

1 October 2026

Adult social care

A new Adult Social Care Negotiating Body will be established in England.

Trade union rights

Employers must inform workers of their right to join a trade union.

Trade union access

Trade unions will have updated rights to access workplaces.

Employment Tribunal claims

The time limit for bringing most Employment Tribunal claims will increase from three months to six months.

Sexual harassment

Employers will need to take all reasonable steps (not just reasonable steps!) to prevent sexual harassment in the workplace.

Union representatives

Trade union representatives will gain rights to reasonable accommodation and facilities to carry out their duties.

Union equality representatives

New rights to reasonable time off will apply to trade union equality representatives.

Third-party harassment

Employers will be liable for third-party harassment unless they have taken all reasonable steps to prevent it.

Industrial action

Workers taking industrial action will gain protection from detriment, in addition to existing protection against unfair dismissal.

Tipping

Employers must consult workers before introducing a tipping policy and review their policy at least every three years.

Public sector outsourcing

New measures will prevent differences in terms and conditions between transferred public-sector workers and existing private-sector employees.

Unfair dismissal

The qualifying period for ordinary unfair dismissal will be reduced from two years to six months.

This means that if you were employed on 1 July 2026 and are still employed on 1 January 2027, you are protected.

Unfair dismissal compensation

The cap on compensatory awards for ordinary unfair dismissal will be removed.

Fire and rehire

Dismissing and rehiring an employee to impose less favourable terms will become automatically unfair in most circumstances.

1 January 2027

2027 Date TBC*

Shift notice

Employers will have to provide reasonable notice of shifts and changes to shifts.

Cancelled shifts

Eligible workers will receive compensation when shifts are cancelled, moved or shortened at short notice.

NDA's

New contractual terms preventing workers from disclosing or alleging workplace harassment or discrimination will become void.

Zero-hours contracts

Eligible workers will gain a right to guaranteed hours reflecting the hours they regularly work (still under consultation).

Sexual harassment guidance

Regulations will clarify what employers must do to meet the "all reasonable steps" duty.

Bereavement leave

Employees will gain a new statutory right to unpaid bereavement leave.

Pregnancy and maternity

Protection against dismissal will be strengthened for pregnant employees and those returning from maternity leave.

Flexible working

Employers refusing flexible working requests will need to give reasons from a prescribed list and explain why the refusal is reasonable.

Blacklisting

Protections against blacklisting will be strengthened.

Trade union discrimination

Protections against discrimination because of trade union membership or activities will be strengthened.

Industrial relations

A new framework will support the relationship between employers and trade unions.

Trade union recognition ballots

Electronic voting will be introduced for statutory trade union recognition and derecognition ballots.

Gender equality

Gender pay gap and menopause action plans will become mandatory for employers with 250+ employees.

Collective redundancies

Employers will need to consider redundancies across their whole organisation when determining whether collective consultation is required.

Umbrella companies

Umbrella companies will be brought within the definition of employment agencies, bringing them under greater regulatory oversight.

*These dates are based on the latest Acas guidance, which was updated in July 2026. Whilst the official dates have not yet been confirmed, we are expecting these changes to come into force at some point during 2027.