

18 July 2023

Weekly Blog

By: Emma Tice



End of term brain frazzle

For anyone with kids out there you will understand the title of my blog – I am a mum of 2 and I am in the midst of end of term chaos....For those of you who are unaware (you lucky devils!) this consists of total and utter bedlam.....generally along the following lines:

Monday – bring a bag into school for your books, and a pound for something or other, and it's not PE but dress like an Egyptian day with prizes for the best fancy dress.

Tuesday – Forest school in the thunderstorms, so ensure you pack at least 4 spare changes of clothes, along with the maths challenge and pick your kids up from the forest half an hour earlier.

Wednesday – its tennis today so make sure your child has full tennis kit, including rackets, balls and even a net! Oh, and whilst you are at it, at least 3 new TA's have come out of the woodwork that you don't have presents for. It is also the leavers disco this evening from 6pm – 9pm, so you have to spend your early evening getting them ready, the time they are in the disco catching up on work and then have to wrestle them to bed after they have consumed their own body weight in sugar and sweated approximately 3 litres of bodily fluid on the dance floor.

Thursday – the day after the disco we are having a special breakfast, so you have to get them out of bed a whole hour earlier. Then they are going to the park, so you need to send them with a change of clothes and a full Hi-Viz outfit for the walk down. The leavers assembly is at 1.30pm so there is no chance you are getting any work done today. Today is also the day to panic that you don't have teacher thank you gifts/cards and so you will spend all night out shopping for suitable things for them.

Friday – final day so the kids won't do any work at all and will spend the whole day being whipped up into a frenzy ready to be unleashed onto their adults at home time, so hyped that they will want to send them back to school within 32 minutes of the summer holidays actually starting! You have to be at school for 3.15pm to clap the leavers out, send in £10 for the PTFA (what they need it for on the last day I have no clue apart from the pub!) and make sure you have your uniform orders in for next term because you are supposed to be able to predict how much your little darling will grow over the summer holidays.....then the fun really commences, 6 weeks of joy!!!

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As you can tell, I am beyond frazzled. The saving grace is my spreadsheet for childcare over the summer – I keep looking at it to make myself feel in control of my life – it's the small things right!?!

Anyhow.....you probably didn't come here for an Emma Tice therapy session...you wanted useful nuggets of info on employment law and HR. Today I can take a worry off your plate – There will not be any mandatory ethnic pay gap reporting in the foreseeable future. We aren't all affected by the reporting obligations for the gender pay gap, but those of you who are understand the difficulties in gathering and preparing this data, as well as the fact it doesn't always show a representative picture of the business as well as the risk of any bad publicity this may cause. Well ethnic pay gap would be another burdensome task to complete.

The Government have finally published their response to their 2018 consultation on this and they have confirmed we won't be expected to do this in the foreseeable future. If it changes, we will of course be the very first to let you know!

Despite the above, the Government has stated that it is "determined to take steps to help employers address unjust ethnic disparities in the workplace, recognising that disparities emerge for a complex range of reasons and that not all disparities are a result of discrimination." Surely it is not just my end of term addled brain that can't understand how NOT implementing ethnic pay reporting is in line with this assertion? So, there may be more to come on this one - Get on our VIP list if you aren't already!

I told you it would be quick...I will now go back to baking the full afternoon tea required for the leavers disco and sewing individual diamantes onto a hair clip!!!! Send help!!!!