

Insights, News & Events

ROXANNA SARKAR-PATEL BREAKS DOWN NEW DISMISSAL PROTECTIONS FOR PREGNANT WOMEN AND PARENTS

News

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In articles published by *People Management* and *HR Magazine*, **Roxanna Sarkar-Patel** discussed the UK government's new dismissal protections for pregnant women and new parents, set to take effect from October 2027. "Today, a tribunal asks whether a dismissal fell within the band of reasonable responses," she said. "From October 2027, for employees in the protected period, employers will instead need to show that dismissal was a proportionate means of achieving a legitimate aim, [and that] less severe alternatives [were] not reasonably available."

To read the articles visit [People Management](#) and [HR Magazine](#).

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