap for delivering change' can be found here.

Ruby offered advice on next steps covering the following, suggesting that they are dealt with as you go as some elements need to be looked at sooner rather than later:

- Exit interviews
- Upskill managers
- Audit worker status
- Update payroll systems
- Get ahead on third party harassment
- Prepare for contract changes
- Build mediation capabilities

A copy of Ruby's slides with more information on the above can be found here. There are also some accompanying notes here.

Event Partners

NELSONS
Business Law | Personal Law | Investment

SHOOSMITHS

HR Leaders Group

Wednesday 2nd July 2025

Meeting summary

Next Meeting:

Before closing the meeting Iain mentioned that the group are considering hosting a face-to-face session on Tuesday 4th November in Manchester, the day before the CIPD conference. The theme for the session will be Trade Unions, including recognising their important role and the forthcoming changes in the Employment Rights Bill.

Events for 2026:

It is suggested that the group continue to meet 4 times a year with two of the sessions face-to-face.

One of the face-to-face sessions to be a larger conference around the theme of Talent.

More information coming soon!

Event Partners

NELSONS
Business Law | Personal Law | Investment

SHOOSMITHS