



Department for
Business, Innovation,
Science and Trade

Make Work Pay:

Consultation on Code of Practice on Dismissal and Re-engagement

Launch Date: 22 October 2026

Closing Date: 17 December 2026

Foreword

The government is committed to building a pro-worker and pro-business economy. This means fostering the best possible environment for private enterprise, while strengthening job security and reducing the costs associated with staff turnover.

That's why we introduced the Employments Rights Bill within our first 100 days in office. Together with the government's Plan to Make Work Pay, this brings our employment rights legislation into the 21st century, extending the employment protections already given by the best British companies to millions more workers across the country.

The vast majority of responsible businesses seek every opportunity to engage with their staff when such changes are required, to try to find solutions. Across the country employers go beyond their legal obligations to consult with employees where new ways of working need to be adopted.

But some employers have used the practice of fire and rehire and fire and replace, referred to in this document as dismissal and re-engagement, to force through unreasonable changes on employees. This allows unscrupulous employers to get an unfair advantage over those responsible businesses who treat their employees with respect. Businesses who follow proper, transparent processes when updating their terms should not be disadvantaged for doing so.

That is why the Employment Rights Act 2025 ("the 2025 Act") sets a floor for all businesses by introducing legal rights which aim to prevent the use of dismissal and re-engagement to change core terms, unless there are severe financial difficulties. Responsible employers will still be able to make non-core changes to employment contracts where necessary, provided they act reasonably and follow a fair process.

There will also be regulations covering changes to expenses and benefits in kind, and shift patterns.

We're now seeking your views on a new Code of Practice on Dismissal and Re-engagement which reflects the new provisions of the 2025 Act and provides practical guidance where an employer is considering dismissal and re-engagement. In helping us shape the Code of Practice, you will be helping us to support good relations between employers and employees and improve industrial relations. Thank you for taking the time to read and respond to this consultation. Your views and insights will be invaluable to making these reforms a success.



The Rt Hon Jonathan Reynolds MP

*Secretary of State for Business,
Innovation, Science and Trade and
President of the Board of Trade*

Jonathan Reynolds



Kate Dearden MP

*Minister of State for the Future of Work,
Department for Business, Innovation,
Science and Trade*

Kate Dearden.

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Introduction

The Plan to Make Work Pay: The Employment Rights Act 2025

The Plan to Make Work Pay sets out an ambitious agenda to deliver our Plan for Change by ensuring employment rights are fit for a modern economy, empowering working people and contributing to economic growth.

The government will build a Britain for all on the firm foundations of security, respect and opportunity. That means creating an economy that delivers for businesses and for working people. The Employment Rights Act 2025 (“the 2025 Act”) will increase security at work, thereby reducing the costs to businesses of unplanned employee turnover, increasing retention of skilled workers to boost productivity, and promoting fair competition rather than a race to the bottom on employment practices.

The phased approach to implementing the 2025 Act provides clarity and time to prepare. The government has committed to delivering these changes in partnership with businesses, trade unions, public sector employers and civil society. The government will continue to undertake comprehensive engagement on the implementation of certain key sections of the 2025 Act.

This consultation on the Code of practice on dismissal and re-engagement (fire and rehire) will play a critical role in shaping how the Make Work Pay reforms are delivered, ensuring they are practical and take account of the needs of employers and employees alike.

Stakeholder insights are vital. By delivering this change together, we’ll back businesses who do the right thing and give hardworking people the job security and opportunities they deserve.

Dismissal and Re-engagement Code of Practice

The government is committed to preventing the unscrupulous use of the practice of dismissing and re-engaging employees – sometimes referred to as ‘fire and rehire’ – to ensure that the practice can only be used as a last resort in very limited circumstances.

It will be an automatic unfair dismissal for employers to dismiss an employee to change certain core terms (‘restricted variations’) unless they meet a narrow exemption for financial difficulties.¹ These restricted variations include reductions to pay, changes to total hours, reductions to leave entitlement, changes to pensions, and specified shift pattern changes. These have been identified because they could have a significant adverse impact on employees if they are changed without agreement. The 2025 Act also makes it an automatically unfair dismissal to replace an employee with a non-employee doing substantially the same role.

The government is revoking the existing Code of Practice on Dismissal and Re-engagement 2024² (“the 2024 Code”) in March 2027, simultaneously to the entry into force of the new dismissal and re-

¹ Section 28 in the [2025 Act](#)

² See the 2024 [Dismissal and re-engagement: code of practice - GOV.UK](#)

engagement protections in the 2025 Act. The new statutory Code of Practice on Dismissal and Re-engagement will come into force in Summer 2027.

This Code will reflect these changes to the 2025 Act. It outlines obligations and best practice for employers, employees and their representatives.

The Code will have the same consequences as the 2024 Code, employment tribunals will be able to:

- apply an uplift of up to 25% to an employee's compensation if an employer unreasonably fails to comply with the Code where it applies
- reduce any award by up to 25%, where the employee has unreasonably failed to comply with the Code where it applies

This Code will follow a similar structure to the 2024 Code, incorporating the new legal protections against dismissal and re-engagement. It will be focused on promoting reasonable information-sharing and meaningful consultation, with the aim of reaching agreement on changes to contracts of employment and avoiding deterioration in industrial relations.

The Advisory, Conciliation and Arbitration Service's [guidance on changing employment contracts](#) also makes clear that dismissal and re-engagement is an extreme step that has risks for the employer. Acas can work with employers and employee representatives where dismissal and re-engagement is envisaged, with a view to finding alternative solutions.

Why we are consulting now

This consultation document contains questions on specific sections of the Code. The government is keen to hear views on the clarity and usefulness of the proposed Code for employees and employers, including where the Code could be improved to better support stakeholders and promote good industrial relations.

Please note: the Code proposed to be made following this consultation would need to be approved by both Houses of Parliament before taking effect. The government intends to begin the parliamentary approval process no earlier than Spring 2027.

Consultation details

Issued: 10:00 am on 22 October 2026

Respond by: 11:59 pm on 17 December 2026

Enquiries and responses to: Fireandrehire@businessandtrade.gov.uk

Consultation reference: Make Work Pay: Dismissal and Re-engagement Code of Practice

Audience:

- businesses
- employers
- employees
- trade unions
- business groups or representatives
- non-governmental organisations
- all other interested parties

Territorial extent

The measures under new section 104I of the Employment Rights Act 1996 (to be inserted by section 28 of the 2025 Act) extend and apply to England and Wales, and to Scotland.

How to respond

Respond online – https://ditresearch.eu.qualtrics.com/jfe/form/SV_5tYkxLgFiLSoV8i

or

Email to: Fireandrehire@businessandtrade.gov.uk

or

Write to:

Fire and Rehire Policy, Employment Rights Directorate
Department for Business, Innovation, Science and Trade
Old Admiralty Building
Admiralty Place
London
SW1A 2DY

We strongly encourage that responses are made via the online platform. Using the online survey will assist our analysis of the responses, enabling more efficient and effective consideration of the issues raised.

If you are responding in writing, please make it clear which question or paragraph number each comment relates to. Your response will be most useful if it is framed in direct response to the questions posed, though further comments and evidence are also welcome.

When responding, please state whether you are responding as an individual or representing the views of an organisation. Please also specify which consultation you are responding to, as the government is running various consultations at the same time.

Confidentiality and data protection

Information you provide in response to this consultation, including personal information, may be disclosed in accordance with UK legislation (the Freedom of Information Act 2000, the Data Protection Act 2018 and the Environmental Information Regulations 2004).

If you want the information that you provide to be treated as confidential, please tell us, but be aware that we cannot guarantee confidentiality in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not be regarded by us as a confidentiality request.

We are trialling Artificial Intelligence (AI) solutions to support the delivery of our functions. Unless made expressly clear to you, we will not solely use AI to either make or inform decisions about you. We will apply effective data minimisation techniques to all such uses of your data.

Your responses, including any personal data, may be shared with a third-party provider, or other government department or organisation acting on behalf of BIST under contract or an equivalent agreement, for the purpose of analysis and summarising responses for us and they may use technology, such as artificial intelligence. *Further detail on how AI is used, including its scope and safeguards and third-party sharing is available in our Privacy Notice.*

An anonymised version of responses in a list or summary of responses received, and in any subsequent review reports may be published. We may also share your personal data where required to by law. You can leave out personal information from your response entirely if you would prefer to do so.

Wherever possible avoid including any additional personal data in free-text responses beyond that which has been requested or which you consider it necessary for BIST to be aware of.

We will process your personal data in accordance with all applicable data protection laws. See our [privacy policy](#)³.

We will publish a government response on GOV.UK.

³The reference to the privacy policy can be found at the following link:
www.gov.uk/government/publications/consultation-principles-guidance

Quality assurance

This consultation has been carried out in accordance with the governments consultation principles⁴. If you have any complaints about the way this consultation has been conducted, please email: enquiries@businessandtrade.gov.uk

⁴ The reference to the consultation principles can be found at the following link:
<https://www.gov.uk/government/publications/consultation-principles-guidance>

About you

Please provide the following information to help us understand the context of your response:

Question 1: Please indicate whether you are responding as:

- ☐ An individual
- ☐ An academic, or on behalf of an academic or research organisation
- ☐ An employer
- ☐ A legal representative
- ☐ A business representative organisation (please specify)
- ☐ A trade union or staff association (please specify)
- ☐ A charity or interest group
- ☐ Other – please specify
- ☐ Prefer not to say

[Free text box]

Question 2: If responding as an employer, business, business owner or business representative, approximately what is the size of your business? If responding as an individual or worker, what size workplace are you employed in?

- ☐ Micro (1 to 9 employees)
- ☐ Small (10 to 49 employees)
- ☐ Medium (50 to 249 employees)
- ☐ Large (250+ employees)
- ☐ Don't know
- ☐ Prefer not to say
- ☐ Not Applicable

Question 3: Which region are you located in?

- ☐ North-East
- ☐ North-West
- ☐ Yorkshire and The Humber
- ☐ East Midlands

- ☐ West Midlands
- ☐ East of England
- ☐ London
- ☐ South-East
- ☐ South-West
- ☐ Wales
- ☐ Scotland
- ☐ Northern Ireland
- ☐ Don't know
- ☐ Prefer not to say

Question 4: What sector are you based in?

- ☐ Accommodation & food service activities
- ☐ Activities of households as employers; undifferentiated goods and services-producing activities of households for own use
- ☐ Administrative & support service activities
- ☐ Arts, entertainment and recreation
- ☐ Agriculture, forestry and fishing
- ☐ Construction
- ☐ Education
- ☐ Electricity, gas, steam and air conditioning supply
- ☐ Financial & insurance activities
- ☐ Human Health and social work activities
- ☐ Information & communication
- ☐ Manufacturing
- ☐ Mining and quarrying
- ☐ Production
- ☐ Professional, scientific and technical activities
- ☐ Public administration & defence; compulsory social security
- ☐ Real estate activities
- ☐ Services Sector
- ☐ Transportation & storage

- ☐ Water supply; sewerage, waste management and remediation activities
 - ☐ Wholesale and retail trade; repair of motor vehicles and motorcycles
 - ☐ Other service activities (please expand below)
 - ☐ Don't know
 - ☐ Prefer not to say
- [Free text box]

Consultation

The government intends to commence the changes made by the 2025 Act in relation to preventing unscrupulous dismissal and re-engagement practices in March 2027, simultaneously the government is revoking the 2024 Code of Practice on Dismissal and Re-engagement.

The Code of Practice on Dismissal and Re-engagement (“the Code”) must also be updated to reflect the legislative changes, the Code will then come into force in Summer 2027.

The government has redrafted the 2024 Code and is now seeking views on these changes before the Code is finalised and brought into effect. The finalised Code will require approval in Parliament in accordance with section 204 of the Trade Union and Labour Relations (Consolidation) Act 1992.

This consultation document sets out specific parts of the Code the government is seeking views on; however, the government would like to hear views stakeholders have about any part of the Code, including those not specifically cited in this consultation document.

Principles for establishing the scope of the Code of Practice

In preparing the consultation proposals in this document, the government has been led by the following principles:

1. The Code made following this consultation should maintain the policy intent that key employment contract terms should not be able to be unilaterally changed under threat of dismissal. However, dismissal and re-engagement can be used as a last resort in limited circumstances if an employer is facing severe financial difficulties and could not reasonably have avoided the need to make the change to save jobs and prevent redundancies.
2. The changes made through the 2025 Act and explained in the Code should afford employers sufficient flexibility to make variations to support business performance so that all businesses can benefit from a level playing field of employee rights and employees are properly protected from unscrupulous practices of dismissal and re-engagement.
3. The Code should provide clarity to both employees and employers on how the law would be expected to work in practice and reduce the scope for disputes or abuse.

Categories for changes made to the Code in this draft

The Code reflects the changes being made to the dismissal and re-engagement process by the 2025 Act. The Code has been updated so that it accurately reflects the updated legal framework and provides practical guidance to all parties on how to comply with the updated framework.

Also, the structure of the Code has been changed to reflect the legislative changes made by the 2025 Act, including to include the guidance on restricted variations to contract changes and the financial difficulties exemption.

This consultation is split into 4 sections:

1. Structure of the Code
2. Changes to the Code to reflect the 2025 Act
3. Focus on key sections in the Code
4. Overall changes to the Code

Section 1: Structure of the Code

The 2024 Code provides practical guidance on employers' responsibilities when seeking to change contractual terms of employment and seeks to ensure dismissal and re-engagement is only used as a last resort.

The 2025 Act goes further by aiming to prevent unscrupulous dismissal and re-engagement, by making some kinds of these practices automatically unfair in unfair dismissal law. Therefore, the structure of the Code has been updated to reflect the updated framework and expand on the obligations on employers, employees, and representatives.

The Code retains a chronological structure in the order of the process of making all reasonable efforts to reach agreement on contractual changes and seeks to provide guidance as employers consider contract changes and employees enter discussions on those contract changes. The Code's scope acknowledges that fire and rehire may happen for a range of changes to contracts. However, the Code of practice is specifically for dismissal and re-engagement, and it does not seek to address all cases of changes to employment contract. The scope of the Code is therefore for contract changes which an employer may seek to impose unilaterally.

Question 1: To what extent do you agree or disagree that the Code is a useful and practical resource?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Question 2: To what extent do you agree or disagree that the structure of the Code will support employers and employees to understand their obligations and best practice?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Section 2: Changes to the Code to reflect the 2025 Act

Under the existing legal framework, employers may be able to dismiss and re-engage employees if they can demonstrate that they have a sound business reason for making the changes, including responding to economic changes, changing working practices, or harmonising terms and conditions. Employers must demonstrate that they acted reasonably in all the circumstances in dismissing the employee.

The 2024 Code provides practical guidance on employers' responsibilities when seeking to change contractual terms and conditions of employment and seeks to ensure dismissal and re-engagement is only used as a last resort.

The 2025 Act goes further to prevent unscrupulous dismissal and re-engagement by making some kinds of these practices automatically unfair. Specifically, it will be an automatic unfair dismissal for employers to use the practice to change certain ‘core’ terms (‘restricted variations’) unless they meet a narrow exemption for financial difficulties including that there is no reasonable alternative. It will also be an automatically unfair dismissal for an employer to dismiss their employees to replace them with non-employees (for example agency workers) to do substantially the same work.

The guidance in the Code has been updated to reflect the changes being made to the dismissal and re-engagement process by the 2025 Act.

Question 3: To what extent do you agree or disagree that the Code clearly and effectively reflects the updated legal framework in the 2025 Act?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Section 3: Focus on Key Sections in the Code

This Code follows a similar structure to the 2024 Code incorporating the new legal protections against dismissal and re-engagement. It will be focused on promoting reasonable information-

sharing and meaningful consultation, with the aim of reaching agreement on changes to contracts of employment and avoiding deterioration in industrial relations. These sections have been updated in the Code to reflect the changes in the 2025 Act and the Code increases the requirement for reasonable conduct from all parties.

Question 4: To what extent do you agree or disagree that the information-sharing section in the Code (section 2.ii) is helpful for employers and employees to understand their obligations and best practice?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Question 5: To what extent do you agree or disagree that the meaningful consultation section in the Code (section 2.iii) is helpful for employers and employees to understand their obligations and best practice?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Question 6: To what extent do you agree or disagree that the Reasonableness section in the Code (section 2.iv) is appropriate to support good industrial relations and will be helpful for employers and employees to understand their obligations and best practice?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

The 2025 Act will make it an automatic unfair dismissal for employers to dismiss an employee to change restricted variations unless they meet a narrow exemption for financial difficulties. This exemption is not a general justification for changing contractual terms, nor a general mechanism to manage financial pressures or improve competitiveness, nor to be used to put undue pressure on employees by threatening dismissal where it is not, in fact, envisaged. There are different considerations depending on whether the employer is private sector, public sector or local authority. The Code has been updated with information and guidance regarding the financial difficulties exemption.

Question 7: To what extent do you agree or disagree that the financial difficulties section in the Code (section 3.iii.5) is helpful for employers and employees to understand their obligations and best practice?

Please highlight practical difficulties and suggest specific improvements to enhance clarity, usability, or effectiveness.

☐ strongly agree

☐ agree

☐ neutral

☐ disagree

☐ strongly disagree

☐ don't know

☐ other (please expand below)

☐ prefer not to say

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Section 4: Overall changes to the Code

Question 8: Are there areas/ topics in the Code that could benefit from further guidance?

Please highlight practical areas/ topics and suggest specific improvements to enhance clarity, usability, or effectiveness.

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Question 9: Is there anything else you would like to share your reflections on, that was not covered by the previous questions?

Please explain your answer below and where appropriate provide any additional evidence which helps to support your response.

[FREE TEXT BOX]

Next steps

This consultation will close at 11:59pm on 17 December 2026. Following the closure of this consultation, we will analyse all of the responses before publishing a government response.

Legal disclaimer

Whereas every effort has been made to ensure that the information in this document is accurate, the Department for Business, Innovation, Science and Trade does not accept liability for any errors, omissions or misleading statements, and no warranty is given or responsibility accepted as to the standing of any individual, firm, company or other organisation mentioned.

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Science and Trade

22 October 2026

Responses to this consultation will inform the Code of Practice on dismissal and re-engagement issued by the Secretary of State under section 203 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Confidentiality

Information you provide, including personal data, may be disclosed in accordance with UK legislation (UK General Data Protection Regulation (**UK GDPR**), the Data Protection Act 2018 (**DPA**), the Freedom of Information Act 2000 (**FOIA**) and the Environmental Information Regulations 2004 (**EIR**)).

If you want the information you provide to be treated confidentially, please be aware that in accordance with the FOIA and EIR, public authorities are required to comply with a statutory regime and Code of practice which deals with, amongst other things, obligations of confidence.

In view of this, it would be helpful if you could explain to us why you wish that information to be treated confidentially. If we receive a request for disclosure of information that has been provided,

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we will take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances.

An automatic confidentiality disclaimer generated by your IT system will not be regarded by us as a confidentiality request.

If you are providing a response on behalf of a third party, you must ensure you obtain their consent prior to submission.

Privacy Notice

We will only process your personal data for purposes which are compatible with those specified in this privacy notice below.

The lawful basis we are relying on to process your personal data is article 6(1)(e) of the UK General Data Protection Regulation (**UK GDPR**), which allows us to process personal data when this is necessary for the performance of our public tasks in the exercise of our official authority. Where special category data is provided and therefore processed, we rely on Article 9(2)(g) UK GDPR, which allows us to process special category data where there is substantial public interest.

If your personal data is used for research purposes, we will apply suitable safeguards, such as anonymisation, pseudonymisation, and data minimisation, to ensure that your data is processed only when necessary, and always in a lawful and secure manner.

Compatible research purposes may include analysis to further BIST policy development, or to analyse public consultation responses or similar requests for information from the public.

We are trialling Artificial Intelligence (AI) solutions to support the delivery of our functions. In accordance with data protection law and ICO guidance, we will not use AI alone to make decisions about you, or to inform decisions about you, unless this has been made expressly clear to you in advance. Any use of AI will be subject to appropriate human oversight.

We will apply effective data minimisation techniques to all uses of your personal data, ensuring that only the minimum necessary information is processed.

Your responses, including any personal data, may be shared with:

- a third-party provider,
- another government department, or
- an organisation acting on behalf of BIST under contract or an equivalent agreement that safeguards your personal information in line with BIST requirements.

These parties may use technology, including artificial intelligence, for the purpose of analysing and summarising responses, but only in accordance with BIST's agreed terms and applicable data protection law.

We will not:

- sell or rent your data to third parties
- share your data with third parties for marketing purposes

We may publish a list or summary of responses in an anonymised form, including in any subsequent review reports. "Anonymised" means that all information which could identify you has

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been removed, so that individuals cannot be identified from the published data. We may also share your personal data where required to by law.

You can leave out personal information from your response entirely if you would prefer to do so.

Wherever possible please avoid including any additional personal data in free-text responses beyond that which has been requested or which you consider necessary for BIST to be aware of.

We will only retain your personal data for as long as:

- it is needed for the purposes of the consultation;
- it is needed to archive in the public interest, or scientific, historical, or statistical research, in accordance with Article 89 UK GDPR and the Data Protection Act 2018 (DPA);
- the law requires us to.

This generally means that we will hold your personal data for at least one year.

Your Rights Under Data Protection Law

Under the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 (DPA), when your personal data is processed on the basis that it is necessary for the performance of a task carried out in the public interest or in the exercise of official authority (Article 6(1)(e)), and, where relevant, for reasons of substantial public interest (Article 9(2)(g)), you are entitled to exercise the following rights:

- **Right of Access:** You can request copies of the personal data we hold about you.
- **Right to Rectification:** You can ask us to correct any personal data you believe is inaccurate or incomplete.
- **Right to Restriction:** You can request that we restrict the processing of your personal data in certain circumstances (for example, if you contest its accuracy or object to its processing).
- **Right to Object:** You can object to the processing of your personal data where it is processed on the basis of public task, in certain circumstances.
- **Right to Data Portability:** In some cases, you may request that your personal data is provided to you or another organisation in a structured, commonly used and machine-readable format.
- **Right to Erasure:** You can request that we erase your personal data in certain circumstances (for example, if it is no longer necessary for the purposes for which it was collected).
- **Right not to be subject to automated decision-making:** You have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal or similarly significant effects.

Please note that these rights are subject to certain conditions and exemptions under data protection law. If you wish to exercise any of these rights, or would like more information, please contact the Data Protection Officer at data.protection@businessandtrade.gov.uk.

You can also submit a complaint to the Information Commissioner's Office (ICO) at:

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Information Commissioner's Office Wycliffe House:
Water Lane, Wilmslow, Cheshire, SK9 5AF
W: <https://ico.org.uk/> Tel: 0303 123 1113