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UK EMPLOYMENT RIGHTS ACT 2025 TIMELINE FOR CHANGES

The chart below provides a summary timeline of recent and upcoming requirements and guidance on preparation steps, as of 20 November 2026. The reforms set out below generally apply to employees whose employment has a 'close connection' with the UK, but determining coverage is a complex, fact-sensitive legal question, and employers should consult legal counsel to assess which individuals in their workforce are or may be covered.

CHANGE	ACTION – WHAT NEEDS TO BE DONE	IMPLEMENTATION DATE
Prevention of Harassment • Employers are now required to take '**all** reasonable steps' to prevent sexual harassment of their employees. • Employers must not permit harassment of their employees by third parties, and this extends to all forms of harassment.	Update anti-harassment policies. Undertake risk assessments, engage and train staff, and ensure effective reporting and complaints systems are in place.	30 October 2026
Trade Union Right of Access • Independent trade unions (whether or not recognised) have a new statutory right to request physical and digital access to workers. • If access is not agreed within 15 working days, a 25 working-day negotiation period follows, after which either party may apply to the Central Arbitration Committee.	Employers with 21 or more workers should prepare to receive an access request including putting in place a process to respond within 15 working days. Take advice promptly if a request is received.	30 October 2026
Trade Union Statement • Employers must give all workers the government's standardised written statement of their right to join a trade union, which has now been published. • New workers must receive it with their written statement of employment particulars; existing workers must receive it directly or indirectly by April 2027.	Update onboarding documentation for new starters and arrange distribution to existing workers by April 2027.	1 January 2027
Unfair Dismissal: Qualifying Period reduced to six months and Compensation Cap Removed • Right to claim unfair dismissal will apply after six months' service (currently two years). • Removal of the statutory cap on unfair dismissal compensation, which is currently the lower of 12 months' gross pay or £123,543. The risk profile for some dismissals (particularly senior or high-earning employees) will increase significantly.	Consider whether any contemplated dismissals should be expedited. Update dismissal/settlement strategies, including requiring earlier documentation of underperformance or misconduct and review more consistently through the first six months of employment.	1 January 2027
Fire and Rehire Protections 'Fire and rehire' will become an automatically unfair dismissal in most cases subject to certain (as yet undefined) exceptions.	For awareness only.	March 2027

CHANGE	ACTION – WHAT NEEDS TO BE DONE	IMPLEMENTATION DATE
Mandatory Equality Reporting Employers with 250 or more employees will have to publish equality action plans setting out the steps on gender equality, including addressing their gender pay gap and supporting employees going through menopause (currently voluntary).	Employers within scope should consider using the existing regime to prepare for action plans and establish responsibility for monitoring to stay ahead of the curve.	March – April 2027
Collective Redundancy The collective consultation trigger is expected to include a new organisation-wide threshold (currently only required where an employer is making 20 or more redundancies at a single establishment).	For awareness only. May wish to update any internal policies and practices to ensure proper procedure is followed prior to any collective redundancy.	April 2027
Bereavement Leave New 'day-one' right to unpaid statutory bereavement leave, including pregnancy loss (in addition to the current two-week parental bereavement leave entitlement).	Update policies.	April 2027
Flexible Working Employers refusing a flexible working request must state the (statutory) business reason and explain why the refusal is reasonable.	Update flexible working policies and templates.	October 2027
Contract restrictions • The Government is consulting on reforms to noncompete clauses in employment contracts, including consideration of statutory time limits and salary thresholds. • Provisions in non-disclosure agreements which seek to prevent disclosure of information relating to harassment or discrimination will generally be void.	For awareness only. Monitor developments.	*Expected 2027*

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