

## Employment Rights Act 2025 Compliance Checklist

We have created this checklist as a guide to help you consider documentation you might need to amend to comply with the changes being introduced from [April 2026](#). Please contact us if you have any questions.

<b>Sickness Absence Policy (SSP)</b>	
<input type="checkbox"/>	If your current sick pay policy states that SSP is provided from Day 4, you will need to amend this
<input type="checkbox"/>	Remove references to the three-day waiting period for SSP
<input type="checkbox"/>	Remove lower earnings limit requirement
<input type="checkbox"/>	Confirm SSP entitlement for all employees regardless of earnings
<input type="checkbox"/>	State SSP eligibility from day one of sickness absence
<b>Paternity Leave Policy</b>	
<input type="checkbox"/>	Ensure there is clarity on the distinction between <b>paternity leave entitlement (Day one)</b> and <b>statutory pay eligibility (still requires 26 weeks' service)</b> .
<input type="checkbox"/>	Remove 26-week qualifying period for leave
<input type="checkbox"/>	Confirm paternity leave is a day-one right
<input type="checkbox"/>	Allow paternity leave after shared parental leave
<input type="checkbox"/>	Update shared parental leave policy accordingly
<b>Parental Leave Policy</b>	
<input type="checkbox"/>	Remove one-year service requirement
<input type="checkbox"/>	Confirm parental leave is available from day one
<b>Anti-Bullying &amp; Anti-Harassment Policy</b>	
<input type="checkbox"/>	Commit to taking all reasonable steps to prevent harassment
<input type="checkbox"/>	Include liability for third-party harassment
<input type="checkbox"/>	Put in place proactive measures (E.g. training, risk assessments)
<input type="checkbox"/>	Add Sexual Harassment to your Whistleblowing policy
<input type="checkbox"/>	Include robust reporting and response procedures
<b>Probation Policy</b>	
<input type="checkbox"/>	Consider reducing your probation period to less than six months