

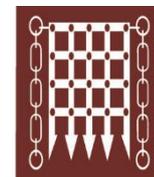
Westminster Employment Forum policy conference:

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

Timing: Morning, Monday, 27th April 2026

Taking Place Online

Draft agenda subject to change



WESTMINSTER
EMPLOYMENT
FORUM

- 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
- 9.25 **Approaches to fair and meaningful workplace transformation**
Nikki Pound, Policy Lead, Women's Equality, Trades Union Congress
- 9.35 **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
Donna Sharp, Partner, Employment Law, KPMG
Yvonne Leslie, Senior Business Adviser, ACAS
Senior representative, employers
Senior representative, SME
- 9.55 Questions and comments from the floor
- 10.20 **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
- 10.45 **Chair's closing remarks**
Senior Parliamentarian
- 10.50 Break
- 11.00 **Chair's opening remarks**
Senior Parliamentarian
- 11.05 **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 | assessing guidance on workplace action plans | 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 mandatory action plans on gender equality and supporting employees through the menopause | 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
Deborah Garlick, CEO and Founder, Henpicked
Lucy Healy, Human Rights Manager, Balfour Beatty
Kevin Bampton, CEO, British Occupational Hygiene Society; and Chair, Council for Work & Health
Zoe Shackleton, Head of Human Resources and EDI, Huddersfield Town Association Football Club
Questions and comments from the floor
- 11.45 **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
- 11.55 **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
Kate Nightingale, Director, Communications, Campaigns and Research, Young Women's Trust
Senior representative, employer
Senior representative, HR
- 12.10 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