

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

Coming up on this week's podcast, Sam & Nils discuss employer obligations during heatwaves, data protection changes for direct marketing and multi use facilities. Daniel's video takes a look at the Government's update on the Employment Rights Bill, including key dates to remember. Our news article provides an update to paternity leave in the UK, highlighting the need for an improvement to the paternity pay system and the implications for employers.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

11. Employer Obligations During Heatwaves, Data Protection Changes for Direct Marketing & Multi Use Facilities

In this episode, Sam & Nils discuss workplace obligations during heatwaves, recent changes in data protection laws for marketing and direct marketing, and the complexities surrounding transgender facilities under the Equality Act.



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THE MEDIA HUB

Employment Rights Bill – dates to remember!



The Government has now published a roadmap setting out its expectations for implementing various parts of the Employment Rights Bill. Perhaps the most significant change – to day one unfair dismissal rights – is scheduled to come into force in April 2027, with further concessions in favour of employers being mooted recently.

WHAT'S GOING ON

Rethinking Fatherhood: The Push for Better Paternity Leave in the UK

In recent months the current paternity pay system has come under heavy scrutiny from numerous groups. Currently the UK system allows for 2 weeks at any point during the first year after the baby is born at the rate of £187.18 or 90% of average weekly earnings with the lower figure being the rate. This rate of pay is equivalent to significantly below the national living wage of £12.21. On 1st July the Parliamentary Under-Secretary of State for Business and trade, Justin Madders, took to Parliament stating that recent surveys show that only 4% of fathers use shared parental leave and that 35% of fathers do not take paternity leave for financial reasons.



Parliaments response to improving paternity leave

In an effort to combat the current issues surrounding paternity pay on 1st July the government announced a Parental Leave Review which will last for the next 18 months. The review will give the government the opportunity to reconsider the current approach to parental leave and pay raising living standards and giving children the best start in life. Justin Madders explained how one of the primary objectives of the review is to support economic growth by enabling more parents to stay in work and advance their careers after starting a family whilst improving both women's labour market outcomes and tackling the gender pay gap.

What could a different paternity pay system look like?

The survey could have various results for paternity leave. Leading companies such as Aviva were quoted in the review introduction as having progressive parental leave policies, whose policy sees both mothers and fathers able to take the same amount of leave. The Dad Shift, the organisation responsible for a significant amount of the recent campaigning for a change in the paternity leave system, is calling for a substantial, affordable and equal rate which gives both parents equal leave, so mums and dads are free to shape their own roles in the family. A move to equal parental leave policies like this would be following the position of several European countries who have taken this stance already who believe that the lack of paternity leave is an archaic principle and that both parents should have the opportunity to support the baby in those early months.

What steps should employers take going forward?

At the beginning of July 2025, the government also released the Employment Rights Bill roadmap detailing when the provisions within the bill can be expected to take effect. The roadmap to the bill states that paternity leave could become a day one right as early as 2026 leaving employers in a position where they must be careful when implementing new policy around paternity leave. When Employers are looking to change their parental leave policies as a result of the Employment Rights Bill employers should consider preparing for what could be a huge shift in attitudes towards parental leave as a result of landmark 18 month review.

UPCOMING EVENTS

Seminars & Events

We're now on our summer break for seminars, but keep an eye out for our Autumn/Winter programme coming soon.



Mental Health Awareness Sessions

Mental Health Training

We're partnering with **Tailored Learning Solutions** to offer two day, in person, accredited Mental Health First Aid courses at our **Wakefield office**.

Accredited by MHFA England® and the Royal Society for Public Health, MHFAiders will improve knowledge and develop skills to support someone who may struggling and what to do with crisis support.

24-25 September

NEW

Neurodiversity in the Workplace Training



Tailored Learning Solutions will be running a 1 hour webinar – Neurodiversity in the Workplace Aware – on Tuesday, 02 September, at 9.30 a.m. This short webinar aims to increase awareness/understanding and explain the correct terminology to use whilst also looking at common myths around neurodiversity.

This will be followed by a one-day in-person workshop – Neurodiversity in the Workplace for Managers – which takes place on Friday, 05 September, at 9.30 a.m., Chadwick Lawrence, Paragon Point, Wakefield, WF1 2DF. The aim of the workshop is to gain understanding around neurodiversity and to gain practical tools to create a more inclusive workplace. For further details on this workshop, please contact: ken@tailoredlearningsolutions.co.uk or carolgledhill@chadlaw.co.uk.

Please note that, in order to attend the workshop you must register for and attend the one-hour webinar on 02 September. The cost for the webinar is £65 plus VAT and the fee to attend the webinar and the one-day workshop is £250 plus VAT. The course is CPD certified and, when completed, attendees will have access to the learning portal for 3 years.

Details & booking: [Tailored Learning Solutions](#)

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