

# The Employment Rights Act 2025

## What do employers need to do and when?



### BDBF Lunchtime webinar: 25 March 2026

The Employment Rights Act 2025 is poised to reshape the workplace landscape in stages over the next two years. In our upcoming lunchtime webinar, **Principal Knowledge Lawyer Amanda Steadman** and **Managing Associate Tom McLaughlin** will guide you through the implementation timeline and consider the steps needed to comply with the key reforms at each stage.

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.

#### October 2026 changes

- Enhanced employer duties to prevent sexual harassment.
- 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.
- Round up of the other reforms being introduced in October 2026.

#### 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

Please click here to register  
for the webinar