

## Acas welcomes amendments to Employment Rights Bill

10 July 2025

Workplace expert Acas has welcomed amendments to the Employment Rights Bill announced by the Department for Business and Trade.

These changes include bereavement leave covering pregnancy loss before 24 weeks, and tackling the use of non-disclosure agreements (NDAs) around harassment and discrimination at work.

### Acas statement on non-disclosure agreements

Acas Chief Executive Niall Mackenzie said:

"We welcome the government's steps to tackle the misuse of NDAs around discrimination and harassment in the workplace.

"Non-disclosure agreements should not be used to cover up inappropriate behaviour or misconduct. Overuse of NDAs can create a culture of mistrust, and fail to address the discrimination and harassment in the workplace.

"New guidelines should help ensure the correct use of NDAs. We will help employers and workers navigate them through our expert guidance and freely available advice."

### Acas statement on bereavement leave

Acas Chief Executive Niall Mackenzie said:

"Everyone experiences grief differently and every employee's needs will be different. These changes around bereavement leave can help provide breathing room for people at hugely difficult times in their lives.

"Acas welcomes the new rules, which could help employees feel valued and reduce anxiety, while maintaining good working relationships."

### Media enquiries

[Contact the Acas press office](#)