The Employment Rights Act 2025 Training

The Employment Rights Act 2025 ('ERA 2025') introduces significant changes for all employers, including across recruitment and workplace practices, dismissals and collective redundancies and marks a fundamental shift in the potential role of trade unions for every workplace. While it may be tempting to defer action until all proposals are finalised, key changes will be introduced in stages throughout 2026 and 2027, requiring you to assess proactively the impact on your business and manage compliance as new requirements take effect.

This practical training helps employers understand the key reforms, know the risk areas and identify steps that can be taken now to start to prepare in a proportionate way, without over engineering.

WHAT OUR TRAINING COVERS

Delivered by experienced employment lawyers, our training covers the following content:

KEY REFORMS UNDER THE ERA 2025

A focused overview of the core reforms and risk areas including: changes to unfair dismissal; family-friendly protections and SSP; trade unions; harassment; fire and rehire; and collective redundancies. The precise content will be tailored to the priorities of your business.

OPERATIONAL IMPACT AND RISK

The practical implications of the reforms including on workforce decisions, management practices and legal risk.

PRACTICAL, PROPORTIONATE READINESS

Steps employers can take now to reduce risk and support preparation, without committing to premature change.

ERA 2025 BRIEFING SESSION

Alternatively, we can provide a compact 1-hour briefing on the key aspects of the ERA 2025.

FORMAT, AUDIENCE & FEES

Attendees
CPOs, CHROs, HR teams and senior leaders responsible for implementing change

Format
Live, virtual or in-person session

Duration
1 - 2 hours

Fee
£2,000 + VAT

Fee
£1,500 + VAT

Please note:

- This training is designed as a high-level briefing to help provide clarity at a senior level.
- Fees are based on training being delivered live or in person to your London location.
- For organisation specific risks and recommendations, we offer a separate ERA 2025 Readiness Review.

For further information or to book this training please contact our team.

WHY CHOOSE LITTLER?

As well as being recognised as a leading employment firm for businesses in the UK, we collaborate across Littler's international footprint to provide a seamless, client-focused service. Littler is the largest global employment law firm for employers, with more than 1,800 lawyers practicing across 30 countries in over 95 offices, serving as a single source solution provider to the global employer community.