

# The Employment Rights Bill: Where are we now?



## **BDBF 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

**Please click here to register  
for the webinar**