

Parish HR Support Service

Employment Law Updates

September 2025



For: All Parishes in the Diocese of Coventry who employ Lay Staff



Employment Rights Bill Road map (2025 – 2027)

You may be aware that the Labour Government plan to update the Employment Rights Bill and include additional laws and amendments to existing ones. The Bill is currently going through the final stages in Parliament, and since the roadmap was announced by Labour, there have been amendments to the Bill which means in some cases there is very little detail available to publish, other than a broad overview of what the changes are expected to be.

Once the wording of the Bill has been agreed in Parliament, it becomes an Act on receiving Royal Assent from King Charles which is expected to occur in Autumn 2025. This doesn't mean that all the changes will become law in Autumn. The plan is that they will be spread out over the next 2 years, to allow for further consultation and amendments, and for employers to prepare for any changes to policies and processes. The usual custom in employment law is that new laws commence either in April or October of each year.

An approximate timeline of when these changes are due to occur is on the next few pages. To view more details about each of the changes, please go to the [Parish HR – Employment Law Updates Pages](#) on the Diocesan Website.

You will note that there are a lot of Trade Union changes being made. If your employees are not part of a Trade Union then these won't apply to you, with the exception of the new law where you have to ensure employees know that they have a right to join a Trade Union (due October 2026).

Some of the other law changes be irrelevant, however I have included all the changes here for the sake of showing the full scale of employment law changes being made in the next 2 years.

As the below items become law, I will release new templates and policies for you to use. These will be communicated through the main Communications Channels and stored on the [Parish HR website](#).

As always, if you have any questions, you can contact Simone Smith, Diocesan HR Manager on: ParishHR@Coventry.Anglican.org or by telephone on 02476 521381

Employer National Insurance Changes

- From April 2025, the threshold at which employers pay National Insurance reduced to £5,000 per year
- The rate of Employer's National Insurance increased to 15%

National Minimum Wage hourly rates - from April 2025 to March 2026

- National Living Wage (21+) £12.21
- 18-20 Year Old Rate £10
- 16-17 Year Old Rate £7.55
- Apprentice Rate £7.55
- Accommodation Offset £10.66

Neonatal Care (Leave and Pay) Act – From April 2025

- The Neonatal Care (Leave and Pay) Act 2023 came into force from April 2025. This new act provides parents with a right of "up to" 12 weeks' leave and pay when their baby requires neonatal care in addition to existing parental leave entitlements.

Sexual Harassment at work

- As of 26th October 2024, a new law was introduced to ensure employers to take ALL reasonable steps to prevent Sexual Harassment in the workplace.

Mental Health at work

- The Health and Safety Executive given more powers to look out for employees' mental health as well as physical health.

Current & Most Recent Law Changes



To read more details about these changes click here: [Current & Recent Law Changes](#)

Changes expected in:



- Doubling the maximum protective award in collective redundancies where consultation has not occurred
- Paternity leave becomes a day one right
- Unpaid Parental leave becomes a day one right
- Sexual Harassment claims will be protected by Whistleblowing policy
- A Fair Work Agency will be set up
- For Statutory Sick Pay, there will be no waiting days before employees are entitled to SSP, and any employees who previously didn't qualify for SSP because their earnings are too low, will be entitled to some pay when off sick.
- Trade union recognition and the code of practice will be simplified including amendments to electronic and workplace balloting

To read more details about these changes click here: [Employment Law Changes in the next year](#)

Changes expected in:



October
2026

- Fire and Rehire practices will be limited – also known as “Dismissal and Re-engagement” where changes need to be made to the employee’s contract, so they are dismissed and then re-employed on the newer, less lucrative contract.
- A 2-tier code for procurement will be introduced
- The Fair Pay Agreement Adult Social Care Negotiating Body will be established
- The laws on “tipping” (for Café’s, restaurants etc) will be tightened to give employees more control
- All workers must be told about their right to join a Trade Union from day 1 of their employment, and regular notifications made to all employees to increase awareness of this right
- Trade Unions right of access to workplaces will be strengthened
- There will be new rights for Trade Union Representatives
- Extensions to the protection of facing detriment for those who engage in Industrial action
- Employers to take “ALL reasonable steps” to prevent sexual harassment in the workplace and a requirement to PREVENT sexual harassment by third-parties
- Employment Tribunal time limits will be increased from 3 months, to 6 months, meaning employees have longer to prepare their cases
- Mandatory Seafarers Charter

To read more details about these changes click here: [Employment Law Changes in the next year](#)

There are no dates specified for the following employment law changes, but they are expected to be released in either April 2027 or October 2027:

- Gender pay gap reporting
- Menopause action plans
- Increased dismissal protection for pregnant workers
- A power to make regulations to specify what the “All reasonable steps” to prevent Sexual Harassment are (To decide if an employer has taken all the steps they should have)
- Trade Union blacklisting protection
- Industrial relations framework
- Regulation of Umbrella Companies
- Collective redundancy thresholds
- Refusals of flexible working requests will need to be detailed and prove that they are reasonable refusals
- One week of unpaid bereavement leave
- Restriction of the use of Zero-hours contracts, including guaranteed hours measures
- Day 1 protection from unfair dismissal (Currently 2 years employment)



To read more details about these changes click here: [Employment Law Changes 1 year +](#)

There are further additions to the above law changes which are part of the “Make Work Pay Plan”. These will not be part of the Employment Rights Bill but will be delivered through different channels over the next few years. We do not know exact dates or specifics about these, but the Employment Law updates page will be updated when we find out, and a communication sent out to Parishes.

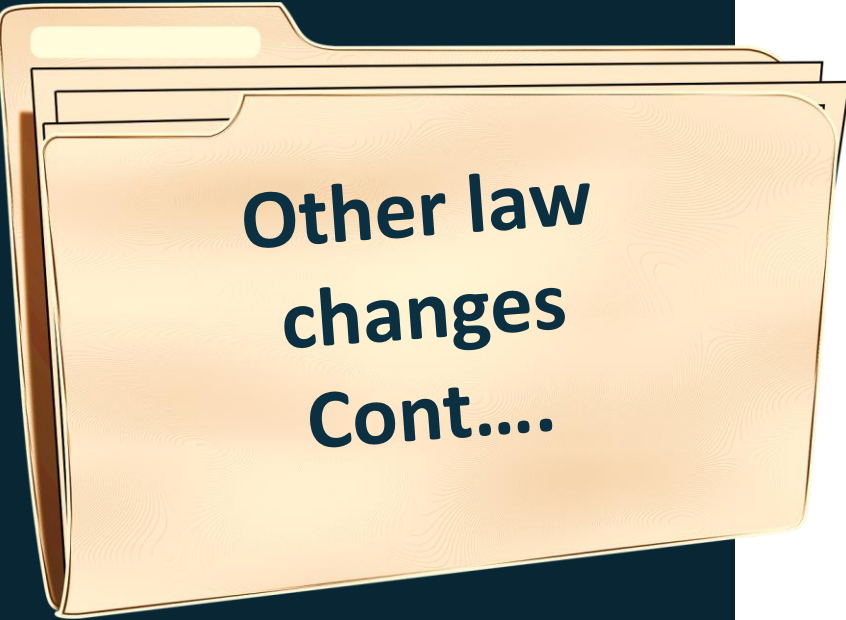
Subject to consultations, these changes include:

- Paternity Leave Bereavement Act – This has received Royal Assent, but the Government haven’t published a timetable yet for its release. The Act removes the length of employment requirement for an employee, where the mother of the baby (or adoptive Parent) has passed away during/after the baby is born.
- A Right to Switch Off
- A strong commitment to end pay discrimination
- A move towards a single status of worker
- Reviews into the parental leave and carers leave systems

Other Employment Law Changes that are not part of the Employment Rights Act



**Other law
changes**



Other law changes Cont....

- Tightening the ban on unpaid internships
- Strengthen protections for the self-employed through a right to a written contract and tackling late payments.
- Removal of the age bands for the National Minimum Wage so that all adult workers receive the living wage
- Supporting workers with a terminal illness through the Dying to Work Charter
- Review of the Transfer of Undertakings (Protection of Employment) Act (TUPE)
- A focus on neurodiversity awareness in the workplace
- Modernising health and safety guidance in relation to extreme temperatures
- Protection of those experiencing Long COVID in the workplace
- Introduction of “Collective Grievances”, allowing several employees to raise a grievance together about conduct in the workplace
- Extend the Freedom of Information Act to private companies that hold public contracts; and extend the Freedom of Information Act to publicly funded employers.

Parish HR Support Service

As always, I am here to support you with any HR issues that you have, even the little queries where you just need clarification on something. I am always seeking to improve the HR Service that I provide to you.

It would be really helpful, if you could spare a few minutes to complete a short anonymous questionnaire about your views on the service that I currently provide, and any additional HR support that you need, that I currently don't provide.

The link to the questionnaire is <https://forms.office.com/e/M5fzYEhtiY>

Quick links to the Parish HR Support website:

- [Parish HR Support Service Landing Page](#)
 - ['Recruitment & Selection'](#)
 - ['New Employees'](#)
 - ['During Employment'](#)
 - ['Leavers'](#)
 - ['Data Retention'](#)
 - ['Employment Law Updates'](#)
 - ['Current & Recent Law Changes'](#)
 - ['Employment Law Changes in the next year'](#)
 - ['Employment Law Changes 1 year +'](#)
 - ['E-learning for Parish staff & Volunteers'](#)

My contact details:

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