

Workplace Equality and Diversity Forum 2010

Tuesday 2nd November 2010

CCT Venues – Canary Wharf, London

Programme Highlights:

- Understand the **Equality Act 2010** and apply **best practice** to your organization
- Embed a **culture of inclusion** into your organization
- Hear the **Coalition Government's priorities** and **future plans** in equality and diversity
- Examine the impact of the Equality Act on **tribunal cases**
- **Embed diversity** into your business strategy and **remove bias and prejudice** from your organization
- Uncover **covert prejudices**
- Create a **diverse talent pool** and **improve engagement and motivation**
- Examine future provisions and controversial strands of the Act including equal pay reporting, socio-economic inequalities and positive action

Chaired by:

- **EHRC – Alan Christie, Director of Policy, Strategy Directorate**



Keynote Address by:

- **Keynote - Government Equalities Office – Jonathan Rees, Director General**



ACAS
Steve Williams
Head of Equality



IBM
Liz Williams
Diversity Programme Manager



Nomura PLC
Charlotte Sweeney
Head of Diversity and Inclusion, EMEA



Field Fisher Waterhouse LLP
Louise Fernandes-Owen
Professional Support Lawyer



University of Lincoln
Claire Bell
Equalities and Diversity Manager



ITV
Sara Hanson
head of Employee Development and Diversity



Webster Dixon LLP
David Tyme
Partner and Head of Employment



Scout Association
Sheridan Allman
UK Advisor for Diversity

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Workplace Equality and Diversity Forum 2010

Stay ahead of the Game: Attract, Engage and Advance Diverse Talent and Avoid the Cost of Failure

This conference will provide a practical guide to the Equality Act 2010 for employers and will feature best practice presentations, legal updates and knowledge sharing sessions. At this event you will have the opportunity to discuss the initial provisions and future strands of the Equality Act, how to embed best practice into your business strategy and the wider benefits of diversity and inclusion on engagement, motivation and productivity.

Background

The Equality Act 2010 will have significant impact on both public and private sector organizations and will make it easier for individuals to bring complaints against their employers. The discrimination strands are likely to have a major impact on day-to-day processes and employers will have to change some of their strategies to ensure that they do not inadvertently discriminate against staff and take reasonable steps to accommodate employee's needs to avoid the cost of tribunals.

However, integrating diversity and inclusion into your business strategy and applying best practice can do more keep you the right side of the law. It has been proven that employing a diverse pool of talent can improve motivation and engagement and in turn give you a greater competitive advantage.

Taking place just after the initial provisions of the Equality Act come into force, this event offers insightful presentations and lively debate around all aspects of diversity and equality. This is a must attend event if you want to stay ahead of the game.

Benefits of Attending

- Take an in-depth review of the **Equality Act 2010**
- Uncover the complex issues surrounding **recruitment, retention and engagement** of diverse talent
- Understand the benefits of embedding a **culture of inclusion**
- Develop diversity as part of your **business strategy**
- Improve **engagement and motivation**
- Address **age discrimination**
- **Enhance inclusion** for disabled employees
- Attract talented **BAME individuals**
- Examine future provisions of the Act including **gender pay reporting and socio economic duties**

Who Should Attend?

- HR Directors and Managers
- Directors and Managers of Diversity and Equality
- Employee Engagement Specialists
- Organisational Development Managers
- CSR Specialists
- In-house Legal Experts
- Employer Branding Advisors
- Heads of Recruitment and Development

Who will be speaking?



Jonathan Rees is the Director-General and Accounting Officer of the Government Equalities Office, taking up this new post in February 2008. The GEO was set up to put equality at the heart of government, and is responsible for equality legislation and strategy on equality across public, private and voluntary sectors. The GEO reports to Theresa May MP who is supported on equalities issues by Lynne Featherstone MP.



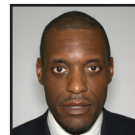
Steve Williams is Acas' Director of Equality, he has a "hands on" background in equality and diversity which stretches back many years. He was the head of the Race Relations Employment Advisory Service, a government unit that promoted race and broader equality good practice in partnership with businesses. In acas Steve's remit is to make sure that what acas advises or says around equality is relevant and fit for purpose.



Alan Christie is currently the Director of Policy at the EHRC. He leads policy development in the areas of education, employment, enterprise and economic inclusion. His remit covers topics such as equal pay, poverty, education and skills, social mobility, workplace integration, procurement, supplier diversity and regeneration.



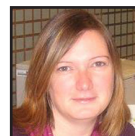
Charlotte Sweeney joined Nomura International PLC in April 2009 as Head of Diversity and Inclusion, EMEA, and was brought in to develop Nomura's diversity and inclusion strategy. Before Nomura, she worked for HBOS plc as Head of Diversity and developed the first group wide diversity strategy, including regular diversity reporting within business planning and developing the Diversity Steering Group chaired by the CEO.



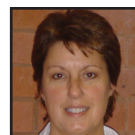
David Tyme joined Webster Dixon LLP as a Partner and Head of Employment, in October 2008 and has extensive experience of employment litigation, on behalf of employers and employees, involving allegations of unfair dismissal, race, sex, disability and age discrimination and TUPE. David also provides non-contentious advice in relation to contracts of employment, policies and procedures, and conducts negotiation of termination packages for senior employees.



Louise Fernandes-Owen is a Professional Support Lawyer in the Employment and Pensions Group at Field Fisher Waterhouse LLP. Louise was involved in the Group's work with the Equality and Human Rights Commission, to produce the draft Statutory Employment Code of Practice which will accompany the Equality Act 2010. This Code of Practice will link the new legislation and advisers, employers, employees and Employment Tribunals.



Sara Hanson started with ITV over nine years ago in ITV Yorkshire. Following the success of various diversity initiatives her role changed to a UK focused role in 2004; with the remit of rolling out best practice for diversity, staff development and educational initiatives across the ITV group. As **Head of Employee Development & Diversity** her remit is to drive through ITV's talent and diversity strategy for both the workforce and onscreen programming.



Liz Williams joined IBM in 1985. She joined the Diversity and Workforce Inclusion team in February 2008. With a specific responsibility for disability, Liz's main focus is on initiatives which will support IBM in attracting, retaining and developing the broadest range of skills and experience.

Conference Programme

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09.00 – 09.30	Coffee and Registration	14.00 – 14.25	Case Study: Diversity in Practice <ul style="list-style-type: none">• Establishing the case• Integrating the agenda• Connecting with the community Claire Bell, Equalities and Diversity Manager, University of Lincoln
09.30 – 09.50	Introduction and Opening Address by Conference Chair Alan Christie, Director of Policy, Strategy Directorate, Equality and Human Rights Commission	14.25 – 14.50	Case Study: Embedding Diversity into the Business <ul style="list-style-type: none">• Develop diversity as part of your business strategy• Removing bias and prejudice from the organisation, recruitment and promotion• Embedding a culture of inclusion• Uncovering covert prejudices Charlotte Sweeney, Head of Diversity and Inclusion, EMEA, Nomura PLC
09.40 – 10.10	Examining the Coalition Governments Priorities in Equality and Diversity <ul style="list-style-type: none">• Examining the key challenges• Implementing the Equality Act 2010• Open discussion with the audience Jonathan Rees, Director General, Government Equalities Office	14.50 – 15.00	Questions and Discussion with Speakers
10.10 – 10.40	Employment Law: The Equality Act 2010 in Practice <ul style="list-style-type: none">• Overview of current legislation and practical applications of the equality act• Examining the costs of breaching the Act• Avoiding potential pitfalls David Tyme, Partner and Head of Employment, Webster Dixon LLP	15.00 – 15.15	Coffee and Networking
10.40 – 10.50	Questions and Discussion with Speakers	15.15 – 15.40	Case Study: Towards Greater Inclusion for Employees with Disabilities Liz Williams, Diversity Programme Manager, IBM
10.50 – 11.10	Coffee and Networking	15.40 – 16.05	Case Study: Accessing new Talent <ul style="list-style-type: none">• The benefits of partnerships in a tough economic climate• Creating a diverse talent pool for your organisation• Positive action and other pipelines: Tackling under representation Sara Hanson, Head of Employee Development and Diversity, HR, ITV
11.10 – 11.40	Examining the Impact of the Equality Act 2010 <ul style="list-style-type: none">• Understanding the Equality Act 2010• Examining the ACAS guidelines• The impact on tribunal cases• Motivating staff and driving up productivity and effectiveness Steve Williams, Head of Equality, Acas	16.05 – 16.30	Case Study: Applying a Culture of Diversity and Inclusion to your Organisation <ul style="list-style-type: none">• Examining the challenges of applying diversity in a voluntary organisation• Getting buy-in from the top to make initiatives work• Changing perceptions and attitudes Sheridan Allman, UK Advisor for Diversity, Scout Association
11.40 – 12.10	Employment Law: Tackling Discrimination in the Workplace <ul style="list-style-type: none">• In-depth look at some of the key changes under the Equality Act 2010• Understanding the new provisions• A Glance at the Future Provisions of the Act: including socio-economic inequality and pay reporting Louise Fernandes-Owen, Professional Support Lawyer, Field Fisher Waterhouse LLP	16.30 – 16:40	Questions and Discussion with Speakers
12.10 – 12.20	Questions and Discussion with Speakers	16.40	Chair's Closing Comments and Close of Conference
12.20 – 13.00	Knowledge Share Networking Session <p>This is your chance to discuss and debate the key issues and seek solutions to your concerns. Knowledge Share is a great opportunity to talk through challenging issues in a structures environment with your peers.</p>		
13.00 – 14.00	Lunch and Networking		

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Tuesday 2nd November 2010

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