



Training Academy

Employment Rights Act - Stage 1

COURSE OVERVIEW

To deepen the understanding of the changes to the Employment Rights Act that are coming into force from April 2026.

OBJECTIVES

Having attended this event, you will be able to:

- Manage Paternity leave and pay
- Manage Parental leave and pay
- Understand the new Statutory Sick Pay (SSP) criteria and eligibility
- Understand the new law around sexual harassment and whistleblowing disclosure

OVERVIEW OF SESSIONS

Paternity Leave

- What's changing
- Day one right
- Paternity Pay
- Criteria
- Paternity leave after shared parental leave

Parental Leave

- What's changing
- Day one right
- Criteria

Statutory Sick Pay

- What's changing
- Day one right
- Statutory sick pay
- Lower earnings limit

Whistleblowing - new disclosure of sexual harassment

- What is a qualifying disclosure
- What's changing

WHO SHOULD ATTEND?

This course is designed for managers and key staff that are dealing with employee queries and issues.

COURSE STYLE

This workshop is a mixture of theory and interactive activities to highlight the upcoming Employment Rights Act changes.