

One Wood Street, London 19 June 2012

Equality and CR update

Welcoming talent?

Most governments aspire to fairness and to “open doors to opportunity and break down barriers to make sure everyone gets a fair shot”*. But CIPD research shows that employer attitudes are the most significant barrier that prevent more people from some groups entering and progressing in employment. Despite a tough economy, many employers have remained committed to outreach initiatives which give a chance, or a second chance, to people from disadvantaged backgrounds. This conference will feature examples of employers’ continued commitment to an ‘equalities’ agenda and the benefits that result.

We will also cover specific issues, including what employers should do given the sudden rise in claims brought under the Part-time Workers Regulations, plus the impact of the doubling of the qualifying period for unfair dismissal protection and tribunal changes on discrimination complaints. In the past year we have seen riots, the need for a ‘30% club’, insults by footballers and even tweets. We have also been reminded of Stephen Lawrence. This conference provides an opportunity for HR professionals and those charged with their organisation’s corporate responsibility or employment issues to discuss recent equality developments.

**Clegg and Obama*

Speakers

Diane Abbott MP

Gail Cartmail

*Assistant General Secretary,
Unite the Union*

Robert Chiaravalloti VP

*Chief Labor and Employment
Counsel, Tyco International*

Naeema Choudry

Partner, Eversheds

Dr Moira Dustin

*Director of Communications
and Research, Equality and
Diversity Forum, EDF*

Bieneosa Ebite

*Managing Director,
Bright Star PR*

Jayne Haines

*Global Head of Learning
& OD, GlaxoSmithKline*

Dr Karen Jochelson

Director of Research, EHRC

Helen Mahy

*Group Company Secretary and
General Counsel, National Grid*

Dennis Phillips

*Academy and Welfare
Manager, Timpson*

Iain Walsh

*Head of Labour Market
Interventions Strategy Division,
DWP*

Audrey Williams FCIPD

*Head of Discrimination Law,
Eversheds*

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Welcoming talent?

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No one should be prevented from fulfilling their potential by the circumstances of their birth. The Labour Government wanted to encourage social mobility through a socio-economic duty. The Coalition chose a voluntary route instead, challenging employers to open up opportunities to people from all backgrounds and provide fair access to jobs. Despite high unemployment, over 100 companies have taken up this challenge, seeking to benefit from a wider range of talent, attitude, empathy and life experience.

And yet discrimination claims have risen significantly over the past year, and employers have faced accusations of 'slave labour' over, what many regard as well intentioned and effective work experience schemes. The aim of this conference is to recognise where progress has been made but also to talk frankly about the reasons for under-representation, under-achievement, and the barriers that have still to be overcome.

Delegates will gain an insight into:

- expert commentators' views about recent inclusion and diversity issues, progress and barriers
- reaching out to new audiences and talent pools
- employer case-studies covering employment of offenders, and the use of procurement to further diversity goals
- what is a 'representative' workplace?
- the Government's plans for tribunal reform and Modern Workplaces
- the law around part-time worker discrimination
- where employers still go wrong
- the EHRC's new strategy.

Who should attend

This conference will be relevant to equality and diversity specialists, HR professionals, in-house lawyers and business leaders responsible for equality issues. It will also be relevant to CR professionals and those with responsibility for CR. The briefing is relevant to public and private sector employers.

Course materials

Delegates will receive course materials including slides and text covering recent discrimination law developments.

In-house training

Eversheds provides public and in-house training services across the UK and in Europe. Using trained trainers, employed by Eversheds, we help managers understand the practical impact of law and regulation in the workplace. For further information contact: **Tracy Luke** on 0845 498 7565, tracyluke@eversheds.com or **Nicholas Edwards** on 0845 497 4697, nicholasedwards@eversheds.com

Programme

09:30 Registration and coffee

Welcome and scene-setting

Audrey Williams

- employment tribunal changes – what will this mean for discrimination claims?
- shared parental leave – a game changer?
- insights from our client work.

After 40 years of equality law, why aren't we more equal?

Diane Abbott MP

- progress and challenges – personal observations
- reaching inner city talent
- media coverage of equality issues.

Why wouldn't you be inclusive?

Helen Mahy

- a boardroom approach to diversity and CR
- women on boards
- it's not just about helping disadvantaged groups – everyone benefits.

From the employee's point of view

Gail Cartmail

- where employers still go wrong
- corner-cutting in tough times?
- where employees and employers have made progress.

Case-study:

Turning lives around

Dennis Phillips

Timpson now has 104 colleagues in full time paid employment, both men and women, who are ex-offenders and have proved that, given the right opportunity, mentoring and support, they can turn their life around. Another 60 colleagues are in training and seven youths are on work experience.

Panel discussion:

Representative workplaces – from whose perspective?

Steve Williams, Acas; Omar Khan, Runnymede Trust; Sheila Wild, Consultant; and Moira Dustin, EFD

The youth contract and other measures

Iain Walsh

- designed in partnership with employers
- elements of support, including wage incentives, apprenticeships and work experience.

Case-study:

Myths and realities – the approach of a large multi-national company to diversity and supplier relationships

Robert Chiaravalloti

Tyco believe their supplier relationships have a direct bearing on their customers and on their corporate success. As such, these relationships must be built on a foundation of integrity and confidence.

Part-time and flexible work

Naeema Choudry

- rise in part-timer discrimination claims – steps employers should take
- types of claim
- extending the right to request.

Reform of the EHRC – implications for employers

Dr Karen Jochelson

The EHRC has had its fair share of criticism since it was formed in 2007. Following a Review by the GEO, the EHRC is to have a narrower remit and a smaller budget. This talk will outline what employers can expect from the EHRC in future.

Diversity communications

Bieneosa Ebite

There are economic benefits from reaching out to the talent and buying power of diverse communities. But diversity communications must be planned and communicated knowledgeably and sensitively, or they may achieve the exact opposite of their goals.

16:30 Final comments and close

Speakers

Diane Abbott MP

Born in London, the daughter of immigrants, Diane became our first black woman MP in 1987. Known as a maverick left winger for much of her political career, she opposed the war on Iraq and dilution of civil liberties. She joined the recent Labour leadership contest, in part to recognise the UK's diversity. Diane is founder of the London Schools and the Black Child initiative, which aims to raise educational achievement levels amongst black children. Diane is currently Shadow Minister for Public Health and MP for Hackney North and Stoke Newington.

Gail Cartmail Assistant General Secretary

Gail's leads for Unite on public services, energy, construction, third sector and finance and legal. These responsibilities link into wider campaigns to secure industrial growth and investment including access to skills and learning. A major element of Gail's work to improve pay and conditions for members is promoting equality at work in particular strategies to reduce the gender pay gap.

Robert Chiaravalloti VP Chief Labor and Employment Counsel

Robert provides counsel to Tyco's senior executives and HR client groups on various employment and compensation issues. Prior to Tyco he worked in a similar capacity for PepsiCo and Joseph E. Seagram's Inc. Robert provides training on employment law developments to teams throughout the world.

Naeema Choudry Partner

Naeema's specialisms include executive terminations, large scale redundancies, contractual disputes and discrimination. The independent legal directories remark on her "high level of competency in various areas, from restructurings, to pension issues, to discrimination".

Dr Moira Dustin Director of Communications and Research

Before joining EDF, Moira worked at the Refugee Council, providing advice and information and developing national services for refugees and asylum-seekers. She has worked as a freelance sub-editor on the Guardian and Independent and is a Visiting Fellow at the LSE.

Bieneosa Ebite Managing Director

Bieneosa helps organisations to tell their story, raise their profile and connect with the people who matter the most. She advises on how to engage with diverse audiences and worked on the 2011 Census campaign to reach out to BME groups. Bieneosa was a Communications Manager at McDonald's and Western Union, engaging with multicultural communities across the UK through media relations and community partnerships.

Jayne Haines Global Head of Learning & OD

Dr Karen Jochelson Director of Research

Karen has been a journalist, university researcher and then policy specialist. She has worked on projects to understand the causes of health inequalities and prejudice and practical ways of solving these problems. She has also worked on HIV policy in South Africa, trying to create consensus about treatment and safeguarding employment rights.

Helen Mahy Group Company Secretary and General Counsel

Helen has been in her role since 2003 and, in addition, is Global Sponsor of Inclusion and Diversity at National Grid. As a hobby, Helen writes books for children aged 3-93 with all profits going to Special Olympics Great Britain. Many of the drawings are done by young offenders. A barrister, Helen was appointed as a Non-executive Director of Stagecoach plc and is an Advisory Board member of Opportunity Now.

Dennis Phillips Academy and Welfare Manager

Dennis leads Timpson's work with prisons in the UK, to identify and recruit people with the personalities to work in the Timpson and Max business on, and sometimes prior, to their release. He spends a lot of his time visiting UK prisons, meeting prison training officers and other people in the sector to recruit serving prisoners and offer them a route into meaningful employment.

Iain Walsh Head of Labour Market Interventions Strategy Division

Iain's Division is responsible for the design and evaluation of labour market interventions for moving people off benefit and into work. This includes measures such as the Work Programme, Youth Contract and the conditionality and sanctions regime. Previously Iain led the team responsible for the DWP's labour market policy on and analysis of the recession.

Audrey Williams FCIPD Head of Discrimination Law

Audrey heads a national team of discrimination experts and her clients include some of the country's leading employers. She advises on sensitive and high profile workplace issues. Audrey writes for People Management and advises the CBI on diversity policy issues and on Government proposals and legislation. She is described as a 'leading light' in the field of discrimination law by the Legal 500.



Booking form

Equality and CR update

Eversheds, One Wood Street, London, EC2V 7WS 19 June 2012

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