

TOTAL TOPICS

TOPIC OF THE MONTH

Reinforcing and Raising Awareness

Change of Prime Minister:

You may have seen in the news recently that the **United Kingdom is in the process of a change of Prime Minister**. This is an important national event, and it's normal to have questions about **what it means and what happens next**.

Why?

A change of Prime Minister can happen for several reasons, for example, following a general election, a leadership contest within a political party, or a resignation. When this occurs, **the new Prime Minister is formally appointed by the King** and begins forming a government. In this instance the outgoing Prime Minister will remain in place until a new leader for the Labour party is elected, and this is likely to happen before Parliament returns in **September 2026**.

Know your area:

Do you know who your **local MP is**? Are there upcoming road closures? Are there any increases in criminal activity that would help keep you, your friends, family and property safe? **Knowing what is happening in the place where you live is vital**, so please use this resource to review essential information in your locality

[Find Out More Here](#)

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What this means for you:

Daily life, education, and public services continue as normal. Over the coming days and weeks, the new Prime Minister will outline their priorities and appoint ministers to key roles. Parliament will then begin its usual work of **debating, scrutinising, and shaping government decisions**.

This is a good opportunity to **follow the news, think critically about information you see online, and discuss events respectfully with others**. If you have questions, please speak with your Skills Coach, we're here to help you make sense of current events.

Trustworthy Sources:

To help you understand the situation clearly, we encourage you to use **reliable, impartial news sources**. Outlets such as the **BBC** provide live updates and verified information, for example

Democracy

One of the **Fundamental British Values is democracy**. Democracy means that **the people of a country have the power to choose their leaders and influence how the country is run**, mainly through **free and fair elections**. It also means that leaders are accountable to the public, and that decisions are made through debate, **representation, and voting** rather than by force or individual rule.

Democracy

The current **change of Prime Minister** is a **real-world example of democracy in action**. Political parties choose their leaders through **internal democratic processes**, and the public chooses the government through **general elections**.

When a Prime Minister steps down, the system ensures that **power transfers peacefully**, following clear rules and without disrupting daily life. This helps protect **stability, fairness, and the rights of everyone in the country**.

Understanding events like this helps you see **how democratic systems work, why they matter**, and how they shape the decisions that affect all of us. It's also a reminder of the importance of **engaging with news thoughtfully, discussing ideas respectfully, and using your own voice in society**.

Recognising Discrimination in the Workplace



We know what discrimination in the work place is and implications, but it still exists. When working at a higher level you have a duty to identify possible situations before they develop to become a potentially expensive tribunal.

Direct Discrimination – when someone is treated less favourably than another person because of a protected characteristic they have.

Discrimination by Association – because they associate with another person who possesses a protected characteristic.

Perception Discrimination – because others think they possess a particular protected characteristic.

Indirect Discrimination – when you have a condition, rule, policy or even a practice in your company that applies to everyone but particularly disadvantages people who share a protected characteristic.



Reflection:

Q: A new employee has identified special educational needs and disabilities; how might you explain their circumstances to colleagues ensuring they are not discriminated against and stay safe?

Further Reading

Banaszczyk v Booker has given guidance on the relationship between health and safety issues in the workplace and the law of disability discrimination. The relationship between disability and capacity to carry out workplace duties, and its relationship to health and safety, has given rise to a number of decided cases, of which Banaszczyk (2016) is a notable one.

An appeal against a finding that the Claimant's long-term physical impairment did not have a substantial effect on his capacity to carry out normal day-to-day activities, so that he did not have a disability for the purposes of the Equality Act 2010. Appeal allowed and declaration of disability substituted by EAT, (Employment Appeal Tribunal).

Supervisors play a key role in identifying potential health and safety and discrimination issues at an early stage. No matter how minor a concern may seem, it should be raised promptly with your line manager and HR to help reduce risk, ensure appropriate support is provided, and maintain a safe, fair, and compliant workplace.

For further information and real-life employment case examples, visit:

www.employmentcasesupdate.co.uk



Activity:



Search *Banaszczyk v Booker*, read the case notes and consider how the judgement in the appeal might impact on your business?

Mental Health in employment

One in four adults' experiences at least one diagnosable mental health problem in any given year. People in all walks of life can be affected and at any point in their lives.

Mental health problems represent the largest single cause of disability in the UK.

Of all disabled groups, those with mental health problems are the least likely to be employed.

The main barrier is the **unwarranted stigma attached to mental illness** in our society. In fact, people with mental health problems are more at risk from others than they are a risk to other people.

Mental health problems are very common and can affect any of us at any point in our lives. It is important to remember that **people with mental health problems can and do recover**, but their conditions may fluctuate.

Furthermore, some people who develop mental health problems (particularly young people) may not realise that this is what is happening to them.

Because mental health problems are common, some people may need to work while experiencing symptoms, and learn how to manage those symptoms in the workplace. As a result, some individuals may find it difficult to manage the social world of work.

Many employers recognise the need for **staff awareness, and support through dedicated mental health First Aid personnel. Getting your business approach to mental health right** is key to ensuring both the well-being of staff and minimising the impact on production.

Fact:

Fewer than half the managers in the UK, and even fewer workplace supervisors have been trained in recognising mental health issues in employees and team members

Reflection:

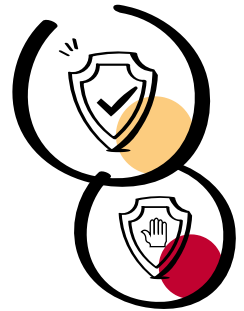
Q: Research what mental health training is available to help inform managers and supervisors in your organisation to help them more accurately recognise potential signs of mental health issues?

Skills Improvement – Speed Test

**TOTAL
TOPICS**


In today's **digitally driven workplace**, touch-typing has evolved from a basic administrative skill into a **strategic productivity asset**. Across UK organisations, from SMEs to large corporate environments, leaders are increasingly recognising that **typing speed and accuracy directly influence operational efficiency, communication quality, and overall workflow performance**.

For managers and senior professionals, the volume of written communication has grown significantly. Emails, reports, digital collaboration platforms, live meeting notes, and real-time decision-making all demand **rapid, precise input**. The ability to **type confidently without visual reference to the keyboard** reduces cognitive load, allowing leaders to focus on **content, strategy, and stakeholder engagement** rather than mechanics.



Why It Matters at Management Level

Strong touch-typing skills can support professionals in roles with high communication and documentation demands by:

- Enhancing productivity** – faster turnaround on emails, reports, and digital tasks
- Improving clarity and accuracy** – fewer errors and more polished communication
- Supporting leadership presence** – enabling real-time note-taking and decision capture
- Reducing administrative burden** – freeing time for strategic thinking and people leadership
- Strengthening digital fluency** – a core competency in hybrid and remote work environments

In a landscape where efficiency and responsiveness are key leadership behaviours, touch-typing is a simple yet powerful capability that supports high performance.

Access Your Current Typing Speed

For professionals interested in benchmarking their current typing proficiency, this online assessment provides an immediate words-per-minute score and accuracy breakdown:

[Online Typing Speed Test](#)

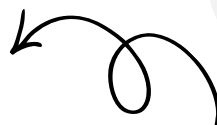
A Small Skill With Strategic Impact

While touch-typing may seem like a technical skill from an earlier era, its relevance has only increased as digital communication becomes central to leadership effectiveness.

Investing a small amount of time in improving typing speed can deliver measurable gains in productivity, confidence, and professional impact.

Feedback

Your Voice Matters



We're always looking to improve – and your feedback plays a vital role in that journey. By sharing your experience, you help us understand what we're doing well and where we can refine and accelerate improvements. Your insights guide our growth as a business and support each of us individually in delivering better outcomes every day.

JULY 2026

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14 International Non-Binary Peoples Day	15 World Youth Skills Day	16	17	18 Nelson Mandela Day	19
20	21	22	23	24	25	26 National Schizophrenia Awareness Day
27	28	29	30	31		

International Non-Binary People's Day: Celebrates non-binary identities and visibility.

World Youth Skills Day: Focuses on developing young people's skills for work and life.

Nelson Mandela Day: Celebrates Mandela's legacy of justice and equality.

National Schizophrenia Awareness Day: Raises awareness and understanding of schizophrenia and mental health stigma.