

# BRIEFING ON REFORM UK



Reform UK claim to speak for “ordinary people”, but their policies would take away rights which workers and unions have fought for decades to win.

## **Reform UK want to scrap new workers’ rights by pledging to repeal the Employment Rights Act 2025.**

This law introduces major protections for workers, including:

- Day-one rights to sick pay and parental leave
- Protection from unfair dismissal for workers taking lawful strike action
- Measures against exploitative zero-hours contracts
- Restrictions on “fire and rehire” tactics
- Stronger trade union organising rights

Repealing it would mean rolling back protections for millions of workers.

**Reform UK want to weaken equality protections at work by scrapping the Equality Act 2010 which protects workers from discrimination. It also underpins equal pay protections and workplace discrimination law.**

Weakening or removing it would risk rolling back decades of progress on equality at work.

This agenda also threatens work–life balance. Workers have fought hard for rights that help balance work, family and caring responsibilities such as flexible working requests and parental or carers’ leave protections.

Reform UK’s plan to repeal these protections would make it harder for working parents and carers to balance work and family life.

Reform UK want to ensure more private providers operate within the NHS, but we only have a limited number of doctors and nurses (trained by the NHS) to employ. Reform UK’s position means less NHS provision.

**When Farage talks about a “bonfire of regulations”... workers should be worried, because “regulation” often means an erosion of health and safety protections, rights at work, and protections against bad employers.**

Without those rules, workers lose power and bosses gain it.

Workers’ rights were won through struggle. Those rights were not given – they were fought for. Don’t let them be taken away.



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