

## Westminster Employment Forum policy conference:

### Next steps for women in the workplace - new employer duties, implementation and best practice, and policy development

Timing: Morning, Monday, 27<sup>th</sup> April 2026

\*\*\*Taking Place Online\*\*\*

Draft agenda subject to change



- 8.30 Registration
- 9.00 **Chair's opening remarks**  
Senior Parliamentarian
- 9.05 **Women in the UK workforce - considerations for effective practice, implementation of legislation and future policy development**  
**Professor Jill Rubery**, Professor, Comparative Employment Systems and Director, Work and Equalities Institute, Alliance Manchester Business School  
Questions and comments from the floor
- 9.30 **Approaches to fair and meaningful workplace transformation**  
**Nikki Pound**, Policy Lead, Women's Equality, Trades Union Congress
- 9.40 **Priorities following the Employment Rights Act 2025 and implications of ongoing consultations - employer duties, commencement and implications for women in the workplace**  
*phased commencement and implementation / day-one rights and extended protections / impact of reforms to Statutory Sick Pay / operational and cost implications for employers / reform of parental protections / flexible working arrangements / approaches to workforce planning and job design / effects on progression, pay and workplace inequalities / role of the Fair Work Agency and approaches to guidance and enforcement / strategies for securing compliance / issues for regulatory capacity / statutory duties alongside voluntary employer initiatives / monitoring and assurance / considerations for small and medium-sized enterprises and labour-intensive sectors / implications for hiring and staffing approaches / impact on investment decisions / support for employers in implementing new measures / employer accountability and the role of trade unions*  
Senior representative, employers  
Senior representative, consultancy  
Senior representative, SME  
Senior representative, legal
- 10.00 Questions and comments from the floor
- 10.25 **Priorities for female progression in the workplace and the role of leadership in delivering workplace support**  
**Vivienne Artz**, Chief Executive, FTSE Women Leaders Review  
Questions and comments from the floor
- 10.50 **Chair's closing remarks**  
Senior Parliamentarian
- 10.55 Break
- 11.05 **Chair's opening remarks**  
Senior Parliamentarian
- 11.10 **Addressing gender-based inequalities in the workplace - priorities for supporting health, culture change, tackling discrimination and preventing harassment**  
*approaches to creating safe and inclusive workplace cultures / protections against sexual harassment and preparation for October 2026 duties, including direct liability for third-party harassment / tackling workplace misogyny / practical approaches to meeting new statutory duties / implementing culture change / consideration of senior leadership responsibilities / reporting and redress arrangements / priorities for family friendly policies and practices / addressing women's health / menstrual and menopause support / implementing Menopause Action Plans / addressing barriers to accessing female healthcare / supporting alternative working patterns / consistency and variation across sectors and workplace settings / strategies for supporting work-life balance and promoting employee wellbeing*  
Senior representative, employer  
Senior representative, advocacy  
Senior representative, health  
Questions and comments from the floor
- 11.40 **Opportunities for collaboration on delivery and implementation at a local level - place-based partnerships, employer engagement, support networks and health-related support**  
Senior representative, local authority
- 11.50 **Equality duties in practice for employers - intersectional data, pay reporting and addressing barriers to progression**  
*preparing for Draft Equality (Race and Disability) Bill implementation / impact of legislative reform on underrepresented groups / diverging workplace experiences / tackling unconscious bias / promoting diverse representation in senior roles / addressing barriers to retention and advancement / considerations for mentoring and sponsorship pipelines / senior leadership responsibilities / improving access to targeted career support and networking opportunities / impact of pay gap reporting reform / tackling disparities in pay / approaches to gathering and using intersectional data*  
Senior representative, employer  
Senior representative, HR  
Senior representative, advocacy
- 12.05 Questions and comments from the floor
- 12.30 **Policy priorities for women in the workplace moving forward**  
Senior representative, policy  
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**  
Senior Parliamentarian  
**Harry Nelson**, Westminster Employment Forum