

# Employment Rights Act 2025: Preparing for Success (Members Only)



With new legislation coming into effect in April 2026, particularly the reduced qualifying period for unfair dismissal, it's important that your managers are prepared. This training will equip managers and HR professionals with the essential knowledge and skills to prepare for these changes. This can be a good refresher or a development opportunity to strengthen manager capability across the employee lifecycle. The training will cover recruitment through to induction and probation, so you can confidently hire the right candidates, support them effectively, and remain legally compliant.

## WHO IS IT FOR?

- Anyone with people management responsibilities
- Individuals with HR responsibilities

## TRAINING CONTENT

Content	Details
<b>Session 1: Before Day One: Recruitment and Selection</b> <ul style="list-style-type: none"> <li>○ Employment Rights Act Overview</li> <li>○ Why good recruitment matters</li> <li>○ How to strengthen recruitment practices</li> <li>○ Risks of discrimination/unconscious bias</li> <li>○ Onboarding – setting employees up to succeed</li> </ul>	<b>Date:</b> 21 <sup>st</sup> April 2026 <b>Time:</b> 10.00am - 11.30am <b>Price:</b> £50 + VAT <b>Format:</b> Online
<b>Session 2: The First Six Months: Induction and Probation</b> <ul style="list-style-type: none"> <li>○ Unfair dismissal legislation update</li> <li>○ The key elements of a good induction</li> <li>○ Managing the probationary process</li> <li>○ EVH Model Probation Policy overview</li> </ul>	<b>Date:</b> 12 <sup>th</sup> May 2026 <b>Time:</b> 10.00am - 11.30am <b>Price:</b> £50 + VAT <b>Format:</b> Online
<b>Session 3: Performance Management</b> <ul style="list-style-type: none"> <li>○ Identifying performance concerns</li> <li>○ Conduct or capability</li> <li>○ The performance management process</li> <li>○ The importance of documentation</li> </ul>	<b>Date:</b> 2 <sup>nd</sup> June 2026 <b>Time:</b> 10.00am - 11.30am <b>Price:</b> £50 + VAT <b>Format:</b> Online

## PRICE / PACKAGE

Members can book onto any individual session which cost £50 + VAT per session. However, all sessions can be purchased as a package at £120 + VAT.

## 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](mailto:Events@evh.org.uk) or call the EVH office on 0141 325 7435 if you have any questions.