

Employment Rights Act 2025. Timetable of Employer Action Points and Implementation Dates

The Employment Rights Act 2025 is due to receive Royal Assent on 18 December 2025 and represents one of the most significant reforms to UK employment law in recent years. The Act introduces wide-ranging new worker protections, including the expansion of unfair dismissal rights, changes to Employment Tribunal time limits, broader access to family leave, and enhanced protections against harassment and discrimination. These reforms will have direct and lasting implications for employers' policies, procedures, and workforce management.

Most of the Act's key provisions will be introduced in stages over the next two years, making early awareness and forward planning essential. In this practical guide, we set out the anticipated implementation timetable and identify what actions employers need to take – and when – to ensure compliance, minimise risk, and adapt to the new regulatory landscape.

Click the image below to download the calendar.

Date	What preparatory steps should employers be taking?	What legal changes are coming into force?
November 2025	<input type="checkbox"/> Review the EHRC's guidance on sexual harassment and your sexual harassment risk assessment. Consider what further reasonable steps could be taken to prevent sexual harassment. Devise a plan for full implementation of those steps by October 2026. <input type="checkbox"/> Consider the circumstances in which your staff come into contact with third parties, the risk of discriminatory harassment by such third parties and what reasonable steps you could take to prevent such harassment. Devise a plan for full implementation of those steps by October 2026. <input type="checkbox"/> Begin auditing your compliance with the areas of law to be enforced by the Fair Work Agency (to the extent that they apply to your business) and plan how to address any shortcomings. <input type="checkbox"/> Consider ways of strengthening dialogue with staff about matters such as pay, benefits, working hours etc. to combat the risk of statutory recognition of a trade union.	Nothing expected.
January 2026	<input type="checkbox"/> Update the following internal policies and guidance, ready to reflect the April 2026 reforms: <ul style="list-style-type: none"> • Sickness Absence policy • Redundancy policy and/or internal guidance on redundancies (if any) • Paternity Leave policy • Parental Leave policy • Whistleblowing policy and/or internal guidance (if any) 	Nothing expected.
March 2026	<input type="checkbox"/> Remind your payroll team of the Statutory Sick Pay reforms (SSP) coming into force in April 2026.	Nothing expected.

If you would like to discuss how BDBF can help your organisation comply with this new law, please contact Amanda Steadman (AmandaSteadman@bdbf.co.uk), Rose Lim (RoseLim@bdbf.co.uk) or your usual BDBF contact.