Employment Rights Act 2025
for Small Businesses

HUMAN THREADS HR

There are lots of changes to employment law in 2026 and 2027. Not all of them apply to small businesses, but here are the ones you really need to know about.

Statutory Sick Pay
Statutory sick pay is paid from the first day of absence, effective April 2026, at the lower of either 80% of weekly earnings or the flat rate for SSP.

APRIL 2026

Sexual Harassment
Employers have a duty to prevent workplace sexual harassment. They must take all reasonable steps to prevent workplace harassment, and reasonable steps to prevent third-party harassment from clients, customers and the public.

OCT 2026

Trade Union Rights
Trade Unions will have the right to request access to your workplace to talk to your employees. This is a formal process and you must respond to the request. From January you must also write to employees to inform them of their right to join a trade union.

OCT 2026

Unfair Dismissal
Employees will only need 6 months' service to gain protection from unfair dismissal. This reduces from 2 years on 1 January 2027 and applies retrospectively. The cap on compensation limits will also be removed.

JAN 2027

Family Rights
Parental leave and paternity leave became day-one rights in April 2026. Flexible working, increased protection around maternity leave and bereavement leave will all change in 2027.

2027

Zero Hours Contracts
Zero-hours workers (inc. agency workers) will have the right to reasonable notice of shifts, shift changes, compensation for cancelled shifts based on regular hours after a defined period.

2027

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