

Welcome to your Latest HR Highlights

We are excited to share new insights and resources to help you cultivate a happier, healthier, and more financially resilient workplace.

In this edition, we focus on 'Pension Awareness Day', offering essential tips and tools to promote wellbeing and education. Inside, you'll find insightful blogs, practical guides, and expert tips aimed at empowering your workforce.



National Pension Tracing Day

National Pension Tracing Day is supported by leading organisations across the pension industry, all working together with one shared objective: help people track down their lost pensions.

This year, we invite you to join our mission and become an agent to help employees track down any old pension pots.

Head over to the website for more information and resources:
<https://nationalpensiontracingday.co.uk/>



Download the Mission Checklist [here](#) to start finding clues, information and steps that can help your employees locate old pension pots.

Some key check points have been highlighted below so that your employees can follow to retrace their steps and discover a lost pension:

1. Retrace Your Career trail
2. Search the Archives
3. Verify your Intelligence
4. Investigate the gaps
5. Make contact
6. Secure your finds



Menopause Awareness Month

World Menopause Awareness day falls on 18th of October 2026, but the whole month is dedicated to understanding Menopause, promoting education and supporting women through this transition.

Menopause is becoming more openly talked about and companies are increasingly aware of the importance of taking action within the workplace.

Heres how you can support your employees during this period, if you aren't already doing so:

Workplace Adjustments

These simple but practical adjustments can help support employees throughout the day, particularly in the office.

- Temperature Control
- Uniform Review
- Rest breaks and access to toilets
- Policy review/update
- Support groups or peer networks

Keeping resources practical and actionable makes them more likely to be used.

Menopause Awareness Month

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Did you know?

From 2027, employers with more than 250 employees will be required to have a mandatory Menopause Action Plan in the workplace.

This is currently only voluntary under the Employment Right Acts 2025.



We are a menopause friendly workplace

For more information, and to find out how to access support for you or your employees, get in touch with our designated menopause support champion:

Domestic Abuse Awareness Month

October is Domestic Abuse Awareness month, where local authorities, charities and organisations run awareness campaigns and training events.

At SecondSight's recent HR Innovstors Conference, one of our guest speakers, Sharon Livermore MBE shared her story of survival. She uses her voice to drive meaningful change, by educating and empowering others, including the crucial role that businesses can play. Her belief is the workplace can be more than just a place of employment, it can be a lifeline.



**Every day
almost 30
women attempt
suicide as a
result of
domestic abuse**

"I firmly believe all employers should strive to create safe spaces at work where employees can go and not only be heard, but signposted to freedom"

FIND OUT MORE HERE

Things your organisation can consider to raise awareness:

- Lunch & Learn sessions for employees
 - DA Champion training
 - Specialist HR support
- Business resources - guides and policies that businesses can use/implement

AI has transformed how we work, and use it for positive changes. It also comes with opportunities to create risk, find out more about these [here](#).





News, resources and events



Domestic Abuse and AI: New Risks, New Opportunities

Artificial intelligence creates new risks for domestic abuse victims/survivors through surveillance, deepfakes, and automated harassment. At the same time, AI tools can improve access to information, safety planning, and support services. Both possibilities require careful, ethical consideration from organisations, policymakers, and technology developers.

Artificial intelligence is rapidly becoming part of everyday life. From virtual assistants and smart home devices to chatbots and image generation tools, AI is changing how people communicate, work, and access information. These developments bring genuine benefits. They also introduce serious new risks, particularly for those experiencing domestic abuse.

This blog explores both sides of that reality.

[Read the full blog on Domestic Abuse Educations website](#)

How can AI be used to facilitate domestic abuse?

Domestic abuse has long included the misuse of technology. AI-powered tools can amplify existing patterns of coercive control in several ways.

Surveillance is one of the most immediate concerns. Smart home devices, location sharing apps, and connected household technology can be used to monitor a person's movements, routines, and communications. AI-enhanced systems make this surveillance far more sophisticated, providing detailed behavioural insights without a victim's knowledge.

Deepfakes and image manipulation present another serious threat. AI can generate realistic images, videos, and audio recordings. Perpetrators may use these tools to create false content designed to humiliate, threaten, or discredit victims/survivors. The emotional impact of manipulated content can be profound, even when it is proven to be fabricated.

Harassment at scale is also a growing concern. AI tools can automate messages, emails, and social media interactions, enabling perpetrators to continue harassment across multiple platforms simultaneously. The resulting volume of contact can significantly increase fear and anxiety for victims/survivors.

Impersonation and deception round out the picture. Voice cloning and text generation tools can be used to impersonate victims, family members, or professionals, damaging relationships and manipulating support networks in ways that are difficult to detect or prove.

Our events and news



How to improve employee financial resilience when there is no budget - Online

In this session, you will gain a clearer understanding of the factors that influence financial behaviour at work, and we will focus on what employers can do using existing pay, pensions and benefits more effectively to reduce financial stress and improve outcomes.

[REGISTER HERE](#)



National Pension Tracing Day comes to Bluewater Shopping Centre

This year, we will be inviting the public to visit our activation. On Saturday, 3rd of October 2026, we will be at Bluewater Shopping centre all day (9:00am-9:00pm).

No registration required; simply head over to find out more, speak to our pension experts, and have a chance to win a prize from our challenge



Second sight has been named Best Employee Benefits Consultant!

Second sight is proud to have been awarded **Best Employee Benefits Consultant of the Year** at the **WSB Workplace Savings & Benefits Awards 2026**. The award recognises our commitment to helping employers and their people through expert advice, outstanding service and a client-focused approach.

Stay tuned for next month's edition.

If you missed previous editions, you can find archived issues on our [HR Highlights page](#) by clicking here.

Contact us at info@second-sight.com

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