

## **Newsletter - Employment Law Update March 2025**

- 1. Steps to Prevent Third Party Harassment**
- 2. The Fair Work Agency**
- 3. Statutory Pay Rates from April 2025**

### **1. Steps to Prevent Third Party Harassment**

The Employment Rights Act 2025 includes provisions making Employers liable for harassment of their staff by members of the public and other third parties. This is in addition to Sexual Harassment legislation which came into effect in October 2024, which put the same obligation onto Employers.

Employers will be able to defend themselves against such claims if they have taken 'Reasonable Steps' to try and prevent the problem. The following steps will help Managers to protect their business and their staff.

1. Since October 2024 Employers have been required to have adopted an up-to-date Anti-Harassment Policy and Procedure. This should include conducting risk assessments for public facing jobs, as well as action to be taken against the public and other third parties who breach it.
2. Ensure Employees are engaged and consulted during the drafting of the policy document, and are able to recommend changes. The consultation process could also include Trade Union Representatives.
3. Provide training to staff to ensure they know what to do if harassment happens. Managers also need training in how to respond to Employee complaints.
4. Ensure you have a simple, accessible and workable Grievance process as part of the Anti-Harassment Policy, to enable Employees to report problems.
5. Appoint a Manager as an Employees' Champion. to act as someone who staff can bring their concerns to in confidence, and be confident that they will be addressed by the business.
6. Contracts with third parties such as Contractors should include a clause that holds them accountable for harassment by their staff, or anyone associated with them. This could include contracts with people who hire facilities such as Village Halls, and invite people in. Any harassment by their guests would be the Hirer's responsibility to address, and potentially compensate.
7. Publicise the Council's zero tolerance of third-party harassment. Anyone who is responsible for harassment could be banned from Company facilities, as well as reported to the Police.

## **2. The Fair Work Agency**

The Employment Rights Act 2025 will introduce the Fair Work Agency who will have a number of statutory powers, including;

- The ability to bring Employment Tribunal claims on **behalf of workers** – even they don't want to claim themselves.
- The power to **offer legal assistance** for employment cases, with the Fair Work Agency's costs potentially recoverable from employers if the claim succeeds.
- The authority to pursue Employers for unpaid holiday pay and sick pay, and impose **financial penalties** on top which go straight to the government.

These amendments to the Bill could fundamentally reshape employment litigation. Employers who previously relied on Employee reluctance to claim may now find the Fair Work Agency stepping in instead.

## **3. Statutory Pay Rates from April 2025**

### **Minimum Wage from April 2025**

Workers aged 21 and over (National Living Wage)	£12.21
Workers aged 18 – 20	£10.00
Workers under 18, Apprentices under 19, or over 19 in first year	£7.55

### **PROFILE**

Chris Moses LLM Chartered FCIPD is Managing Director of Personnel Advice & Solutions Ltd. He is a Chartered Fellow of the Chartered Institute of Personnel and Development, and has a Master's Degree in Employment Law. If you have any questions regarding these issues please feel free to contact him on (01529) 305056 or email [p.d.solutions@zen.co.uk](mailto:p.d.solutions@zen.co.uk)

Whilst every care has been taken in compiling these notes, Personnel Advice and Solutions Ltd cannot be held responsible for any errors or omissions. These notes are intended to provide general information. Guidance for specific legal problems should be sought separately.

**FURTHER FACT SHEETS ARE AVAILABLE ON OUR WEBSITE:** [www.personneladviceandsolutions.co.uk](http://www.personneladviceandsolutions.co.uk)

**IMPORTANT:** The information in this factsheet is for guidance only. Personnel Advice & Solutions Ltd cannot accept responsibility for the use of the information. It is not an authoritative statement of the law. You should always seek professional advice on a specific legal matter. Individual Personnel issues must always be addressed on their own merit.