

# Equalities: A Changing Workplace?

A conference  
9.45am to 3.30pm  
Tuesday 10th May 2011  
Adelphi Hotel, Lime Street,  
Liverpool

Liverpool



Organised by  
The Institute of  
Employment Rights

# About the conference

This conference will consider how far we have come in terms of equality in the workplace – and how far we still have to go.

The Equal Pay Act has recently turned 40, and although the pay gap between men and women has narrowed over the years, there are still significant pay inequalities. Based on the findings of the Annual Survey of Hours and Earnings, the National Statistics website gave the gender pay gap for all employees, in 2010, as 19.8%. Which means that on average, women still earn nearly one-fifth less than men.

For a while it looked as if the Equality Act might help address the gender pay gap, through the new duty on large companies to publish gender pay audits. But the ConDem government recently scrapped this measure, relying instead on companies to undertake pay audits voluntarily.

The Equality Act brings together previously disparate legislation on age, disability, gender, pregnancy and maternity, race, religion and belief, and sexual orientation. Many of the Act's provisions came into force in October 2010. Others are expected in April 2011. This conference is therefore perfectly timed to critically examine all aspects of the Act and to dwell on some of the more progressive clauses of the Act abandoned by the Government.

The conference offers a platform of leading equality campaigners including legal experts, trade unionists, academics, the Equality and Human Rights Commission and the Migrant Rights Network. Together they will offer delegates an informed and sympathetic understanding of the Equality Act, reflecting on whether our workplaces are changing in relation to the equality agenda.

# Programme

- 9:45 Registration
- 10:00 Welcome from Chair, *Carolyn Jones, IER*
- 10:10 An overview of equality and equal pay  
*Alan Christie, Director of Policy, Equality and Human Rights Commission*
- 10:40 Equality and the law: recent cases and precedents  
*Jo Seery, Thompsons Solicitors*
- 11:10 Q&A
- 11:20 BREAK
- 11:40 Multiple Discrimination and Positive Action  
*Sally Brett, Equality Policy Officer, TUC*
- 12:10 Equality and the public sector: a view from Unison  
*UNISON Speaker to be confirmed*
- 12:30 Q&A
- 12:40 LUNCH
- 1:40 The Road to Equal Pay: a new approach  
*Anna Bird, Head of Policy and Campaigns, The Fawcett Society*
- 2:10 Q&A
- 2:20 Sexual Orientation, Religion and belief  
*Speaker to be Confirmed*
- 2:30 Q&A
- 2:40 Migrant Workers in the context of race discrimination  
*Don Flynn, Director, Migrant Rights Network*
- 3:00 Equality on the shop floor  
*Helen Ozgood, NW Equality Officer, Unite the Union*
- 3:20 Questions and Discussion
- 3:30 Close

## Who should attend

The conference will be of great interest to trade unionists, employment lawyers, academics and students.

## How to book

To reserve your place, complete the form below and send your cheque, made payable to IER, to Institute of Employment Rights, 4th Floor, Jack Jones House, 1 Islington, Liverpool, L3 8EG, or book online at [www.ier.org.uk/events](http://www.ier.org.uk/events) or email [carolyns@ier.org.uk](mailto:carolyns@ier.org.uk)

## CPD, NPP and EPP accreditation

This conference counts for 3 credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme.

## Additional Information

Details of nearby hotels are available from the office. Name changes are accepted up until the time of the event. Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

## How to get there

Train: Lime St Station (British Rail) and Central Station (Merseyrail) are a five minute walk away. Bus: 500 from Liverpool John Lennon Airport to City Centre.

## Cost

IER subscribers and members £75.00

Trade unions £90.00

Commercial £220.00

The cost of the conference does not include lunch.

## Booking form

Please reserve places at **Equalities** at £ .....

Name .....

Address .....

Email

Organisation .....

Please invoice me/I enclose a cheque for £ .....

Return completed form to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool, L3 8EG, tel: 0151 207 5265, fax: 0151 207 5264, or email [office@ier.org.uk](mailto:office@ier.org.uk)