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Insights

UK HR TWO-MINUTE MONTHLY: OCTOBER 2026

Employment news

Oct 30, 2026

Summary

The BCLP Employment team's October updates in one place. This edition brings together the latest Employment Rights Act developments, including changes taking effect this month and revisions to the wider implementation timetable. This edition also considers proposed whistleblowing and modern slavery reforms, and whether "employment prenups" could help employers prepare for the removal of the unfair dismissal compensation cap in January 2027.

Employment insights

Updates to the Employment Rights Act implementation timeline

The Employment Rights Act timetable has shifted, giving employers more time to prepare for some reforms, while major changes remain on track for January 2027.

Read the full update >

Employment Rights Act 2025 October roundup

A trade union access request. A sexual harassment complaint. A tribunal claim that you thought had gone away landing much later than expected. October's Employment Rights Act changes will affect how employers handle all of the above scenarios and many more.

Read the full update >

Is your workforce ready for trade union access?

New trade union workplace access rights take effect from 30 October, with short response deadlines making preparation essential for employers.

Read the full update >

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Extension to employment time limits

Employment tribunal time limits for most claims have increased from three to six months, meaning employers may face a longer period of uncertainty over potential claims.

Read the full update >

"Employment prenups" and unfair dismissal

Exploring whether "employment prenups" could help employers prepare for the removal of the unfair dismissal compensation cap.

Read the full update >

UK Government consults on reforming whistleblowing

Whistleblowing reforms could bring stronger protections for individuals and new requirements for how employers handle disclosures.

Read the full update >

Modern slavery compliance: From transparency to enforcement

Proposed modern slavery reforms could introduce stricter reporting requirements and significant financial penalties, increasing compliance risks for organizations.

Read the full update >

Join BCLP's Employment Rights Act webinar series

This November and December, BCLP's Employment team will explore the most talked about reforms arising from the Employment Rights Act: **unfair dismissal**, **fire and rehire**, **harassment duties**, and **trade union access**. In each interactive webinar, our lawyers will explain the latest developments, share practical guidance and answer your questions.

Join one session or the full series to hear the latest thinking and consider what the changes mean for your organization. Contact your BCLP Employment lawyer to reserve your place.

Related capabilities

- Employment & Labor

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