

# Employment Rights Act 2025

## *A simple guide for small and medium-sized businesses in Northfield Town Centre*

The Employment Rights Act 2025 introduces new rules designed to make work fairer, clearer, and more predictable. Here's what local SMEs need to know.

### Key Changes at a Glance

#### 1. Day-One Rights

Employees now receive certain rights from their first day, including:

- Sick pay eligibility
- Parental leave rights
- Stronger protection from unfair dismissal

**What this means:** Make sure new starters receive contracts and key information immediately.

#### 2. Predictable Working Patterns

After 12 weeks, workers can request more predictable hours or days.

**What this means:** Businesses using flexible or zero-hour staff must plan rotas more carefully.

#### 3. Pay Transparency

Job adverts must include pay details, and employers can no longer ask about previous salary.

**What this means:** Update job advert templates and recruitment processes.

#### 4. Family-Friendly Support

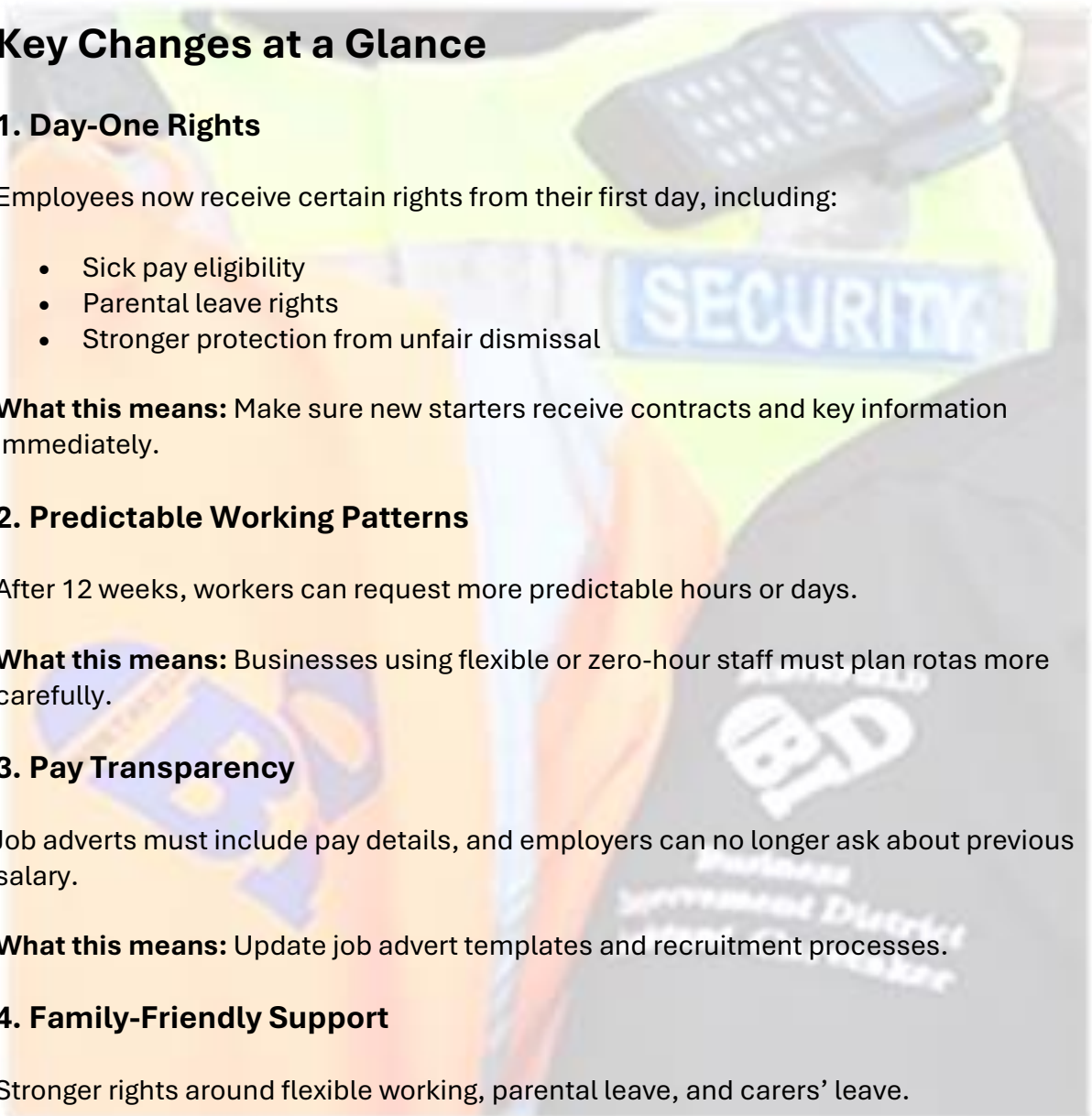
Stronger rights around flexible working, parental leave, and carers' leave.

**What this means:** Managers must handle requests fairly and consistently.

#### 5. Stronger Enforcement

More penalties for repeated or deliberate breaches.

**What this means:** Good record-keeping and up-to-date policies are essential.



## Why Compliance Matters

Non-compliance can lead to:

- Fines and compensation payments
- Tribunal claims
- Reputational damage
- Operational disruption

## What SMEs Should Do Now

- Review and update employment contracts
- Refresh job advert templates
- Update HR policies
- Train managers
- Keep clear records
- Communicate changes to staff

## Support from Northfield BID

We can help with:

- Templates and checklists
- Briefings
- Signposting to trusted HR specialists

Contact the BID team for support.

