



■ TUPE

A HUMAN EXPERIENCE

TUPE is often described as a complex piece of legislation people don't understand, or a set of legal boxes to tick.

But people don't experience TUPE as legislation, or a tick box.

It's real for them.

So instead of asking whether we followed the process, maybe we should ask how people felt about it – was it done 'with' them, rather than 'to' them?

Because when we lose the human connection, we can lose the trust of the very people we're trying to build a relationship with.

The best transitions don't just meet legal requirements.

They respect, inform, and involve people.