



Redundancy

Redundancy Law Changes - April 2026

INTRODUCTION

From April 2026, developments in employment rights legislation as part of the Employment Rights Act 2025 place increased emphasis on fair redundancy processes, meaningful consultation, and clear documentation. While the core legal framework for redundancy remains in place, employers are expected to demonstrate consistent and transparent decision-making.

For employers, this means focusing on process, communication, and record keeping.

WHAT REMAINS THE SAME

Key redundancy principles continue to apply:

- A genuine redundancy situation must exist
 - Employees must be consulted
 - Selection processes must be fair
 - Notice and redundancy pay rules still apply
 - Alternatives to redundancy should be considered
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WHAT IS CHANGING IN PRACTICE

Employers should expect greater scrutiny of:

- Consultation quality and timing
- Selection criteria and scoring
- Record keeping
- Communication with affected employees
- Consideration of alternative roles

The direction of reform focuses on improving fairness and consistency rather than replacing the redundancy framework.

WHAT THIS MEANS FOR EMPLOYERS

Organisations do not need overly complex redundancy procedures, but they do need:

- A clear redundancy process
- Documented decision-making

- Meaningful consultation conversations
- Fair and objective selection criteria
- Written confirmation of outcomes

Even small-scale redundancies should follow a structured approach.

PRACTICAL STEPS TO TAKE NOW

Employers should consider:

- Reviewing redundancy procedures
- Updating manager guidance
- Preparing consultation templates
- Checking redundancy pay calculations
- Ensuring documentation is retained

Early preparation reduces risk if redundancies become necessary.

FINAL NOTE

The April 2026 developments reinforce the importance of fairness, transparency, and proper consultation in redundancy situations. Employers who follow a clear and consistent process are less likely to face disputes or claims.

This guide provides general information only and does not constitute legal advice.

Need Help?

Our HR experts can help you review your HR policies, update documentation, and deliver manager training, HR Surgeries or Q&A's in relation to the Employment Rights Act 2026.



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