Westminster Employment Forum policy conference:
Next steps for workplace equality reform affecting women in the UK
Timing: Morning, Friday, 8th January 2027
*****Taking Place Online*****

Draft agenda subject to change

8.30 Registration

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

9.05 **Workplace equality for women and implementation of mandatory action plans - priorities for policy**
Senior speaker confirmed from the **Office of Equality and Opportunity**
Questions and comments from the floor

9.30 **Practical considerations for employers preparing for new equality duties from 2027**
Kirstie Loveridge, Chief People Officer, AEG International

9.45 **Implications of the *Employment Rights Act 2025* for female workplace equality - next steps for implementation, employer readiness and enforcement arrangements**
early effects of measures introduced across 2026 | six-month unfair dismissal qualifying period and fire and rehire protections | responsibilities across employers, trade unions, regulators and enforcement bodies | mandatory gender equality action plans covering gender pay gaps and menopause support | readiness by organisation size and sector, including operational and cost implications | sexual and third-party harassment prevention duties and regulation of NDAs in harassment and discrimination cases | strengthened dismissal protections for pregnant women, new mothers and other parents | guaranteed hours, shift notice and right to payment of shifts cancelled or moved at short-notice | proportionate enforcement, guidance and Fair Work Agency capacity | test on reasonable flexible working adjustments | organisational flexibility, confidence and access to skills
Alison Spencer-Scragg, National Women's Officer, Unite the Union
Naeema Choudry, Partner, Employment, Labor and Pensions, Eversheds Sutherland
Senior speaker confirmed from the **Young Women's Trust**

10.00 Questions and comments from the floor

10.25 **Chair's closing remarks**
Senior Parliamentarian

10.30 Break

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

10.45 **Regional approaches to strengthening economic gender equality and women's participation in work**
Senior representative, strategic authority

10.55 **Effective practice for supporting women's participation and retention in the labour market**
Keep Britain Working Vanguard approaches to prevention, retention and return to work | development of the Healthy Working Lifecycle standard | stay-in-work plans and occupational health support | impact of changes to Statutory Sick Pay | managing menopause, menstrual and reproductive health in the workplace | implications of new protections around parental leave and pregnancy loss | access to flexible working arrangements | supporting women returning to work following periods of ill-health, caring responsibilities or career breaks | childcare availability and affordability | considerations for productivity, administration and job design | supporting work-life balance and promoting employee wellbeing
Professor Kathleen Riach, Professor, Organization Studies, University of Glasgow; and Convenor and Chair, ISO 45010
Dr Katy Schnitzler, Information, Training and Research Lead, Miscarriage UK
Dr Rowan Aust, Co-Director, ReelTime Media
Senior representative, employer
Questions and comments from the floor

11.45 **Next steps for women's recruitment, development and representation in senior leadership**
Vivienne Artz OBE, Chief Executive, Women Business Leaders Review
Questions and comments from the floor

12.10 **Supporting progression of female talent in the workforce - considerations for equal pay, progression pathways and discrimination prevention**
fair, safe and inclusive workplace cultures | female talent, sponsorship and succession planning | entry-level support and early careers guidance | training and progression in green, digital and other growth sectors | intersectional barriers, unconscious bias and uneven access to opportunity | socio-economic disadvantage and the new Class Unit | equal pay consultation - race and disability protections and proposed Equal Pay Regulatory and Enforcement Unit | pay transparency, reporting, outsourcing arrangements and planned 'say what you pay' requirement for job adverts | early identification of discrimination, redress, tribunal capacity and dispute resolution | management capability and upskilling | long-term income and pension outcomes | potential impact of new Women in Tech Taskforce standards
Lee Chambers, Founder and CEO, Male Allies UK
Sally Penni, Barrister, Kenworthy's Chambers
Senior representative, human resources
Senior representative, workforce
Questions and comments from the floor

12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Elsa Woodworth Jones, Westminster Employment Forum