

# Changes in Employment Law

## Non-Confidential

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Report to: Parish Council 10/2024

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The Clerk attended a briefing session 10/10/24 via LALC (presented by Chris Moses of Personnel Advice & Solutions Ltd).

Slides from the presentation have already been shared with council. The following summarises the key points from the training and actions that council needs to take.

### **New duty to prevent sexual harassment**

s40A of the Equality Act 2010 applies from 26<sup>th</sup> October 2024.

Council has to take proactive steps as part of this new duty, to demonstrate they are preventing the problem. (Should there be a successful claim of Sexual Harassment at an Employment Tribunal, the council could face a surcharge of 25% on top of any award, if it cannot demonstrate how it has complied with the new rules).

#### **Action required:**

- Draft policy and procedures – LALC have a template. This will need tailoring to ensure it is appropriate to the size of the council and its resources.
- Formally consult with staff on the draft (suggested two weeks) and build any feedback into a final draft.
- Approve the document(s) at Full Council as per usual process.
- Issue the approved document(s) to all staff, all councillors and display in public areas.
- Staff and councillors should attend a briefing session (preferably) OR be required to read and sign to confirm they understand and will comply.
- This process needs to be repeated annually.

### **Other proposals under the Employment Rights Bill**

This bill is only just going through parliament, details are subject to change, and it may not actually come into force until 2026.

It covers:

- Right to claim unfair/constructive dismissal from day one of employment.
- Maternity/paternity/parental leave entitlements from day one of employment.
- Increased sick pay for all employees.
- Banning exploitative zero hours contracts.

- Statutory guidelines for the protection for home workers.

Details will be confirmed at a later date.

**Recommendation**

- That the Clerk is delegated to progress the actions related to the Sexual Harassment duty (in conjunction with Employment Committee if applicable).