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
Tom Heys, Pay Reporting Lead, Lewis Silkin
Senior representative, employer
Senior representative, trade union
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
Nishi Mayor, Director, Employer Engagement and Partnerships, 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**
Satvir Kaur MP, Parliamentary Under-Secretary of State (Minister for Equalities), Office for Equality and Opportunity, Ministry for Housing, Communities and Local Government
Questions and comments from the floor

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