

# Employment and Immigration Update



**March 2025**

The Employment Rights Bill has taken another big step (spring forward!) this month, completing its passage in the House of Commons and now with the House of Lords for their consideration.

Earlier in March the [Government published its responses](#) to the first five consultation papers relating to the Bill, together with a lengthy list of tabled amendments.

The Bill was republished on 14 March, when it had its first reading in the House of Lords. A number of key amendments have been made to the Bill, [as detailed in our summary](#). At the second reading of the Bill on 27 March, concerns were raised by peers about the restrictions on the use of 'fire and rehire' tactics and the operation of the new statutory probationary period. It is likely that amendments to these provisions will be put forward at the Committee stage.

As the Employment Rights Bill progresses, the Government has issued a new consultation this month on proposals to introduce mandatory [ethnicity and disability pay gap reporting](#) under the promised Equality (Race and Disability) Bill. Read our article for an overview of these proposals.

We also provide a [roundup of employment law news](#), with a reminder of the new statutory right to neonatal care and pay, and the new statutory payments and tribunal awards taking effect in April.

In our [immigration update](#) this month, [Sacha Wooldridge](#) covers the latest increase in Home Office fees, changes to the Skilled Worker Route for care workers and an update on the UK Electronic Travel Authorisation (ETA) scheme, plus updated employer guidance on Right to Work checks.

Don't forget to sign up for your free place at one of our upcoming Early Bird sessions, which are filling up very quickly. We will consider the factors to take into account when disciplining employees for inappropriate posts on social media. We will also provide an update on the Employment Rights Bill. See <https://www.birketts.co.uk/events/> for more details.



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## Featured articles

### March employment round-up

[Liz Stevens](#) shares updates on Neonatal Care and Pay Leave, the increase to statutory payments and tribunal awards, Acas' neurodiversity campaign, and the call for evidence for remote and hybrid working.



[Read more →](#)



## Employment Rights Bill reaches the House of Lords

The [Employment Rights Bill](#) had its third (and final) reading in the House of Commons on 12 March 2025, and passed across to the House of Lords for its first reading on 14 March.

[Read more →](#)

## Ethnicity and disability pay gap reporting – what's in store?

The Government has issued a [new consultation](#) on its proposals to introduce mandatory ethnicity and disability pay gap reporting for larger employers (250+ employees).



[Read more →](#)



## Employment Rights Bill – consultation responses and latest amendments

The Government has published its responses to the five consultation papers on various key provisions in the Employment Rights Bill, setting out its conclusions and proposed amendments to the Bill.

[Read more →](#)

## Immigration update - March

[Sacha Wooldridge](#) provides a round-up of important immigration updates for employers.

[Read more →](#)



## Google agrees \$28m payout to settle racial bias claims

[Liz Stevens](#) shares her comments in Personnel Today's article, drawing parallels between the Google case and the ongoing group equal pay claims in the UK.

[Read more →](#)

## Ethnicity and disability pay gap reporting: Lessons from employers ahead of the curve

In this Personnel Today article, [Sam Greenhalgh](#) shares his thoughts on pay gap reporting.

[Read more →](#)



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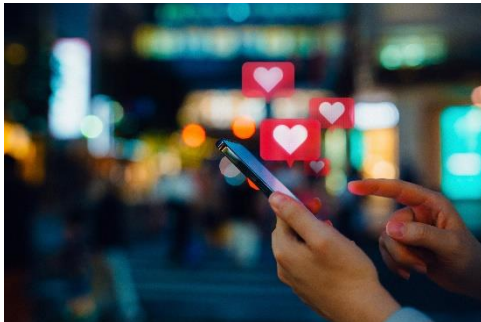


programme has now launched and registrations are open.

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## Events



### **Employment Early Bird: social media showdown – when employee posts cross the line**

We have Early Bird events happening in Horsham, Norwich, Chelmsford, Great Yarmouth, Cambridge, Ipswich and London.

[Sign up now →](#)

### **Managing Mental Health “Critical and compassionate conversations” Norwich - 4 June**

Tom Oxley (Bamboo Mental Health) and Jonny Shevlane (Birketts) will lead the group through a detailed case study to move through key touch points in the employment relationship



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## **Director Training (High Performance Boards)**

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