

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

Timing: Morning, Wednesday, 11<sup>th</sup> 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  
**Asli Atay**, Senior Policy Advisor, Work Foundation, Lancaster University Management School  
Senior representative, advocacy  
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  
**Maureen Scott-Douglas**, Acting National Equalities Officer, Unite the Union  
Senior representative, business  
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