Employment Rights Act: Is your business ready?

Wednesday 25th November, 2026 **09:30AM - 11:30AM** **Online**

Some changes are already in force. More significant changes happen from 1st January 2027 that all employers must know.

The Employment Rights Act 2025 is bringing major changes to employment law, affecting areas including sick pay, family leave, unfair dismissal, probation, flexible working, contractual changes, harassment prevention and zero-hour contracts.

For employers, the challenge isn't simply understanding what's changing. It's knowing where your business may be exposed, what needs to change and what your managers need to do differently.

Our ERA Readiness Masterclass turns the legislation into practical actions for your organisation, helping you understand your risks and prepare for what comes next.

Who is it for?

- Business owners
- Office managers
- HR professionals
- People managers
- HR Dept clients

What will we cover?

1) What's changing and when?

Understand what has already changed, what's coming next and the key developments your organisation needs to prepare for across 2026 and 2027.

We'll look at the changes affecting areas such as sick pay, family leave, unfair dismissal, probation, flexible working, contractual changes, harassment prevention and zero/low-hours working.

2) Where could your business be exposed?

We'll help you look beyond the legislation and consider what it means for your existing processes and ways of working.

Could your probation process leave you exposed when unfair dismissal protection moves to six months? Are managers addressing and documenting performance early enough? Do your sickness, flexible-working or contractual-change processes need attention?

3) What do employers and managers need to do differently?

We'll explain the changes in plain English and explore their practical impact through realistic examples.

You'll consider what needs updating, what managers need to know and where your organisation should act now to prepare for the changing employment-law landscape.

4) What should you do next?

Assess how ready your organisation is, identify priority gaps and create a practical plan for moving forward.

You'll leave knowing what needs attention now, what can wait and where managers may need additional guidance or support.

You'll leave with:

ERA Readiness Checklist

Assess where you're prepared and where further action is needed.

Priority Action Plan

Identify what needs doing now and what can be addressed later.

Manager Readiness Guide

Understand what managers need to know and do differently.

Throughout the session, you'll work through practical SME scenarios, take part in live polls and discussions, test your understanding and consider how the changes apply to your own organisation.

Why attend now?

Some Employment Rights Act 2025 changes are already in force, with further significant changes coming up until the end of 2027.

- Some changes are already affecting employers
- The unfair dismissal qualifying period is due to reduce to six months from January 2027
- Probation and performance processes may need to be reviewed
- Policies, contracts and manager guidance may need updating
- Acting early gives you time to identify gaps and prioritise what needs attention

This masterclass will help you move beyond simply knowing what's changing to understanding what it means for your organisation and what you need to do next.

About us

The HR Dept Clapham, Highbury & Islington, Newbury & South Oxfordshire provides practical, personalised HR support to local SMEs. Our training is delivered by experienced HR professionals who understand both employment-law requirements and the day-to-day realities of running a business.

Our workshops focus on real workplace situations, giving you knowledge and tools you can put into practice in your organisation.



Book your place now

Retained clients: £350+ VAT per person
Non-clients: £450+ VAT per person

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For more information, visit our website.

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