

# LUNCHTIME WEBINAR – The Employment Rights Act 2025: What do employers need to do and when?

LUNCHTIME WEBINAR – 25 March 2026

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Topics will include:

## April 2026 changes

- Increase to protective awards for collective consultation failures.
- Enhancements to Paternity and Parental Leave.
- Sexual harassment becomes a form of whistleblowing malpractice.
- Round up of the other reforms being introduced in April 2026.

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- New liability for discriminatory harassment by third parties.
- Time limit to bring Tribunal claims to rise to six months.
- Requirement to give a written statement of trade union

rights.

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### **January 2027 changes**

- Unfair dismissal: reduction of the qualifying period to six months and removal of the cap on compensation.
- Restrictions on fire and rehire and fire and replace

### **2027 and beyond**

- Ban on restricting the disclosure of discrimination or harassment.
- Higher bar for refusing flexible working requests.
- New right to statutory Bereavement Leave.
- New protections for zero and low hours workers.
- Round up of the other reforms being introduced in 2027 and beyond.

**Date:** Wednesday, 25 March 2026

**Time:** 12.00pm-1.15pm

[Click here to register](#)

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## What do employers need to do and when?



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