Robinson Grace
HR CONSULTANCY

New Employment Law Update: Unfair Dismissal and the Changing Employment Law Landscape

Bitesize Workshop

Date: 20 October 2026 (45min + 15mins Q&A)
Venue: Microsoft Teams Online Platform
Fee: £27 + VAT per person

With major reforms reshaping unfair dismissal rights and raising expectations around fair process, managers need clarity and confidence in how they make and document decisions. Updates under the Employment Rights Act 2025, proposed changes to qualifying service, and increased tribunal scrutiny mean that inconsistent or poorly evidenced decisions now carry greater legal and organisational risk.

This short, bitesize workshop gives managers a concise, practical overview of what constitutes a fair dismissal, how to follow a reasonable and consistent process, and how upcoming legislative changes may affect everyday management decisions. Using realistic scenarios, it builds confidence in handling conduct, capability, performance and probation issues in a way that is fair, defensible and aligned with current law.

The session also highlights key reforms shaping the employment landscape, including:

- Employment Rights Bill proposals - reducing unfair dismissal qualifying service from two years to six months
- Employment Rights Act 2025 updates - strengthened expectations around consultation, evidence and procedural fairness
- Case-law trends - tribunals placing greater weight on documentation, consistency and early intervention

These changes collectively raise the bar for managers, making fair process and good record-keeping essential.

This session explores the core principles of unfair dismissal under UK law and how the evolving legal landscape affects organisational practice. Participants work through common scenarios involving conduct, capability, performance, probation and redundancy, learning how to apply fair-process principles in real-world situations.
The workshop focuses on practical steps managers can take to reduce legal and employee-relations risks, improve decision-making and ensure consistency across teams.

About Your Trainer

With more than 6 years' experience within the Apprenticeship and Education sector, specialising in delivering training and coaching, Claire's passion for learning and professional development underpins her approach, enabling her to support and coach individuals, Managers and organisations with clarity, confidence and practical insight.

How To Book

To book, please email clientservices@robinsongracehr.com

Confirming your booking creates a legally binding contract between us. Cancellations are to be requested by email only. Payment is required in advance of the course. Refunds must be requested 2 weeks prior to the course date. No refunds will be issued within two weeks of the course date.

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Learning outcomes

By the end of the workshop, participants will be able to:

- Understand the key principles of unfair dismissal under the Employment Rights Act 1996 and 2025 reforms
- Identify the potentially fair reasons for dismissal
- Apply procedural fairness and consistency in conduct, capability and performance cases
- Recognise the risks of poor documentation, inadequate investigation or inconsistent management
- Understand how proposed reforms (including reduced qualifying service) may impact organisational practice
- Manage probation, conduct and performance issues more confidently
- Take practical steps to reduce legal and employee-relations risks
- Respond more confidently and fairly to workplace issues involving dismissal or capability concerns

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