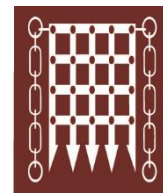


Westminster Employment Forum policy conference:

Next steps for women in the workplace in the UK

Timing: Morning, Wednesday, 26th March 2025

Taking Place Online



**WESTMINSTER
EMPLOYMENT
FORUM**

Agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Dr Meenakshi Krishnan, Principal Research Fellow and Head of Diversity, Equality, Inclusion Research and Consulting, Institute for Employment Studies
- 9.05 **Assessing current trends impacting women in the workplace and the broader equality landscape**
Minna Cowper-Coles, Research Fellow, Global Institute of Women's Leadership, King's College London
Questions and comments from the floor
- 9.35 **Women's workplace experiences and assessing proposed measures in the Employment Rights Bill**
current trends in pay gap reporting and tackling disparities in pay | assessing proposed new obligations under the Employment Rights Bill | how women's experiences can inform policy changes and future amendments to the Bill | impact of proposed reforms to Statutory Sick Pay (SSP) | supporting employers to implement proposed new measures | compliance strategies for organisations to support female employees' rights and opportunities | enabling flexible working | strengthening protections against harassment and discrimination in the workplace and the impact of measures in the Worker Protection Act | role of trade unions in ensuring employer accountability | addressing the Bill's intersectionality and impact on underrepresented female groups
Amanda Steadman, Principal Knowledge Lawyer, BDBF
Nikki Pound, Women's Policy Officer, TUC
Debra Clark, Head, Wellbeing, Towergate Employee Benefits
Helen Fletcher, Managing Director, Women in Business Network
Questions and comments from the floor
- 10.25 **Workplace culture and the role of leadership in preventing workplace sexual harassment**
Christine Sharif, Policy and Standards Manager, The Survivors Trust
Petra Wilton, Director, Policy and External Affairs, Chartered Management Institute
Questions and comments from the floor
- 11.00 **Chair's closing remarks**
Dr Meenakshi Krishnan, Principal Research Fellow and Head of Diversity, Equality, Inclusion Research and Consulting, Institute for Employment Studies
- 11.05 Break
- 11.15 **Chair's opening remarks**
Hermione Whitehead, Westminster Employment Forum
- 11.20 **'Supporting women's reproductive health at work'**
Dr Ruth Abrams, Senior Lecturer, Workforce, Organisation and Wellbeing, University of Surrey
- 11.30 **Key priorities for women's recruitment, retention and progression - addressing bias, women's health, and intersectional challenges**
addressing intersectional challenges and barriers to progression | assessing support provision for women in the workplace including, maternity leave, breakfast clubs, bereavement pay and unfair dismissal regulations | tackling unconscious bias in the recruitment process | potential impact of increased childcare entitlements | strategies for promoting work-life balance | implementing mentorship programmes | representation in senior levels of workforces | improving menstruation and menopausal support | employment practices in key sectors, including hospitality, social care and education
Claire Reindorp, CEO, Young Women's Trust
Samira Chowdhury, Peer Researcher, Young Women's Trust
Dr Meenakshi Krishnan, Principal Research Fellow and Head of Diversity, Equality, Inclusion Research and Consulting, Institute for Employment Studies
Lydia Hodges, Head of Coram Family and Childcare
Shazia Ejaz, Director, Campaigns and Insights, Recruitment and Employment Confederation
Lesley Williams, Chief Executive Officer, Welsh ICE
- 12.00 Questions and comments from the floor
- 12.30 **Senior leadership representation and gender balance in business**
Vivienne Artz, CEO, FTSE Women Leaders Review
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Hermione Whitehead, Westminster Employment Forum