

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

Last week, we were out of the office at Headingley Stadium for our tag rugby event with Aspire Community Benefit Society, our video this week shares the highlights. While we take a short summer break, you can catch up on Daniel's latest videos covering a range of employment law topics. We've also included a recap on the latest developments in the Employment Rights Bill, so you're up to date for summer. We'll be back in early September when our seminars and events resume. If anything urgent comes up in the meantime, we'll send a separate update. As always, if you have any questions, please do not hesitate to contact us at boxhr@chadlaw.co.uk.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

Aspire Tag Rugby Event 2025 Highlights

A bit different this week, we're out of the office at Headingley Stadium. Join us for the highlights of our annual tag rugby event for Aspire Community Benefit Society in partnership with Leeds Rhinos Foundation.



THE MEDIA HUB

Catch Up on Our Videos



As we're heading into our summer break, catch up on Daniel's videos on our YouTube channel. Whether it's the Employment Rights Bill, settlement agreements, or time off in lieu you're interested in, there's plenty of useful information to take a look at.

WHAT'S GOING ON

Employment Law in 2025: A Mid-Year Recap

2025 has been an extremely busy year in the world of employment law. Before we go away for our summer break this blog intends to give a quick recap on some of the most notable updates and topics we have covered over the past few months.



Minimum Wage and National Living Wage Increases

In April we saw a substantial uplift in the national minimum wage and national living wage. The increase saw that wages would change to the below, effective from 1 April 2025:

- 21 and over: £12.21 per hour
- 18–20 year olds: £10.00 per hour
- 16–17 year olds and apprentices: £7.55 per hour

Neonatal Care (Leave and Pay) Act 2023

On April 6 we saw the Neonatal Care Act come into effect. The Act enabled parents who have had a baby and have started to receive neonatal care within 28 days with the ability to be eligible for up to 12 weeks of leave.

This leave is in addition to any existing maternity, paternity, or shared parental leave, it is available from day one of employment and must be taken within 68 weeks of the child's birth.

Supreme Court Ruling on Sex

The 16th April saw the Supreme Court provide the landmark ruling that the legal definition of a woman under the Equality Act 2010 is based on the biological sex people are born with.

The decision arose from a challenge by For Women Scotland, an advocacy group, who brought a case against the Scottish government's guidance which included trans women with a Gender Recognition Certificate in the definition of "women" for public board appointments.

However, trans people are still protected under the Equality Act 2010 as gender reassignment is a protected characteristic, so it is still unlawful to discriminate against someone because they are transgender.

The Employment Rights Bill

The Bill continues to develop as we recently discussed the Government's new roadmap, setting out the timeline for which they expect the provisions in the bill to come into effect. However, as the House of Commons is now in recess it is unlikely we will see any progressions in the bill until the commons come back from its summer break in September, where we will be ready to update on any changes.

AI in the Workplace

We also discussed the workplace adapting to increasing challenges surrounding AI. We specifically touched on the issues surrounding candidate fraud and the challenges with the pre-employment screening process due to the use of generative AI in job applications. We spoke about the importance of employers having a robust screening process which validates ID authenticity, confirms identity ownership and fosters a culture of compliance and ethics.

Conclusion

With further updates at so the implementation of the Employment Rights Bill expected later on in the year, it's clear that 2025 is shaping up to be a landmark year for employment law. We will be back after the summer break to keep you informed and ensure you are up to date on all developments.

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](#)

For more information, email: carolgledhill@chadlaw.co.uk

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