

# HR

For people-focused business leaders

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## HR Excellence Awards 2020

Find all the winners in our Book of the Night

## Setting the bar high for D&I

Helen Giles sets ambitious targets for St Mungo's

## Stay warm when pay talks turn frosty

Taking the humane approach to wage freezes



## Are umbrella terms watertight?

Why it could be time for HR to give its well-intentioned blanket phrases a refresh