



EQUESTRIAN
EMPLOYERS
ASSOCIATION

EMPLOYMENT RIGHTS BILL: A guide for Equestrian Employers

THE EMPLOYMENT RIGHTS BILL WILL BRING SIGNIFICANT
CHANGES TO EMPLOYMENT LAW IN GREAT BRITAIN.

This document summarises the aspects of the Employment Rights Bill we believe are most likely to affect our members and provides a timeframe for their implementation. This information is based on the current amended version of the Bill working its way through the final parliamentary stages, and it is therefore possible that further changes could be made.

Further information, including a full list of all the proposed changes is available at:
<https://bills.parliament.uk/bills/3737>

APRIL 2026

- ▶ Statutory Sick Pay (SSP) starts from day one of absence for all staff.
- ▶ Parental and Paternity Leave become day-one rights.
- ▶ A new Fair Work Agency will enforce employment rights and offer legal support.
- ▶ Tribunal protective awards increase from 90 to 180 days' pay for failure to consult on redundancies.

OCTOBER 2026

- ▶ 'Fire and rehire' practices will become automatically unfair dismissals, unless essential to business survival.
- ▶ Time to submit tribunal claims increases from three to six months.
- ▶ Employers must take all reasonable steps to prevent sexual harassment, including by clients and visitors.
- ▶ Workers must be informed of their right to join a trade union.

FROM 2027

- ▶ Unfair dismissal protection becomes a day-one right, with a proposed 9-month probation period.
- ▶ One week of bereavement leave will apply from day one, covering broader circumstances.
- ▶ Flexible working becomes the default unless refusal is reasonable.
- ▶ Redundancy thresholds will count total staff across all locations.
- ▶ Enhanced protections during and after maternity leave will expand.
- ▶ Workers on zero and low-hours contracts gain rights to notice for shift changes and guaranteed-hours offers.
- ▶ Large employers (250+ staff) must create action plans for menopause support and gender pay gap reduction.

As an EEA member, you can rely on us to keep you fully informed about the latest employment law changes that impact your business. For tailored advice or support, contact our expert team at:

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