

## Acas statement governments consultation on trade union recognition processes

5 February 2026

The [Employment Rights Act 2025](#) makes several changes to the statutory trade union recognition process.

Before the changes can come into effect, the government's Code of Practice on access and unfair practices during the recognition and derecognition process must also be updated to reflect the legislative changes.

The government is seeking views on its revised Code of Practice during recognition and derecognition processes for trade unions.

[Find out more and respond to the consultation](#)

Acas Chief Executive, Niall Mackenzie, said:

"Effective relationships between trade unions and employers can help build trust, prevent disputes and contribute to productive organisations. The government's consultation covers access and unfair practices during the recognition and derecognition process on trade unions.

"We encourage employers and trade unions to take part in the consultation and they can also contact Acas for support with recognition processes."

### Media enquiries

[Contact the Acas press office](#)