

Legal Update: Employment Rights Act (Members Only)



The Employment Rights Act 2025 is the biggest change in employment legislation in over a decade introducing over 28 major changes to employment rights.

Amanda Buchanan, from BTO Solicitors will provide a legal insight into some of the key changes and provide information relating to the potential impact these changes may have on your organisation.

What we will cover:

- Changes to unfair dismissal, reduced qualifying service, compensation awards and periods etc
- Sexual harassment (reasonable steps, third party liability)
- Fair Work Agency – what will their role be/legal implications
- Trade Unions (right to access and equality reps)
- Implications for employers and practical advice

This session is aimed at Senior Officers and staff who have a responsibility for HR.

TIMINGS

11.00am **Session starts** **12.00 noon** **Session concludes**

COSTS

This session is for members only and is free to attend.

HOW TO BOOK

If you wish to book, simply complete and return the attached booking form to secure your place. Contact events@evh.org.uk or call the EVH office on 0141 325 7435 if you have any questions.

Tuesday 16 June 2026
Online via Zoom

ABOUT THE SPEAKER



Amanda Buchanan

Amanda is a Partner in the Employment Team at BTO Solicitors and is based in their Glasgow office.

With over 20 years' litigation experience, specialising in employment litigation for over 15 years, she has extensive experience of employment litigation acting for both employers and employees in unfair dismissal and discrimination claims in tribunal.

Amanda has successfully pursued several different group actions for protective awards, unlawful deduction of wages, age and sex discrimination, including successfully challenging proposed policy changes on the grounds of indirect sex discrimination and direct disability discrimination.

She advises businesses and individuals about dismissals, redundancy, transfer of undertakings, changes to contracts of employment and the enforcement of restrictive covenants and regularly helps employers and employees deal with workplace grievances and negotiate settlement agreements including at partnership and executive level.

Amanda is accredited as a specialist in employment law by the Law Society of Scotland.

