Training: Preparing Managers for Fundamental Changes to Unfair Dismissal

The Employment Rights Act 2025 ('**ERA 2025**') represents one of the most significant changes to UK employment law in decades. From January 2027 the qualifying period for unfair dismissal will reduce from two years to six months and compensation will be uncapped. In addition, from October 2026, employers will face expanded duties to take all reasonable steps to prevent sexual harassment in their workplace and to prevent harassment by third parties on any grounds.

The risk profile has changed and managers will need to take a much more proactive approach to probation, performance, conduct and documentation.

HOW WE CAN HELP

This practical training focuses on the steps managers need to take now to prepare for the ERA 2025 reforms and how to reduce workplace risk in practice.

This session covers:

- **An overview of the key unfair dismissal reforms** and the changing risk landscape for managers
- **What the changes mean in practice,** especially for probation and performance management
- **Practical steps** to set expectations, address issues early, reduce risk and support fairer, more consistent and well-documented decisions
- **Optional additional content:** As employers also face expanded duties in relation to workplace harassment, this will highlight the importance of proactive harassment prevention and reducing the risk of third-party harassment

DELIVERY OPTIONS

Live Training

Delivered virtually or in-person.

Fees: **£2,200** plus VAT

Each session is designed for up to 20 people and is based on being delivered for up to two hours either virtually or in London.

The session will include time for Q&A.

Recorded Training for Organisation Wide Roll-Out

- **Standard recorded training: £2,500**, plus VAT per 40-45 minute video
- **Bespoke recorded training:** More tailored content and scenarios that also embed your organisation's policies. Fees: **£5,800** plus VAT per video

Videos are provided in MP4 format. SCORM format is also available on request.

WHY IS TRAINING ESSENTIAL?

Managers are on the front-line of workplace risk, with the ERA 2025 reforms increasing scrutiny on everyday management decisions.

Training is critical to help managers handle issues fairly, proactively and with appropriate documentation.

WHY CHOOSE LITTLER?

Training is delivered by UK lawyers with real world experience of handling employee relations issues.

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.

GET PREPARED TODAY

Contact our team to discuss training for your business.