

Acas statement on the governments flexible working consultation

9 February 2026

The Employment Rights Act 2025 is introducing a new process for employers to follow if they think they might need to reject a flexible working request.

The government has launched a consultation on this new process to help make sure it meets the needs of employers and workers.

Acas Chief Executive, Niall Mackenzie, said:

"Workers currently have a day one right to request flexible working from their employers. The law will change in 2027 to require employers to take certain steps to consult with the worker when considering a request, ensure that any decision to reject is reasonable, and communicated clearly.

"We encourage employers and workers to take part in the government's consultation. When handling a request, all parties should follow the [Acas Code of Practice on flexible working](#)."

[Find out more information about the government's consultation](#)

Media enquiries

[Contact the Acas press office](#)