LUNCHTIME WEBINAR – The Employment Rights Bill: Where are we now?

LUNCHTIME WEBINAR – 7 October 2025

Published a year ago, the landmark Employment Rights Bill is now on the brink of becoming law, poised to reshape the workplace landscape in the most significant overhaul in a generation. In our upcoming lunchtime webinar, Principal Knowledge Lawyer Amanda Steadman and Associate Esmat Faiz will unpack the new law, guide you through the most important changes made over the past 12 months and explain what it all means for employers.

Topics will include:

- New Day 1 unfair dismissal rights and the introduction of a statutory probationary period.
- Expanded consultation obligations for collective redundancies and increased protective awards.
- Tighter restrictions on fire-and-rehire practices.
- Extended protections against dismissal during pregnancy and following family leave.
- Enhanced employer duties to prevent sexual harassment.
- New liability for discriminatory harassment by third parties.
- Ban on NDAs that restrict disclosure of discrimination or harassment.
- Mandatory equality action plans covering gender pay and menopause.
- Tougher rules for rejecting flexible working requests.
- Broadened rights to family leave.
- Longer time limits for bringing Employment Tribunal claims.

Date: Tuesday, 7 October 2025

Time: 12.00pm-1.00pm

Click here to register

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