



THRIVE FORUM: BUILDING THRIVING CULTURES

Join the conversation:



#THRIVEFORUM2025



Welcome

I'm so excited to welcome you to this year's Thrive Forum: Building Thriving Cultures! After the success of the Thrive People Summit, we knew we wanted to take the conversation even further—because thriving workplaces don't just happen, they're created.

This forum is all about bringing people together, sharing ideas and learning from one another to build workplace cultures where people feel valued, included and supported. We'll discuss the key elements of thriving workplace cultures—from wellbeing and mental health to inclusivity, leadership, and human connection. We'll also be looking at how we can balance technology and innovation with keeping people at the heart of work, making sure we don't lose the human touch along the way.

On 1 March we celebrated 7 years of Thrive Law! When I started this journey, I wanted to create a law firm where people could truly be themselves at work. I never imagined we'd build such an incredible community of people who share that vision—and I'm so grateful to all of you for being part of it.

The Thrive Forum wouldn't have been possible without our incredible sponsors. I want to extend a huge thank you to Thomas International and Sarah McKenna HR, who is back supporting us again after sponsoring the Thrive People Summit. We're so grateful for your support in bringing this event to life.

We wanted this event to be as accessible as possible. This means we can donate 100% of the ticket sales from today's Thrive Forum to CATCH Leeds, a charity that believes in the greatness within every child. Through positive mentorship and access to resources, they help young people overcome obstacles, achieve success, and unlock their potential. All event proceeds will support their important efforts in mental health, youth development, and community wellbeing.

Our hope is that today inspires new ideas, meaningful connections, and a deeper commitment to creating workplaces where people can truly thrive.

So, let's make the most of today—ask questions, get involved in the conversations, and connect with each other. And of course, don't forget to tag us on social media and share your insights!

Have an incredible day, and let's build thriving cultures together.

Jodie



Agenda

10:00 AM: Arrival & Networking

10:30 AM: Welcome & Introductions

A warm welcome to Thrive Forum 2025. The day begins with an overview of what's ahead and the importance of fostering thriving workplace cultures. **Speaker: Jodie Hill**, Founder and Managing Partner, Thrive Law.

10:45 AM: Welcome and Introduction to CATCH

An introduction to CATCH, Thrive's chosen charity, dedicated to creating safe, inclusive spaces where young people can connect, grow, and thrive. Learn more about their impactful work, right here at their inspiring venue. **Speaker: Ash Razzaq**, Founder and CEO, CATCH Leeds

11:00 AM: Panel Discussion: Building Thriving Workplace Cultures

Hear from industry leaders on what truly makes a workplace thrive. From inclusivity and mental health to leadership, legal considerations, and technology, our experts will share practical insights and real-world examples.

Host: Tom Stenner-Evans, Partner at Thrive Law. **Panel members: Daniel Jenkins**, Head of Colleague Development at Timpson Group, **Jane Slimming**, Founder and Director at Culco, **Rob Blomfield** Head of Global Services at Burberry, and **John Cooper** Chief Connection Officer at Thomas International.

12:00 PM: Interactive Roundtable: Designing Thriving Cultures

A collaborative session to explore what a thriving workplace culture means, identify challenges and opportunities for change, and develop real, actionable strategies to shape the future of work.

12:30 PM: Thrive Impact Report

Celebrating 7 years of Thrive Law! Discover how we continue to build a thriving culture within our own organisation.

This session unveils our Thrive Impact Report, showcasing our progress over the past 12 months and our commitment to inclusivity, wellbeing, and cultural change.

Speaker: Jodie Hill, Founder and Managing Partner at Thrive Law

12:45 PM: Leeds Mindful Employer Network & This is Me

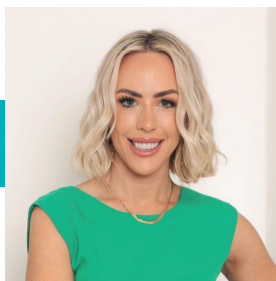
Discover how the Leeds Mindful Employer Network and This is Me are helping businesses. Learn more about their impact and how you can get involved.

Speaker: Leigh Staunton, Mindful Employer Project Coordinator at Leeds Mind and Committee Member of This is Me.

1:00 PM - 2:00 PM: Lunch & Networking

Take a break, connect, and recharge. Use this time to network with peers, share insights, and reflect on the days discussions. A great opportunity to build relationships and continue the conversation in a relaxed setting.

2:00 PM: Event Close



Jodie Hill
Founder and Managing Partner, Thrive Law



Jodie Hill is a neurodivergent solicitor, ED&I consultant, training provider, author, and campaigner, who is passionate about employment law, mental health and wellbeing, equality, diversity and inclusion (ED&I) and neurodiversity. Jodie qualified as a barrister and was called to the bar in 2010 and later cross-qualified to become a solicitor in 2013. After her mental breakdown in 2017 (which she now calls her "mental breakthrough") Jodie founded Thrive Law in 2018, the first UK law firm with wellbeing and mental health at its core.

Today, Thrive Law, based in Leeds with teams in London and the Southwest, offers employment law support, HR services, training, coaching and consultancy, both nationally and internationally with an aim to creating neuroinclusive environments where everyone can be their truest selves.

Recognised by the SRA, The Law Society, and ACAS, Jodie has received numerous prestigious awards for contributions to mental health, wellbeing, ED&I and social mobility in addition to the accomplishments of Thrive Law for excellence in employment law. Jodie is a frequent media contributor on platforms like Sky News and BBC, she is also a sought-after speaker at conferences on law, HR, and neurodiversity, known for her engaging style and ability to simplify complex topics.

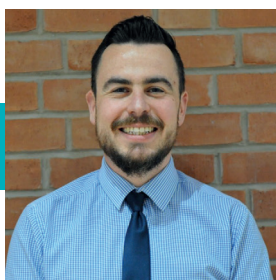


Tom Stenner-Evans
Partner, Thrive Law



Tom's job title is 'Dad'. He is an expert in voicing characters from Bluey and Paddington, and he has over 5 years' experience of building dens out of duvets and dining room chairs. He is known in the industry for the quality of his marble runs.

Around those key responsibilities, he finds time to work with clients to help improve their HR offering and People Culture. In particular, he enjoys working with those organisations who are furthering a worthwhile cause and who are committed to establishing an inspiring and inclusive workplace culture. Tom is a vocal advocate of gender equality at work and speaks regularly about the vital role men need to play in lifting women up in the workplace. He doesn't like formal dress codes, 'working lunches' or fake wellbeing initiatives, and would like to see more women in leadership positions.



Daniel Jenkins
Head of Colleague Development, Timpson Group



Daniel started at Timpson in 2009 as a branch colleague and it was a stop gap before going onto further education. Daniel quickly realised that the unique culture of upside down management fitted with his values, and the freedom and trust he was given allowed him to flourish! Daniel spent time in the field as an Area Manager specifically focusing on post acquisition business. His objective has always been to change the culture and focus on happiness this then leads to exceptional performance. In his current role Daniel is responsible in ensuring all colleagues at any stage in their career have the opportunity to thrive and grow with Timpson Group.

In his spare time Daniel lives in South Wales with his partner and three children and is an avid rock climber!



Jane Slimming
Founder and Director, Culco

Jane founded Culco with her business partner Lisa Lister post covid. Culco was established to help companies understand the importance of culture and give them the ability to foster the right one to help them achieve their goals. Funded by WYCA Culco has helped over 100 companies implement values driven engagement schemes that motivates and encourages staff to be happier and more productive.



Rob Blomfield
Head of Global Services, Burberry

Leading the Global Business Services team for Burberry, Rob is responsible for the operational Finance, HR and Procurement teams in Europe, US and Asia. He is responsible for end to end process transformation and the delivery of an enhanced customer experience across the whole retail business.

With 20 years of big four consulting, professional advisory and retail experience, Rob is an experienced senior leader with a proven track record in successfully leading, advising and delivering large scale £multi-million global change programmes. A qualified CIMA accountant, he is used to operating at board level across operations, commercial finance, HR, shared services, business transformation, project management and performance analytics.



John Cooper
Chief Connection Officer, Thomas International

John has a varied and extensive background in business and psychology and has founded and led people software businesses involving Leadership, EI, change, culture development and consulting, and programmes across many sectors.

John has recently become the Chief Connection Officer at Thomas. The Connect team are developing scalable solutions to tackle the key management issue of today – how connected we feel to our colleagues, our team and the organisation that we're a part of. The Thomas Connect platform enables organisations to get the best from their people in a sustainable way by using an innovative, world-class, talent enabling solution.

As a practicing psychologist, John's professional interests are in leadership development, executive coaching and facilitating high performing teams and cultures. He's well known as a challenging and insightful coach and facilitator, and is a retained coach and mentor to FTSE 250 executive teams and holds a number of non-executive Directorships.

In his spare time – when not parenting his two teenagers! – John enjoys sailing, camper van adventures and singing.



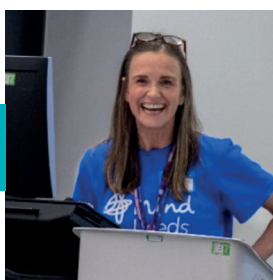


Laura Williams
Senior Associate Solicitor, Thrive Law

Laura has over 15 years of experience as a Solicitor, advising both SMEs and multinational companies on the full range of employment law issues. From day-to-day HR matters to larger-scale projects and strategy, she is passionate about helping businesses create fair, inclusive, and legally sound workplaces.

As a neurodivergent professional, Laura brings a unique perspective to her work and is deeply committed to fostering inclusive workplaces where everyone can thrive. She is a seasoned trainer, delivering engaging legal updates and training with a strong focus on wellbeing, employee engagement, and practical strategies that drive business growth and productivity.

Laura has also contributed to the BUPA Academy for Workplace Health and Wellbeing, sharing her expertise to support healthier and more inclusive work environments.



Leigh Staunton
Mindful Employer Project Coordinator at Leeds Mind and
Committee Member of This is Me

Leigh has been leading on the Leeds Mindful Employer Network since 2024. This is a local network for employers in Leeds and West Yorkshire positive about mental health at work. A committee member at This is Me Yorkshire, with a background in mental health, employability and adult education, Leigh is passionate about supporting employers to create inclusive mentally healthy workplaces where all employees can thrive.



Ash Razzaq
CEO, CATCH Leeds

Asad Razzaq is the Founder and CEO of CATCH (Community Action To Create Hope), a registered charity in Leeds built through the dedication of an incredible team of volunteers, staff, and partners. Under Asad's leadership, CATCH has grown into a vital community hub, providing young people with opportunities in skill-building, volunteering, and education to help tackle challenges such as school exclusions and NEET (Not in Education, Employment, or Training) status.

By fostering partnerships with education providers, local authorities, businesses, and community organisations, CATCH has created a collaborative approach to addressing complex social issues. The team's collective efforts have earned national recognition, including the Queen's Award for Voluntary Service and the 'Best Place for Children and Young People' award by Child Friendly Leeds.

The team have transformed a hotspot for anti-social behaviour and a disused modular building into a thriving centre featuring a community café, gym, training facilities, an education provision, and an urban farm. More than 1,500 young people actively engage with CATCH, supported by 150 volunteers contributing over 20,000 hours annually.

www.catchleeds.org



Leeds Mindful Employer Network is a local network, led by Leeds Mind alongside a Steering Group of local employers.

It is free to join for all employers and business owners across Leeds and West Yorkshire interested in mental health at work. The network provides free information, guidance and events on a wide range of workplace wellbeing topics.

People can join the network by completing the sign-up form [here](#) and can contact the Mindful Employer Coordinator on email if they have any questions: mindfulemployer@leedsmind.org.uk

There is also the [10 Steps Toolkit](#) to help organisations get started and free workshops on working through the toolkit can be provided. If organisations are also interested in becoming a registered Mindful Employer (signing the Mindful Employer Charter) they can find all the information here: <https://www.mindfulemployer.dpt.nhs.uk/>

Thank You to our Sponsors

We are grateful to our sponsors who make this event possible. Their commitment to workplace excellence aligns with the values of the Thrive Forum. Get to know a bit more about each of them here:



SARAH McKENNA
HR RECRUITMENT

We're thrilled to be partnering with Thrive Law again as a sponsor of the Thrive Forum: Building Thriving Cultures! At Sarah McKenna HR, people are at the heart of everything we do, and it's our mission to help organisations find the best HR talent to support their growth. We specialise in recruiting HR professionals at all levels, from graduates to directors, across every industry.

Our approach is simple but effective: we partner with businesses to understand your culture, values and goals to identify and attract the best HR talent for your team. It's about connecting the right people to the right roles in the right organisations for long-term success.

We're dedicated to building lasting, trusted relationships with both clients and candidates, ensuring every step of the recruitment process feels seamless and personalised.

Partnering with Thrive Law feels like a natural fit for us, as we both share a passion for people and creating meaningful connections. We're excited to support this event and continue building a community that champions talent, development, and success in HR!

Find out more: <https://sarahmckennahr.co.uk/>



We're Thomas. We want to make work more meaningful, and we want you to feel that too. That's why we've spent the last forty years developing people science that helps you, your teams and your business thrive.

You can use us for lots of things, but most importantly it helps you fulfil your potential in the workplace by giving you a better understanding of yourself and your colleagues.

Leaders benefit as we help develop talent, improve team management, reduce conflict, and create high performing teams. Companies benefit as you'll see a more diverse workforce, effective hybrid working, higher employee engagement and an improved commercial performance.

We're Thomas. We love people, and we want your people to love working with you. Come chat to us or book a demo so we can show you how it all works.

Find out more: <https://www.thomas.co.uk>

Join the conversation:



#THRIVEFORUM2025



Licence to Thrive: A User Manual for Work

What is a Licence to Thrive?

A Licence to Thrive is a personalised document designed to help individuals and teams understand how they work best, communicate effectively, and create a psychologically safe and supportive environment. By outlining learning styles, preferences, strengths, and potential challenges, this tool fosters collaboration, enhances onboarding processes, and facilitates meaningful conversations, even around difficult topics.

Purpose:

- ✓ **Psychological Safety:** Encourages openness, understanding, and acceptance by providing a framework for individuals to share their needs and preferences.
- ✓ **Effective Communication:** Helps colleagues adapt communication styles to suit individual preferences, reducing misunderstandings and improving teamwork and collaboration.
- ✓ **Empowered Onboarding:** Supports new starters by giving them a voice in shaping their working environment and helps teams quickly integrate them.
- ✓ **Conflict Resolution:** Provides a neutral, structured way to approach sensitive or difficult conversations.
- ✓ **Disability Inclusion:** Creates a safe space for those with additional needs or requests for reasonable adjustments to ask for the support they need without embarrassment or having to be labelled.

How to use:

During Onboarding: Introduce the Licence to Thrive as a tool for new employees to outline their working preferences.

Regular Check-ins: Update the document during one-on-one meetings or team reviews.

Conflict Resolution: Use it as a reference to address and resolve workplace challenges constructively.

Team Activity: Use as an interactive exercise to support team understanding and bring the Licence to Thrive to life.

Benefits:

Individual Empowerment: Enables employees to advocate for their needs and strengths without judgement.

Team Cohesion: Promotes mutual understanding and respect within teams.

Improved Performance: Helps everyone operate at their best by reducing barriers and enabling support.

Proactive Conversations: Creates a positive framework for discussing potential issues before they escalate.

Compliance: It gives employers an opportunity to ensure they are fully supporting any employees who require reasonable adjustments and facilitating opportunities to disclose this.

Who it helps:

Managers: Provides a clear framework to understand team dynamics, communicate effectively, and create a supportive environment tailored to individual needs.

Teams: Enhances collaboration, fosters mutual respect, and improves understanding of each other's working styles and preferences.

People with Disabilities: Offers a safe space to share needs and request adjustments, ensuring inclusion and support without fear of judgment.

The Licence to Thrive has really helped me to think about how I work best. Before joining Thrive I was not aware of when/how I worked best or how I preferred to learn - you just do it in the environment you are in.

The Licence to Thrive allows you to reflect and be open about what you don't like and how you prefer to learn/communicate. It is also important to reflect on your Licence to Thrive as you grow.

Ashmina Vekaria, Thrive Law

Contact Us:

We can help you create a bespoke Licence to Thrive for your business, designed to meet the unique needs and culture of your teams. Contact us at enquiries@thrivelaw.co.uk to discuss how we can help you to build a more inclusive, collaborative workplace, and empower your employees to thrive.

Unlock the full potential of your people with Thomas



At Thomas, we provide HR and L&D leaders with powerful tools to understand, connect, and empower their teams. Make informed hiring decisions, unlock potential across your teams and better connect your workforce using scientifically robust and inclusive insights.

thomas
assess

Improve hiring accuracy
Onboarding
Leadership development
Talent mobility

thomas
connect

Conflict resolution
Unlock team potential
Team interactions and connection
Team and manager development

We're Thomas. We love people, and we want your people to love working with you. Come chat to us or book a demo so we can show you how it all works.

Tel: 01628 470980

Email: connect@thomas.co

 **thomas**

Thrive 2024 Impact



At Thrive Law,
every number tells a
story of impact,
empowerment, and
positive change.

This year, through our employment law services, outsourced HR support, and training programmes we have continued to drive positive change; supporting employees, strengthening businesses, and transforming workplace cultures through our expertise and advocacy. Here's how we've made an impact:

216

free initial
consultations

1028

hours of dedicated
support

600

workplace policies
enhanced

296

concluded
matters

30

handbook
revisions

Training

Achievements and Community

95

hours of training
delivered

60+

training sessions
delivered

£4000

raised for charitable
causes

25

hours of global
training

9

award
recognitions

30+

media features

Read the full 2024
Thrive Impact Report here

Get my copy





SARAH McKENNA
HR RECRUITMENT

CONNECTING HR TALENT WITH GROWING
BUSINESSES FOR A PERFECT MATCH
OF **SKILLS, VALUES & CULTURE.**



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At **Sarah McKenna HR Recruitment**, we specialise in finding exceptional HR talent for businesses across all industries – from Graduate to HR Director level. We believe people are at the heart of every successful organisation, and our role is to introduce impactful HR professionals to your team, who will add real value to your business.

With a strong reputation for connecting businesses with the right people, we make the recruitment process seamless and effective. Think of us as your extended HR team, dedicated to understanding your needs, strengthening your workforce, and driving your business success. We leverage an extensive network of HR professionals and our personalised approach will ensure a perfect fit for your business.

Partner with us for recruitment built on partnership, honesty, support, encouragement, and authenticity.

www.sarahmckennahr.co.uk

acas working
for everyone

 **NEURODIVERSITY
AT WORK**
Support in mind

To find out more about our **neurodiversity**
guidance and training, **click here.**

At Thrive Law, we're proud to have helped shape Acas' latest guidance on neurodiversity at work. This essential resource provides practical support for businesses looking to create truly inclusive workplaces.

We believe that everyone should be enabled to
'Thrive' in the workplace.

We will work with you to understand your business so
that we can offer the best support on your employment
law, mental health and wellbeing challenges.



HR

"I can't recommend Jodie and the staff at Thrive Law enough! The best service, I have always used Thrive Law for my business, super easy to get hold of and very professional! I have passed my recommendations on to others and they have all been very impressed with how great Thrive Law is!"

Employment Law

"Jodie and her team are extremely passionate about employment law. Their values and beliefs set them apart from many of the top leading firms. It doesn't matter who you speak to at Thrive you know their values are aligned. Thrive's clients aren't just another bill, they really care about each individual client."



Training

"Fantastic company to work with, we had all the company managers on the course for the day with Jodie and can't thank you enough, great service, great value and great results."



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@thrive_law

Neurodiversity in the Workplace

What is Neurodiversity?

Neurodiversity refers to the understanding and embracing of individual differences in brain function and behavioural traits as a natural variation within the human population. Research indicates that around 15 to 20 percent of the population are neurodivergent. "Neurodiverse" refers to a community of people whose members are neurodivergent.

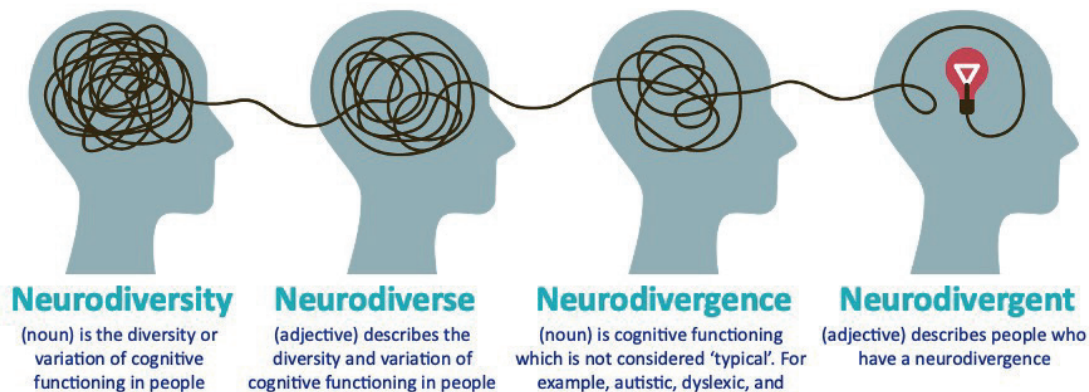
Neurodiversity is an approach to education and ability that supports the fact that various neurological differences are the effect of normal changes and variations in the human genome.

The term encompasses a range of neurological variations, including autism, ADHD, dyslexia, dyspraxia, and other cognitive differences.

By recognising these variations, a workplace can harness the unique strengths and talents that neurodivergent individuals contribute. Building an inclusive culture leads to innovation and neurodiverse teams bring varying perspectives that can catalyse creativity and problem-solving.

Correct Terminology:

Using the correct language



How Thrive Law can help:

At Thrive Law, we are devoted to championing neurodiversity as a crucial means of achieving workplace inclusion.

Training:

We deliver training that educates c-suite executives, managers and teams on the importance of neurodiversity and strategies for support and integration.

Advice and Strategy:

We consult on strategy, adjustment, recruitment, policies and neuro-inclusion so that you can fully integrate neurodiversity **into your ED&I programme**

Neuroinclusion:

We partner with organisations to develop resources to further support neuro-inclusion.

Find out more on Embracing neurodiversity in the workplace by visiting our page: <https://www.thrivelaw.co.uk/neurodiversity-in-the-workplace-training/>

Contact Us

Join us in nurturing an environment where every employee can be their best and truest selves.

Contact us at enquiries@thrivelaw.co.uk to learn more about our commitment to neurodiversity in the workplace and for our reasonable adjustments menu to start your journey towards a more inclusive and innovative future.

70%

struggle with their mental health



30%

increased productivity with diverse teams



15 to 20%

of workers are neurodivergent



80%

of autistic people may go through burnout



Preventing Sexual Harassment in the Workplace: What Employers Need to Know

On 26 October, significant legal changes came into effect in the form of the Worker Protection (Amendment of Equality Act 2010) Act 2023. This sets new standards and expectations around sexual harassment in the workplace. As dedicated advocates for businesses, Thrive Law is here to help you to be proactive in navigating these crucial updates.

What are your obligations?

- ✓ **Proactive prevention.**
- ✓ **Risk assessment.**
- ✓ **Staff training.**
- ✓ **Stricter monitoring and review of procedures.**

The Act imposes a mandatory legal duty on employers to proactively prevent sexual harassment and introduces a new duty for employers to take “reasonable steps” to prevent sexual harassment of employees in the course of their employment. This will be an objective test.

Why is it important?

- **Financial consequences.**
- **Reputational damage.**
- **Extended liability for third party harassment.**
- **Affects recruitment and retention.**

The new legislation and accompanying guidance will impact various aspects of workplace management, including policy updates, mandatory training, reporting mechanisms and employer liability; in addition to building a more comprehensive framework to address workplace misconduct.

Failure to get it right could lead to financial consequences for a business via an uplift in compensation of up to 25% where a claim for sexual harassment is upheld and the Employment Tribunal finds that an employer has not complied with this duty.

The Equality and Human Rights Commission (“EHRC”) will also have enforcement powers to investigate potential contraventions, issue unlawful act notices and unlimited fines.

This is an important moment for employers to assess and update internal procedures, aligning with best practices to ensure compliance and cultivate a safer, more inclusive work environment.

Things to consider:

- Do you have an up to date anti bullying and harassment policy?
- Do you have an adequate reporting procedure?
- Do your employees interact with members of the public/suppliers/customers as part of their role?
- Are your managers sufficiently equipped to deal with any reports of sexual harassment?
- Do your current risk assessments need updating?
- How does this link with your current policies practises and training in the business?

Here's how we are helping clients and businesses:

By addressing these changes proactively, you not only reduce legal risks, but also reaffirm your commitment to workplace integrity and inclusivity. At Thrive Law we have developed a programme of support for Employers to ensure compliance with this new obligation, which can be tailored to the needs of your business.

- 1. Practical Workshop** — working with your HR/Leadership team to review your existing policies and procedures in line with your business culture.
- 2. Risk assessment** (including report and recommendations);
- 3. Bespoke Manager Training** — building manager confidence and understanding of how to deal with any reports of sexual harassment in line with your business culture and policies;
- 4. All staff training** — ensuring all employees understand their rights and the relevant procedures to be followed.

Find out more

To learn more about the Worker Protection Act you can read our recent blog: <https://www.thrivelaw.co.uk/2024/10/24/the-new-sexual-harassment-provisions-what-employers-need-to-know/> You can also explore our FAQ guide on key employer obligations under the Worker Protection Act 2023 for a safer workplace: Check it out here: <https://www.thrivelaw.co.uk/understanding-the-worker-protection-act-2023-key-questions-answered/>

Contact Us

These proactive steps can help ensure compliance, support employee rights, and reduce risks under new legislation. Thrive Law is available to assist at every stage—contact us on enquiries@thrivelaw.co.uk for a **no-obligation discussion** on the best ways to protect and prepare your business.

Let's stay connected



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SARAH McKENNA
HR RECRUITMENT



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