

Insights

UK HR TWO-MINUTE MONTHLY: EMPLOYMENT CASES & NEWS

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SUMMARY

Welcome to the April 2026 edition of BCLP's UK HR Two-Minute Monthly – your quick, practical roundup of the latest UK employment law cases, HR developments and legislative news. Each month we break down key decisions and upcoming changes into concise, bite-sized insights designed to help HR teams stay informed and ahead of emerging trends in employment law.

RECENT CASE LAW

Can a conditional job offer be withdrawn after acceptance? *Kankanalapalli (K) v Loesch Energy Systems (Loesch)*

Can an employer withdraw a job offer after it's been accepted? In *Kankanalapalli v Loesch Energy Systems*, the EAT held that a conditional offer can still be a binding contract, and that "subject to" wording won't necessarily save employers from a breach of contract, and full contractual notice in damages.

[Read the full update >](#)

EMPLOYMENT NEWS

Employment Rights Act 2025 Consultations, NDAs and TUPE in focus

The Employment Rights Act 2025 is starting to take shape. This month, the government launched consultations and guidance covering NDAs, gender equality action plans and TUPE, with proposals that could significantly limit confidentiality provisions, expand employer obligations and reshape key employee protections.

[Read the full update >](#)

If you have any questions about the cases discussed in this update or need guidance on upcoming changes in UK employment law, please contact a member of BCLP's [UK Employment Team](#).

RELATED CAPABILITIES

- Employment & Labor

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