

CLAS CIRCULAR

2026/03 (9 March)

Disclaimer

CLAS is not qualified to advise on the legal and technical problems of members and does not undertake to do so. Though we take every care to provide a service of high quality, neither CLAS, the Secretary nor the Governors undertakes any liability for any error or omission in the information supplied.

It would be very helpful if members could let us know of anything that appears to indicate developments of policy or practice on the part of Government or other matters of general concern that should be pursued.

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CHARITIES & CHARITY LAW

Charity Commission: fundraising for an emergency; guidance for charities (CC40)

For information and **possibly for action**

The Charity Commission has published the following guidance on fundraising in an emergency. The Commission "recognises that charities play a vital role in times of emergency, especially during periods of heightened tensions that lead to global unrest".

"The guidance published is to help charities understand if your charity can fundraise for a particular emergency your options for using the funds you have raised (the 'appeal funds').

You must

- make sure that your charity's work helps to carry out its purpose, and not any other purpose
- comply with the law and follow the [Code of Fundraising Practice](#)
- make decisions only in the best interests of your charity.

If raising funds for an emergency would not help you to carry out your charity's purposes

For example, a charity's purposes limit its work to supporting people in a particular Welsh town. The charity cannot fundraise for an overseas emergency.

In this type of situation:

- your charity can direct donors to the appeals of other charities whose purposes allow them to respond to the emergency
- members or staff can collect donations for these appeals in a personal capacity.

For personal collections, donations must not be:

- collected in your charity's name
- banked by your charity.

You can share [fundraising guidance for the public](#) with your charity's members and staff.

This guidance includes [more information about charitable purposes](#).

Extra factors to consider if the emergency relief work is overseas

Experienced aid charities and other expert organisations play a vital role when an emergency happens overseas. They have the right experience and capacity to:

- properly train, support and safeguard their staff
- deliver expert life-saving work

- operate in, or close to, conflict zones
- navigate challenges and risks.

Before your charity decides to carry out emergency relief work overseas, you must comply with any law that applies. For example, laws about:

- employing local people in affected areas
- [financial sanctions](#)
- [terrorism and proscribed organisations](#).

You must also be able to address risks. For example, risks linked to:

- operating in particular areas
- receiving, [holding and moving money safely](#)
- [protecting your staff and beneficiaries](#)
- [working with partner organisations](#).

Find out more about [how to manage risks when working internationally.](#)"

Further information on the guidance can be found [here](#).

[Source: Charity Commission, 26 February]

EMPLOYMENT

“Make Work Pay” Protection from detriments for taking strike action

For information and **possibly for action**

The Department for Business and Trade is seeking views on the types of detriments that employers should be prohibited from imposing on workers for taking industrial action.

The [Employment Rights Act 2025](#) provides new protection for workers against detriments that they are subjected to by their employer to penalise, prevent or deter them from taking official industrial action.

The Act enables the Government to set out the detriments which are to be prohibited in regulations. This consultation invites views from trade unions, employers, workers, and other interested parties, on what those prohibited detriments should be.

The Government will continue to undertake comprehensive engagement on the implementation of Make Work Pay and the Employment Rights Act, to ensure that these changes work for businesses of all sizes.

This consultation forms part of the Government's commitment in the Plan to Make Work Pay to strengthen the rights of working people, by updating legislation on protections for workers in relation to their participation in official industrial action. The consultation applies to England, Scotland and Wales.

The consultation opened on 26 February **and will close on 23 April**. Views can be submitted [here](#) and further information can be found [here](#).

[Source: Department for Business and Trade, 26 February]

“Make Work Pay” threshold for triggering collective redundancy obligations

For information and **possibly for action**

The Department of Business and Trade is seeking views on the level and methods by which the new organisation-wide threshold for triggering collective redundancy obligations might be set.

Collective redundancy obligations are an important part of ensuring a fair and transparent process when employers need to make redundancies. Currently, employers are only required to undertake collective redundancy obligations when making 20 or more redundancies at one

establishment. This has led to situations where large numbers of employees at an organisation are not being consulted because the redundancies are spread across multiple sites below the current threshold.

The [Employment Rights Act 2025](#) will introduce new protections so that employers will be required to undertake collective redundancy consultation and notification whenever they make a threshold number of redundancies across their entire organisation. The proposed changes apply to England, Scotland and Wales.

The Government is seeking views from all interested parties on the level and methods by which the new organisation-wide threshold for triggering collective redundancy obligations might be set. It is considering two options to set the new organisation-wide threshold:

- using a single fixed number in the range of 250 to 1,000
- tiering this new obligation based on number of employees.

The proposals will need approval from Parliament before taking effect.

The consultation opened on 26 February **and will close on 21 May**. Views can be submitted [here](#) and additional information can be found [here](#).

[Source: Department for Business and Trade, 26 February]

FAITH & SOCIETY

Review of antisemitism in education

For information and **possibly for action**

The Government has announced the establishment of an [independent review into antisemitism in schools and colleges in England](#). It will consider:

- how well schools and colleges use their policies to make decisions and handle incidents;
- the support available to schools and colleges, including relevant government guidance;
- how schools and colleges are accountable if they do not handle incidents well, including the role of inspectorates;
- what schools and colleges do to prevent antisemitism, including to identify and tackle issues early; and
- the role and influence of campaigning organisations, and how they affect school and college decision-making.

The review is to be led by Sir David Bell. It will issue a call for evidence and programme of engagement “in Spring 2026”.

[Source: Department for Education, 5 March]

NORTHERN IRELAND

Review of Religious Education

For information **and possibly for action**

The Northern Ireland Department of Education has published the [Terms of Reference](#) of the Review of the Religious Education Core Syllabus for Foundation Stage to Key Stage 4 (Year 1 to 12), led by Professor Noel Purdy OBE and Mrs Joyce Logue. The [press release](#) says that the review “will involve extensive engagement with a wide range of key stakeholders, including churches, other faith communities, teachers, school leaders, parents, and young people, to ensure a balanced and inclusive evidence base”. Its aim is “to develop a revised Core Syllabus for RE in Northern Ireland that is academically robust, modern in outlook and fully consistent with existing statutory requirements and the recent Supreme Court judgment” (ie the judgment in JR87 and another for Judicial Review [2025] UKSC 40).

It should be noted *that Collective Worship is not part of the Review of the RE Core Syllabus*.

Responses can be made online, [here](#), or by e-mail to re.review@education-ni.gov.uk. **The consultation closes on 20 March.**

[Source: NI Department of Education, 23 February]

PROPERTY AND PLANNING

Terrorism (Protection of Premises) Act 2025

For information and **possibly for action**

As members will be aware, the Terrorism (Protection of Premises) Act 2025 required those responsible for certain premises to which the public is admitted, *including places of worship* (almost all of which will be in the Standard Tier), to consider how they would respond to a terrorist attack. As we have previously noted, the Act is not yet in force and the Home Office expects that the implementation phase will take at least two years, not least because the Government will need to put in place the new Security Industry Authority (SIA) to act as regulator.

The Government is using the [ProtectUK](#) website to share protective security advice and guidance, including a helpful [Myth Buster](#). Further guidance will be issued as and when progress is made on implementation, and we shall (obviously) keep members informed.

[Source: CLAS, with thanks to HRBA, 1 March]