

# LUNCHTIME WEBINAR – Unlocking the future: what the Employment Rights Bill means for employers

LUNCHTIME WEBINAR – 28 January 2025

Get ready for a groundbreaking shift in employment law. The new Employment Rights Bill is set to transform the workplace landscape like never before. In our upcoming lunchtime webinar, Principal Knowledge Lawyer [Amanda Steadman](#) and Managing Associate [Tom McLaughlin](#) will dive into what this “once-in-a-generation” legislation means for employers. Don’t miss this essential discussion that will prepare you for the changes ahead.

We will consider the following:

- New Day 1 unfair dismissal rights and the statutory probationary period.
- Expanded consultation requirements for collective redundancies and the prospect of more onerous penalties.
- Limits on fire and rehire practices.
- Protection from dismissal during pregnancy and after family leave.
- Stricter duties to prevent sexual harassment.
- Introduction of employers’ liability for discriminatory harassment by third parties.
- Mandatory equality action plans covering gender pay and menopause.
- Tougher rules for denying flexible working requests.
- Broadened family leave rights.
- Stricter regulation of zero or low hours contracts.
- Extended time limits to bring Employment Tribunal

claims.

- A round up of other changes on the horizon.

**Date:** Tuesday, 28 January 2025

**Time:** 12.00pm-1.00pm

[Click here to register](#)

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