



# The complete HR compliance checklist for 2025-2027



\*All information on this checklist is correct at the time of writing (November 2025). It is provided for general information only and does not constitute legal or professional advice. It is not a legal document. If you need expert HR or employment law advice, please contact one of our [Breathe Partners](#) or a qualified legal professional.

Change	Legislation	Expected date
Right to flexible working	Employment Relations (Flexible Working) Act 2023	April 2024 (already law)
Sexual harassment at work protections	Worker Protection (Amendment of Equality Act 2010) Act 2023	October 2024 (already law)
National Insurance rise	2024 October Budget	April 2025 (already law)
Trade union rights		Following Royal Assent
Minimum/living wage rise	2025 October Budget	April 2026
Expansion of statutory sick pay	Employment Rights Bill	
Extended paternity and parental leave rights		
Whistleblowing protections for sexual harassment		
Collective redundancies protective award increase		
Menopause action plans (voluntary)		
Gender pay gap action plans (voluntary)		
Fire and hire reform	Employment Rights Bill	October 2026
Expanded harassment protections		
Changes to tipping law	Employment Rights Bill (amendment to existing Allocation of Tips Act 2023)	
Further changes to trade union rights	Employment Rights Bill	
Increased employment law tribunal limits		
Six-month qualifying period for unfair dismissal protection	Employment Rights Bill	2027
Zero-hours contract changes		
Maternity and family leave protection		
Bereavement leave		
Stronger flexible working rights		2027 Exact dates TBC
Compulsory Menopause Action Plans		
Compulsory Gender Pay Gap Action Plans (becomes law)		
Further changes to collective redundancies		
Ethnicity and disability pay gap reporting	Equality (Race and Disability) Bill	
Equal pay claims for minority/disabled workers		
Umbrella company regulation	Separate Government consultation/future legislation	
Domestic abuse leave	Domestic Abuse (Safe Leave) Bill (Proposed amendments to Employment Rights Bill not yet confirmed)	TBC 2027