

**Westminster Employment Forum policy conference:
Equality in the workplace - next steps for UK policy and organisational practice**

Timing: Morning, Wednesday, 11th December 2024

Taking Place Online



**WESTMINSTER
EMPLOYMENT
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 **Equality in the workplace - the current landscape, proposals for reform and key priorities moving forward**
Rebecca Thomas, Head of Employment Policy, EHRC
Questions and comments from the floor
- 9.30 **Assessing the Draft Equality (Race and Disability) Bill, its likely impact and the role and remit of the Office for Equality and Opportunity**
assessing legal reform and employment law changes | extension of pay gap reporting | strengthened legal duties on employers | work capability assessment reform | disability pay disparity | measures for addressing gender pay gap | addressing pay gaps in complex organisations and those relying on outsourcing | issues for smaller-scale organisations | options for aligning policies across legislative initiatives | prospects for policy to address socio-economic disparities
Lorraine Heard, Legal Director, Womble Bond Dickinson
Jason Buwanabala, Diversity and Inclusion Consulting Senior Manager, PwC
Vic Jones, Senior Policy Officer, Equalities, International and Strategic Governance, TUC
Senior representative, advocacy
Senior commentator
Questions and comments from the floor
- 10.30 **Policy implementation, coordination and priorities for the Office for Equality and Opportunity**
Senior representative, policy
Questions and comments from the floor
- 10.55 **Chair's closing remarks**
Senior Parliamentarian
- 11.00 Break
- 11.10 **Chair's opening remarks**
Senior Parliamentarian
- 11.15 **The future for the Socio-Economic Duty**
implementation in the UK nations | prospects for wider roll out of measures to address inequalities that arise from differences in economic and social backgrounds | implications for public bodies and practicalities of enforcement
Nick Bent, Director, upReach
David Stephenson, Barrister, Doughty Street Chambers
Questions and comments from the floor
- 11.45 **Implementing equality measures, reducing systemic barriers and fostering inclusive workplaces**
promoting inclusive workplaces and accommodating diverse needs | practicalities and best practices | frameworks for data reporting and compliance | reasonable adjustments for childcare responsibilities | anti-racism training | protecting employees from third-party harassment | ensuring employee understanding of rights and addressing dual discrimination | addressing systemic racism and discrimination | recruitment practices | fair pay policies and priorities for closing pay gaps | improving transparency
Dr Meenakshi Sarkar, Lecturer, University of Leeds
Julie Cheung, Race and Bias Consultant and Trainer, The Diversity Trust
Senior representative, business
Senior representative, trade union
Senior representative, HR
Questions and comments from the floor
- 12.30 **Equality in the workplace - key policy priorities moving forward**
Senior representative, policy
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Sean Cudmore, Westminster Employment Forum