

Employment and Immigration Update



October 2024

Employment Rights Bill special edition

Welcome to our October newsletter, which is an Employment Rights Bill special edition.

The Bill, hailed as “*the biggest upgrade to workers’ rights in a generation*” by Prime Minister Keir Starmer, was published on 10 October. There is no doubt that the reforms contained within the Bill will introduce some radical changes to the existing employment law framework, and pose some considerable challenges for employers, if enacted in its current form. See our [overview of the headline provisions](#) under the Bill.

As the Bill works its way through Parliament, with separate consultations published on the details of various aspects of the Bill, we will be updating our dedicated [Employment Rights Bill page](#) to assist you in keeping track of developments.

As well as keeping an eye on the horizon, a reminder that the new duty for employers to take reasonable steps to prevent sexual harassment took effect from 26 October. Our [new toolkit](#) will help your organisation to comply with this new duty. If you need to get up to speed with what the duty entails, sign up for our [webinar on 12 November 2024](#).

We also look at some interesting EAT decisions from recent weeks. In the first, the EAT considered whether comments about a male employee’s baldness amounted to [harassment related to his sex](#). We also consider the implications for the charity sector of an important decision on the [employment status of a charity trustee](#), and whether he was protected under whistleblowing legislation.

In our [immigration update](#) this month, [Sacha Wooldridge](#) looks at recent developments for employers, including upcoming changes to visa application services, changes to No Time Limit visas and clarification on supplementary employment for those with Skilled Worker visas.



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Employment Rights Bill



Employment Rights Bill: the headlines

[Liz Stevens](#) summarises the key headline changes introduced under the Bill.

[Read more →](#)

Employment Rights Bill: 12 key takeaways

In an article for Personnel Today [Liz Stevens](#) shares her 12 key takeaways from the Employment Rights Bill.

[Read more →](#)



We have created a dedicated Employment Rights Bill webpage where you can view our latest commentary, guidance and updates relating to the Bill.



Current articles cover topics including:

- [Flexible working](#)
- [Zero-hours contracts](#)
- [Statutory Sick Pay](#)
- [Unfair dismissal](#)
- [Fair Work Agency](#)
- [Trade unions](#)

[Read more →](#)

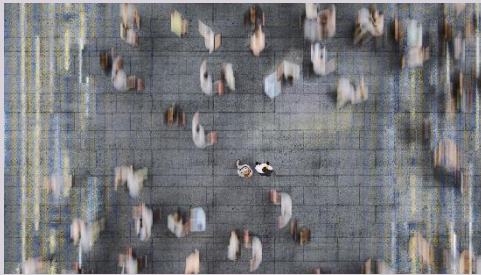
Featured articles and guidance

Preventing sexual harassment – a toolkit for employers

From 26 October 2024, the Worker Protection (Amendment of Equality Act 2010) Act 2023 requires employers to take proactive steps to [prevent sexual harassment in the workplace](#). To support you in navigating this significant change, we have developed a new toolkit.



[Read more →](#)



Did comments about baldness amount to sex-related harassment?

[Liz Stevens](#) shares a recent EAT case that considered an appeal against an employment tribunal's finding that comments made about an employee's baldness amounted to harassment related to his sex.

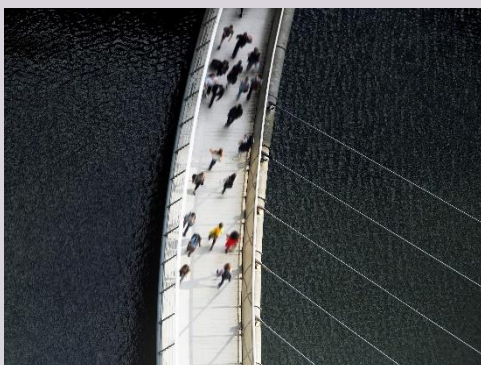
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Charity trustees: volunteers or workers?

[Sonya O'Reilly](#) shares a recent Employment Appeal Tribunal judgment in a case relating to the British Psychological Society. In the case, the EAT suggested that "*the role of a charity trustee is akin to an occupational status*".



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Immigration update - October

[Sacha Wooldridge](#) provides a round-up of important immigration updates for employers.

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Events

Duty to prevent sexual harassment webinar

In this session, [Sam Greenhalgh](#), [Jonathan Shevlane](#) and [Charlotte Sloan](#) will discuss the new duty on employers to prevent sexual harassment in the workplace, which came into force on 26 October 2024.



[Sign up here](#) →



Manging mental health “critical and compassionate conversations”

Tom Oxley (Bamboo Mental Health) joins Birketts' [Jonathan Shevlane](#) to lead the group through a detailed case study discussing the key touch points in the employment relationship.

[Sign up here](#) →