



Employment Rights Act 2025

October 2026 Changes

Specific implementation dates in October are still awaited, but typically changes have often been implemented on 6th in the past. The Government's updated roadmap published in February confirmed that these measures will take effect either in October, or no later than October.

Change	Detail
Trade union rights:	<p>Visibility and access</p> <ul style="list-style-type: none">• Obligation to notify workers of their right to join a trade union at onboarding• New right for trade unions to request access to workplaces to enable them to meet, represent and recruit potential members. <p>Enhanced protections</p> <ul style="list-style-type: none">• New protections for trade union representatives for taking part in industrial action, and extension of the employer's obligation to accommodate the role (time off, provision of facilities)• Protection against detriment for taking industrial action• Extended protections against blacklisting trade union representatives and members• Relaxation of the strict statutory rules on notice requirements and timings for taking industrial action.
Enforcement:	<p>The time limit for bringing an employment tribunal claim will be extended from three months to six months.</p>
Anti-harassment:	<p>The obligation on employers to prevent harassment will be extended to:</p> <ul style="list-style-type: none">• Taking all reasonable steps to prevent sexual harassment. The power to make regulations which specify what will amount to all reasonable steps will also be introduced, with further guidance expected; and• The reintroduction of protection against third-party harassment (for all kinds of harassment). Employer's will become liable for harassment committed by a third party (clients / visitors / suppliers) against their employees in the course of their employment, unless they can show that they've taken all reasonable steps to prevent the harassment from occurring - which is likely to be an extremely high threshold.
Tipping:	<p>New requirement to consult on the tipping policy, and to review it at least once every three years.</p>

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