

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

This week, Sam & Nils round off the podcast with a recap of recent immigration law changes and take a look at what's next for the Employment Rights Bill following the latest government amendments. Daniel's video explores a case focusing on whether an employee could extend the time limit for bringing an unfair dismissal claim. In our news article, we share an update on new workplace protections being introduced for victims of crime.



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WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

13. Summer Round Up: Immigration Law Changes & Employment Rights Bill Roadmap

In this episode, Sam & Nils round up before the summer break, providing key updates on the latest amendments to the Employment Rights Bill and the significant upcoming changes to immigration law in the UK. They also explore health & safety considerations around employee sick leave and pay arrangements.



[Watch on YouTube](#)

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THE MEDIA HUB

Out of Time



A recent case before the Employment Appeals Tribunal focussed on whether an employee was able to extend the time limit for presenting her unfair dismissal claim by relying on time spent in Early Conciliation prior to her termination date; we examine the decision here.

WHAT'S GOING ON

New Workplace Protections for Victims of Crime – July 2025 Update

The UK Government have recently introduced new employment protections aimed at supporting victims of crime in the workplace which will come into force on 1 October 2025. These changes form part of a broader initiative to align employment practices with the Government's Industrial Strategy and reflect growing recognition of the impact crime can have on employees' working lives.



Key Provisions:

- **Right to Reasonable Adjustments:** Employees who are victims of crime – or who reasonably believe they are – now have the right to request reasonable adjustments at work. This mirrors protections already in place for disabled employees under the Equality Act 2010.
- **Protection from Detriment:** Employers are prohibited from subjecting such employees to detriment or dismissal for reasons connected to their victim status.
- **Confidentiality Obligations:** Employers must handle disclosures sensitively and ensure that any information shared by the employee is treated confidentially, unless disclosure is legally required.

Practical Implications for Employers:

Employers are encouraged to review their HR policies, particularly around grievance procedures, absence management, and flexible working. Training line managers to respond appropriately to disclosures is also advised.

Looking Ahead:

Further guidance is expected later this year, including a statutory Code of Practice to help employers implement these changes effectively. The Government has signaled that this may be the first step toward a broader Victims' Rights Framework in employment law.

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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