

Employment Rights Act 2025

Bevan Brittan 

The Employment Rights Act represents the most significant overhaul of employment law in a generation.

Building on the foundations of existing employment law, the reforms will introduce stronger worker protections, new employer obligations, and more robust enforcement measures. This is not simply an "HR issue" but will entail strategic transformational change, financial modelling, systems and process adaptations, operational implications, and workforce planning.

We recognise that navigating these changes can be complex, and we are here to help. Through our strategic board briefings, tailored training sessions for HR and management and commercially focused advice, we're supporting clients to interpret the new rules and plan their next steps. To keep your organisation ahead, we have also launched our Employment Rights Act 2025 Hub. A dedicated resource with tools, guidance, and updates as the changes roll out. Whether shaping strategy, navigating scenario planning, or ensuring compliance, our Hub will help you stay informed, prepared, and responsive in this evolving legal landscape.

[CLICK HERE](#) to explore our Employment Rights Act 2025 Hub



Supporting our clients

- Strategic board briefings on the wider organisational, commercial and financial implications
- Project management and scenario planning
- Audits of current processes and systems
- Managing organisational change processes
- Organisational risk assessments
- Multi-disciplinary advice including commercial contract reviews and amendments, information governance, IT and procurement advice
- End to end support on key issues including trade union reforms, recognition and access processes and the wider industrial relations agenda
- Modular HR and manager training sessions (On topics such as sexual harassment, the NEW third-party harassment reforms, conducting investigations and managing grievances)
- Monitoring and compliance systems including designing and advising organisational risk assessments and checklists
- Reputational management and communications strategies
- BB Solutions: Consultants providing a full range of services, skills and expertise to support your wider HR operations
- Drafting and advising on key documents and correspondence



What makes this practice unique is the calibre of the team and the consistently high quality of their advice. They take the time to understand our business, how we work, and what we need – not just in terms of legal advice, but in terms of how it's delivered. Their ability to adapt their style and approach accordingly sets them apart.

Legal 500, Employment, 2026

Our specialist team



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