



Employment Rights Act 2025: anticipated timetable (as at 11 Feb 2026)

| Theme | 6 April 2026 | 1 October 2026 | 2027 and beyond |
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| Contracts of employment | | | Restrictions on “fire & re-hire” Zero hour contract changes <ul style="list-style-type: none"> • Introduction of guaranteed hours offers • Reasonable notice of changes to or cancellation of shifts |
| Discrimination | Voluntary action plans for gender pay gap and menopause Menopause guidance | Employers to: <ul style="list-style-type: none"> • Take all reasonable steps to prevent sexual harassment • Not permit employee harassment by 3rd parties | Regulations to specify “reasonable steps” expected of employers for prevention of sexual harassment Action plans on gender equality and menopause |
| Enforcement of employment rights | Fair Work Agency established (7 April 2026) | Not before October 2026: Increase in time for Claimants to start Tribunal claims from 3 to 6 months | Likely implementation of enforcement powers of Fair Work Agency |
| Family friendly rights | Day 1 paternity leave (unpaid) Day 1 parental leave (unpaid) Paternity leave and pay permitted after Shared Parental leave Bereaved parents’ paternity leave | | Flexible working requests: <ul style="list-style-type: none"> • To be accepted unless “not reasonably feasible” • Statutory format for refusals Enhanced protection from dismissal during/after pregnancy One week’s bereavement leave (including miscarriage leave) |



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| Family friendly (cont.) | | | Overhaul of family leave and pay |
| Pay | SSP changes <ul style="list-style-type: none"> • Removal of waiting days • Minimum earnings threshold removed | Fair pay body for adult social care established Tightened rules on tipping | |
| Redundancy | Protective award for collective redundancy increased to 180 days' pay | | Additional thresholds to trigger collective redundancy |
| Trade union reform | Lower thresholds for statutory TU recognition applications and ballots Not before August 2026: Electronic balloting | Duty to inform workers of right to join a TU Right of access to workplaces Additional protection from detriment for taking industrial action Accommodation and other facilities to be provided for TU officials and learning reps unless unreasonable Right to time off for TU equality reps | Strengthening of blacklisting protection |
| Unfair dismissal | | | January 2027: 6-month qualification period effective. Removal of cap on compensatory awards |
| Whistleblowing | Report of sexual harassment to be a protected disclosure | | |

This timeline will be updated periodically. To subscribe to receive Torque Law's updates on the Employment Rights Act 2025, other employment law updates and invitations to our events, please scan this QR code:

