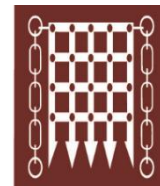


Westminster Employment Forum policy conference:

Next steps for ethnic diversity in the workplace - policy implementation, enforcement frameworks and workplace culture

Timing: Morning, Thursday, 25th February 2027

Taking place online



**WESTMINSTER
EMPLOYMENT
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentary
- 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 Parliamentary
- 10.55 Break
- 11.05 **Chair's opening remarks**
Senior Parliamentary
- 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 representative, employer
Senior representative, workforce
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, Cabinet Office**
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentary
Harry Nelson, Westminster Employment Forum