Notes from HR Leaders Group Meeting 2 April 2025

The group had presentations from 4 different organisations as follows:

Rebuilding Futures Alliance (Chris Leech MBE and Gemma Pickman)
Chris explained the RFA initiative which aims to link employers with the plethora of charities that support people exiting the prison system looking for job opportunities. For clarity these are what might be termed as 'low level offenders' who have demonstrated they do want to get their life back on track. The level (and hence cost to society) of reoffending is huge (£18billion pa) and the stats make for a very good case of getting people back into mainstream society. There is also a strong social value element to getting involved. Gemma explained/demo'ed the powerful IT platform that is being used to monitor and evaluate success. RFA is focussed on transport and has senior level support across DfT and beyond.
Chris.Leech@tracsis.com gemma.pickman@genius.online

National Railway Museum STEM Update (Katherine Mills)
Katherine gave a presentation outlining the range of STEM activities/developments at NRM including their Wonderlab (180,000 visitors since opening), New Hall at Locomotion, Railway Futures:The Porterbrook Gallery, Station Hall reopening and plans for the 50th anniversary. LOTS to see and we may look to arrange a future HR meeting at the NRM in York if you are keen!
Katherine.Mills@railwaymuseum.org.uk

Career Friendly (Stuart Heaton)
Stuart explained the new Career Friendly initiative. This links schools and local employers via an interactive IT platform. Schools can 'find' employers local to them that they can approach re work experience and for career related activities and so on. Employers can 'find' schools local to them to offer outreach activity and to consider future talent. The platform is free to get onto and is available now.
stuart@learnliveuk.com

Employment Law Update (Ruby Rai)
A timely update from Ruby as the Employment Rights Bill is currently progressing through parliament. Ruby focussed on the plans for ending zero hours contracts providing some key details that are known and highlighted some issues still unknown. I would recommend looking through the slides for the analysis.
Ruby.Rai@nelsonslaw.co.uk