

Guide to the Employment Rights Act 2025 Roadmap



April 2026

Statutory Sick Pay changes
Paternity leave (day one)
Unpaid parental leave (day one)
Whistleblowing - sexual harassment
Collective redundancy protection
Fair work agency established
Bereaved partner paternity leave (not ERA)
Trade union recognition simplified

ACTIONS:

Review absence management
Update sick leave policy
Update family leave policy
Update whistleblowing policy
Train line managers
Ensure robust record keeping for holiday and sick leave  Effortless people admin



Now in place

Unions & strikes



OCTOBER 2026

Sexual harassment protection
Tipping law changes
Tribunal time limit 6 months
More trade union changes
Adult Social Care body

ACTIONS:

Review sexual harassment risk assessment, policy and training

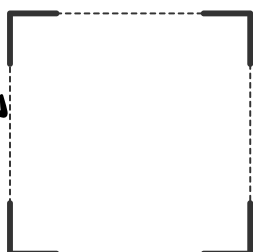


2027 (date tbc unless specified)

6 month unfair dismissal protection (Jan)
Fire and rehire (Jan, moved from Oct 26)
Increased pregnancy and maternity protections
Statutory unpaid bereavement leave
Ending "exploitative" zero hours contracts
Flexible working - refusing a request
Definition of "all reasonable steps" to prevent sexual harassment
Gender pay gap and menopause action plans (250+ employees)
Collective redundancy changes
More trade union changes
Umbrella companies to be defined as agencies

ACTIONS:

Strengthen recruitment, induction and probation processes
Consider length of probation period (from July 2026 if 6m)
Review contracts and policies
Train line managers



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