Westminster Employment Forum policy conference:
Next steps for ethnic diversity in the workplace - policy implementation, enforcement frameworks and workplace culture
Timing: Morning, Thursday, 25th February 2027
*****Taking place online*****

Draft agenda subject to change

WESTMINSTER EMPLOYMENT FORUM

8.30 Registration

9.00 **Chair's opening remarks**
Senior Parliamentarian

9.05 **Assessing the current landscape for ethnic diversity in the workplace - policy, evidence and organisational practice**
Senior commentator
Questions and comments from the floor

9.25 **Practical considerations for businesses preparing for new workplace duties and reporting requirements**
Patrick Milnes, Head, Policy for People and Work, British Chambers of Commerce

9.35 **Ethnicity pay gap reporting, equal pay reform and enforcement - employer readiness, data and accountability**
timetable, data collection and analysis, declaration rates, reporting categories and differences between ethnic groups | lessons from gender pay gap reporting | action plans, transparency and communication with employees | effective measures and accountability | equal pay reform | pay transparency, extending legal protections and possible new employer duties | enforcement and roles of the proposed Equal Pay Regulatory and Enforcement Unit, EHRC and Fair Work Agency | proactive enforcement and access to redress | Employment Rights Act 2025 including new workplace duties, harassment protections and forthcoming reform to flexible working and guaranteed hours | implications for workforce planning, employment practices, business confidence and operational capacity | SMEs and HR capacity | guidance, tools and proportionate reporting requirements
Senior representative, employer
Senior representative, trade union
Senior representative, legal
Senior commentator

10.00 Questions and comments from the floor

10.25 **Priorities for dispute prevention, resolution and supporting effective workplace relations**
Julie Dennis, Head, Inclusive Workplace Strategy and Policy, Acas
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 **Strategies for addressing barriers to employment and progression for workers from ethnic minority backgrounds**
Sandra Kerr, Director, Race Equality, Business in the Community
Questions and comments from the floor

11.35 **Recruitment, progression and routes into work - workplace practice, local partnerships and youth employment support**
addressing discrimination and bias in recruitment and decision-making | positive action and legal limits | mentoring, professional networks, skills development, leadership representation and management training | addressing barriers to promotion | monitoring experiences across ethnic groups and intersecting disadvantage | occupational health and wellbeing support | employee voice and workplace culture | support for young people from ethnic minority backgrounds who are NEET | Youth Guarantee and graduate employment | partnerships between authorities, employers, training providers and workforce groups | support frameworks, funding, apprenticeships, work experience and access to growth sectors | evaluating effective practice and interventions | sustaining commitment amidst budget pressures and challenges to diversity initiatives
Senior speaker confirmed from the **Youth Futures Foundation**
Senior representative, employer
Senior representative, occupational wellbeing
Senior representative, local authority
Senior representative, provider
Questions and comments from the floor

12.30 **Next steps for race equality at work - legislation, equal pay reform and priorities for policy**
Senior speaker confirmed from the **Race Equality Unit, Office for Equality and Opportunity**
Questions and comments from the floor

12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Harry Nelson, Westminster Employment Forum