

October 2026 employment law changes



What's changing, what it means and how Breathe helps

What's changed	What it means	What's the risk	How Breathe helps
Longer tribunal time limits 1 OCTOBER	The time limit for bringing most tribunal claims doubles from three months to six .	A dispute may surface much later than the original incident. If meeting notes, policy versions, training records and decision-making evidence are scattered or missing, it becomes harder to understand what happened and defend your process.	Breathe gives you a central place for policies, training records, employee information and acknowledgements, helping you build a clearer evidence trail.
Duty to take "all reasonable steps" to prevent harassment 30 OCTOBER	The prevention duty rises from taking reasonable steps to all reasonable steps to prevent sexual harassment of workers.	A policy that sits in a folder is unlikely to be enough on its own. If you cannot show that you identified risks, trained people, provided reporting routes and acted on concerns, you may be exposed to claims and enforcement action.	Document management lets you create and share harassment and bullying policies, with an audit trail of who has read and acknowledged them. Breathe Learn supports prevention training, while Health & Safety lets you build and track harassment risk assessments.
Third-party harassment liability 30 OCTOBER	Employers become liable for harassment by third parties – customers, clients, suppliers or the public – covering all types of harassment.	Customer-facing roles, work-related events, travel and off-site meetings can all create exposure. Without clear reporting routes and evidence of preventative action, it may be difficult to show how risks were managed.	Health & Safety lets you create third-party harassment risks and actions. Document management keeps reporting policies and guidance accessible, and Breathe Learn supports consistent, tracked training for employees and managers.
Union rights of access 30 OCTOBER	Unions can request physical and digital access to workers at any business with more than 20 employees . You have 15 days to respond.	Without a clear owner and process, you may respond inconsistently, miss a statutory timescale or leave managers unsure how to handle an access request. Breaches can attract fines of up to £500,000.	Document management keeps access processes, manager guidance and relevant policies together. An audit trail of acknowledgements provides a record that updates have been shared, while training records help show that managers have been briefed.
Right to join a union 30 OCTOBER	Employers need to inform new and existing workers about their right to join a trade union .	Offer packs, contracts and onboarding that don't mention union rights won't meet the new duty.	Written statements on rights can be added to onboarding documents and new-starter workflows, with e-signatures captured automatically.
Tipping consultations 1 OCTOBER	Employers must consult workers before creating or changing a tipping policy , provide a summary of the feedback received and review the policy at least every three years.	Changing a policy without meaningful consultation, or failing to keep a record of the process, can create disputes and make it difficult to show that workers were properly involved.	Document management keeps the current tipping policy, consultation information and related documents together, with version history and an audit trail of employee acknowledgements.

Put these changes into practice

See how Breathe helps you stay compliant with a full audit trail, secure policy storage, team training and risk assessment creation.

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