

Timetable of New Employment Legislation and Judicial Decisions in 2025

Date	Area of legislation	Main purpose	Action points
6 January 2025	New Employment Tribunal rules came into effect (Employment Tribunal Procedure Rules 2024)	To make minor changes to the rules including removing redundant provisions and giving Tribunals greater flexibility to delegate functions of a judicial nature to legal officers.	If involved in Tribunal litigation, ensure the new Tribunal rules are referred to.
20 January 2025	Fire and rehire	The Employment Tribunal can now increase or reduce awards by up to 25% for a failure to follow the statutory Code of Practice on Dismissal and Re-engagement.	If considering dismissing and re-hiring 20 or more employees familiarise yourself with the statutory Code of Practice as this has to be followed.
1 February 2025	New Employment Appeal Tribunal rules come into effect (Employment Appeal Tribunal (Amendment) Rules 2024)	The amended rules will require legally represented parties to use the online Court e-filing system.	
6 April 2025	Neonatal Care (Leave and Pay) Act 2023 and various regulations	The Act will introduce statutory neonatal leave and pay for up to 12 weeks for parents of babies requiring neonatal care, which must be taken within 68 weeks of birth.	Prepare a new policy regarding neonatal leave and pay.
2025 – date to be confirmed	The Paternity Leave (Bereavement) Act 2024	The Act will remove the usual 26-week minimum service requirement for fathers and partners to take paternity leave where the mother of the child (or adoptive parent or intended parent in a surrogacy arrangement) dies shortly after the child's birth (making it a "day one" right). It will also allow bereaved partners to take up to 52 weeks' paternity leave (instead of the usual two weeks).	Update your paternity leave and parental bereavement leave policies.

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18 or 19 February 2025	Court of Appeal	<p>Sullivan v Isle of Wight Council</p> <p><i>The Court of Appeal will be considering whether the Employment Rights Act 1996 should be interpreted to allow an external job applicant to bring a whistleblowing claim.</i></p>	Whistleblowing
20 March 2025	Court of Appeal	<p>Lutz v Ryanair DAC</p> <p><i>The Court of Appeal will be considering the employment status of a purportedly self-employed pilot</i></p>	Employment status and self-employment
10 April 2025	Court of Appeal	<p>SPI Spirits (UK) Ltd v Zabelin</p> <p><i>The Court of Appeal will be assessing whether an agreed contractual compensation payment due on termination of employment made it just and equitable for the tribunal to cap its award for whistleblowing detriment and dismissal.</i></p>	Whistleblowing
2 June 2025	Court of Appeal	<p>HMRC v Marlborough DP Ltd</p> <p><i>The Court of Appeal will decide if loans made to a company's sole shareholder and director from an offshore remuneration trust funded by contributions from the company were disguised remuneration subject to tax under Part 7 ITEPA 2003.</i></p>	Taxation
2 July 2025	Court of Appeal	<p>Wicked Vision Ltd v Rice</p> <p><i>The Court of Appeal will decide if a dismissal could amount to a detriment when it was the act of a co-worker (the company's owner), in a whistleblowing claim.</i></p>	Whistleblowing
7 July 2025	Court of Appeal	<p>Augustine v Data Cars Ltd</p> <p><i>The Court of Appeal will consider whether a part-time private hire driver was treated less favourably than a full-time comparator, when his treatment was partly, but not solely, on the ground that he worked part-time.</i></p>	Working time and time off

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4 September 2025	Court of Appeal	Corby v Advisory, Conciliation and Arbitration Service <i>The Court of Appeal will consider whether a claimant's opposition to critical race theory was a protected belief under the Equality Act 2010.</i>	Discrimination
16 October 2025	Court of Appeal	Marcus Bicknell (2) The British Medical Association v NHS Nottingham and Nottinghamshire Integrated Commissioning Board <i>The Court of Appeal will consider whether the reorganisation of NHS clinical commissioning groups gave rise to a TUPE transfer.</i>	TUPE
29 October 2025	EAT	Ngole v Touchstone Leeds <i>The EAT will consider whether the withdrawal of a conditional job offer for a Christian mental health support worker was discriminatory in circumstances where a significant proportion of the respondent's clients came from the LGBTQI+ family, and the claimant had made Facebook posts expressing negative views about homosexuality.</i>	Discrimination
12 November 2025	EAT	Miller v University of Bristol <i>The EAT will decide if an academic's anti-Zionist beliefs qualify as a protected philosophical belief under the Equality Act 2010.</i>	Discrimination
18 or 19 November 2025	Court of Appeal	Groom v Maritime & Coastguard Agency <i>The Court of Appeal will consider if a volunteer was a worker when carrying out tasks for which they were entitled to remuneration.</i>	Employment status and self-employment
1 December 2025	Court of Appeal	Bailey v Stonewall Equality Ltd and others <i>The Court of Appeal will consider whether Stonewall caused or induced Garden Court Chambers to discriminate barrister, Allison Bailey.</i>	Discrimination