



Introduction

Welcome to the 1st Edition of Yorr People Insights a quarterly newsletter designed for business owners & leaders.



Hi - my name's Rachel, founder of **Yorr People Ltd.**

Yorr People was founded in 2024 after I left the world of employment after having my son, Rory. He's **my why**. Whilst I wanted to follow a dream, remain in work, retain the pride I have built in my career to date, I also wanted to be present for my son in his early years and provide a future for my family that I'm proud of.

Yorr People supports SME's in the Lincolnshire area with all things HR & Executive Coaching.

I'm also passionate about improving **management skills & capabilities** within business - those who are great at their jobs but haven't been trained on the 'how to' of people management - and do this through delivering Level 2 & 3 training with a reputable and accredited CMI training provider.

I am a firm believer that, in business, whilst your people might be your biggest expense, they are also your **biggest asset** and the reason your business will succeed in the long-term.

As warmer temperatures approach, with **Summer** just around the corner, the HR world are in the midst of transformational change in the world of employment. The Employment Rights Act 2025 will see the biggest change to **employment rights** in a generation, and they can't be ignored.

That's why our first edition provides a summary and roadmap for the changes.

So, to those of you who are facing into a peak trade period, I wish you all the luck as things start to heat up!

In my experience, a peak period, if planned well, can be a catalyst for: great **teamwork**, innovative **collaboration**, improved employee **engagement** and long-term **loyalty**.

Look after **Yorr People** and they will look after **Yorr Business**.

May your stock be plentiful, your service levels high and your Customers happy!

↓ In this newsletter you will find:

The latest Employment & Workplace Updates, News, Insights and more!



Sexual Harassment in the workplace

WHY ARE BUSINESSES SLOW IN COMPLYING TO THE REGULATIONS?

Way back in October 2024, new regulations were introduced requiring UK employers to take **proactive steps to prevent sexual harassment at work**.

In **April 2026**, whistleblowing disclosures related to sexual harassment automatically qualify as "protected disclosures," shielding workers from detriment or dismissal.

And in **October 2026**, the ERA 2025 further strengthens the requirement for employers - from taking "reasonable steps" to "**all** reasonable steps," creating a significantly higher threshold for employers. In addition, employers will be liable for third-party harassment too if they fail to prevent it.

Yet, in my experience working with small and medium-sized businesses, compliance has been slow. Many employers are either unaware of the changes or are choosing to park them in the "to do later" pile.

This is often because the regulations feel like "just another piece of red tape" rather than being seen as a cultural priority. For some businesses, the immediate pressure of operations, staffing, or finances pushes compliance down the list. Others are waiting until they're "forced" by an inspection or tribunal risk before acting. In truth, the law is clear. It's no longer enough to respond to incidents after they happen; businesses must show they have taken reasonable steps to stop harassment occurring in the first place.

The reality I've seen is that policies remain untouched, training hasn't been updated, and leaders aren't communicating expectations to their teams. It's understandable - change takes time - but it leaves businesses exposed both legally and reputationally. More importantly, it leaves employees without the assurance of a safe workplace, which is exactly what the new duty is designed to tackle.

Take a look at our **free** Risk Assessment resource to get started!



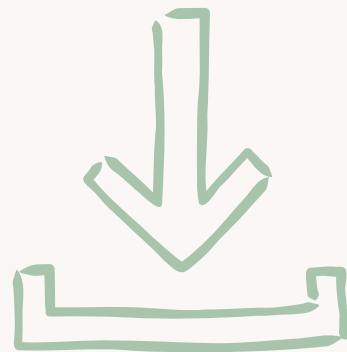
Product Spotlight!

SALARY BENCHMARKING

70% of job seekers say compensation is the main motivator for leaving their current role.

Are you at risk of losing talent because your salaries and benefits aren't hitting the spot?

We can help you to get your salary decisions right with our **Bespoke Salary Benchmark Report** - with access to data for over 50,000 roles, in 34 sectors all across the UK - for just £99 - discounts available for multiple role benchmarking.



Free Resource

SEXUAL HARASSMENT RISK ASSESSMENT

Download this **FREE** Risk Assessment to begin to identify where the risks to your business are coming from.

We can then help you to manage those risks and comply to the new law.

[CLICK HERE FOR INSTANT DOWNLOAD](#)

Employment Rights Act - The Roadmap to Reform

HOW WILL YOU PLAN FOR TRANSFORMATIVE CHANGE IN YOUR BUSINESS?

The **Employment Rights Act 2025** is the most significant transformation of UK workplace law in a generation. It received **Royal Assent on 18 December 2025**, establishing a phased roadmap for new worker protections through 2026 and 2027.

What is Already in Place?

Major changes took effect on **6 April 2026**:

- **Day-One Rights:** Statutory Paternity Leave and Unpaid Parental Leave no longer require a minimum service period.
- **Sick Pay Reforms:** Statutory Sick Pay (SSP) is now payable from the first day of illness, with the Lower Earnings Limit removed.
- **Whistleblowing:** Protections now explicitly cover disclosures related to sexual harassment.
- The **Fair Work Agency** was established on 7 April 2026 to consolidate enforcement of key rights including minimum wage, holiday pay, sick pay and employment standards.
- **Trade Union:** changes focused on removing administrative barriers and enhancing legal protections for industrial action.

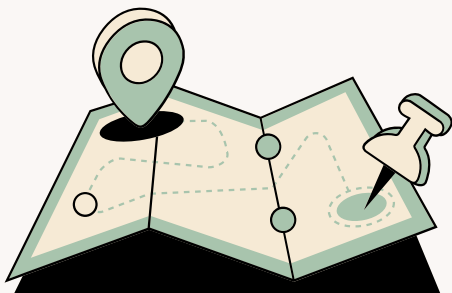
Ongoing and Future Consultations

Consultations are critical for shaping the remaining measures:

- **Ongoing:** A major consultation on **collective redundancy thresholds** is open until **21 May 2026**.
- **Upcoming:** Consultations on the right to **guaranteed hours** (addressing exploitative zero-hours contracts) and **reasonable notice of shifts** are expected soon.
- **Recent Closures:** Feedback is currently being assessed for **flexible working** and trade union access processes.

Implementation Timeline

Knowing when to expect transformative change is key to preparing for it. We can likely expect the following milestones in 2026 and beyond:



August 2026:

- **Trade Unions:** Introduction of electronic and workplace balloting for industrial action. Removal of the requirement for a 50% turnout for industrial action ballots.

October 2026:

- **Fire-and-rehire** ban
- Launch of a Fair Pay Agreement Negotiating Body for adult social care
- Stronger rules on **tips**
- Employer duty to take 'all reasonable steps' to **prevent sexual harassment**
- Expanded **trade union rights**
- The time limit for bringing most employment **tribunal claims** increases from **3 to 6 months**.

2027:

- Mandatory **gender pay gap** and **menopause action plans** (voluntary from April 2026)
- Strengthened protections for **pregnant workers**
- Extended **flexible working** rights
- New right to **bereavement leave**
- Restrictions on abusive **zero-hour** practices
- Regulation of **umbrella companies**
- Day-one **unfair dismissal rights**

What Businesses Owners Should Do Now

Although many of these changes are still some way off, the roadmap gives us a clearer window to plan ahead. A few actions to consider:

- **Identify** what will need to be reviewed within your business and who will be responsible for it
- **Review & Update** handbooks and policies - especially for family leave, harassment, and dismissal rights
- **Consider** responding to upcoming consultations - consider whether you wish to respond to the upcoming consultations to help shape final regulations
- **Train / Up-Skill** managers - ensure line managers understand the upcoming duties and rights
- **Audit** payroll and benefits - to reflect upcoming SSP and leave changes

With a phased rollout over the next two years, now is the time to think strategically. Businesses that prepare early will be in a stronger position to manage the transition smoothly and with minimal disruption.

Contact **Yorr People** today, for further advice & support.

Look out for our next Edition of
Yorr People Insights in Summer 2026

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