



Robinson Grace
HR CONSULTANCY

New Employment Law Update: Managing Sickness Absence, Disability and Capability

Bitesize Workshop

Date: 10 November 2026 (45min + 15mins Q&A)

Venue: Microsoft Teams Online Platform

Fee: £27 + VAT per person

Sickness levels are at a decade high, and new employment law reforms are raising expectations around how organisations manage absence, disability and capability. Updates to unfair dismissal rules, SSP eligibility and the consolidation of rights under the Employment Rights Act 2025 mean managers must make well-reasoned, well-documented decisions to avoid legal and employee-relations risks.

This bite-size workshop gives managers the clarity and confidence to handle sensitive situations fairly, consistently and in line with current legislation. Through practical scenarios, it explains the differences between sickness absence, disability and capability, and shows managers how to respond appropriately in real-world situations.

The session covers key employer duties under the Equality Act 2010 and the Employment Rights Acts (1996 and 2025), including when reasonable adjustments must be considered. It also highlights the most relevant updates, including:

- SSP reforms (April 2026) - changes to eligibility, waiting days and expectations around early support and return-to-work planning
- Unfair dismissal updates (July 2026) - greater emphasis on fair process, consultation and evidence, especially where disability or adjustments are involved

Learning Outcomes

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

- Distinguish between sickness absence, disability and capability issues
- Recognise when Equality Act protections apply, including for hidden or fluctuating conditions
- Manage short and long-term absence fairly and consistently
- Hold supportive, structured conversations that balance wellbeing with operational needs
- Navigate updated unfair dismissal and SSP requirements with confidence
- Reduce legal and employee-relations risks through better documentation and decision-making
- Respond more confidently to sensitive wellbeing-related issues

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.