

# COUNTDOWN TO EMPLOYMENT LAW REFORM: A ROADMAP FOR PUBLIC SECTOR ORGANISATIONS



 Digital Conference

 Thursday 13<sup>th</sup> November 2025



## Key Speakers



Nikki Pound



Sally Wilson



Marc Molloy



## Overview

Across the UK's public sector — from classrooms and council offices to hospitals and care homes — workers are feeling the strain. Real-terms pay erosion, relentless workloads and insecure contracts are now routine. Many are left without basic protections such as sick pay, redundancy safeguards or job security.

In response to growing concern, the Government has introduced the **Employment Rights Bill** — the most significant overhaul of workers' rights and employment law in a generation. The Bill proposes wide-reaching reforms, including strengthened flexible working, new protections against unfair dismissal, improved sick pay and parental leave and a new enforcement body to uphold rights across all sectors. Key elements of the new legislation will begin rolling out from April 2026, with full implementation expected by 2027.

This timely digital conference brings together policymakers, legal experts, trade unions, HR leaders and regulators to explore what the Bill means for public sector employers and workforces. From keynote address through to expert panel sessions, the event will offer clarity, insights and guidance to help organisations navigate the upcoming reforms to secure a more positive, equitable and secure workplace for all employees.



## Why Attend?

- Join live presentations and panel discussions featuring key policymakers, regulators, legal experts and HR leaders
- Unpack the *Employment Rights Bill* and the wide-ranging impact it will have across the public sector
- Prepare for implementation — Learn how to align HR policies and workplace practices with new legal duties and avoid non-compliance
- Explore how to enhance flexible working, improve wellbeing and strengthen leave entitlements in your organisation
- Understand your duties to prevent harassment, including third-party harassment and build a more respectful, transparent workplace
- Implement gender pay gap action planning, menopause support and creating equitable career progression pathways
- Share ideas with fellow HR professionals from across the public sector including local authorities, education, social care, the police, health, criminal justice and other key statutory agencies
- Interactive *Question Time* sessions with opportunities to engage with all speakers
- On demand — Exclusive access to speaker presentations and post-event resources



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## Programme

09:30 AM	Delegate Online Login
10:00 AM	Introduction by Conference Organiser
10:05 AM	<p>Chair's Welcome and Opening Remarks</p> <ul style="list-style-type: none"> <li>• <b>Jon Fitzmaurice</b>, <i>Head of External Engagement, The Work Foundation, Lancaster University</i></li> </ul>
10:10 AM	<p><b>Keynote Address:</b> <b>The Road to 2027 – Implementing Employment Reform for a Changing Workforce Landscape</b></p> <ul style="list-style-type: none"> <li>➤ Examining the impact of the <i>Employment Rights Bill</i> on public sector employers</li> <li>➤ Implementation timeline of key reforms</li> <li>➤ Supporting flexible working, improving redundancy rights and regulating insecure contracts</li> <li>➤ Consolidating and strengthening the enforcement of employment rights – Exploring the future role of the <i>Fair Work Agency</i></li> <li>➤ Embedding equality, accessibility and transparency in workplace policy</li> </ul> <ul style="list-style-type: none"> <li>• <b>Richard Kelly</b>, <i>Deputy Director, Employment Rights, Department for Business and Trade</i></li> </ul>
10:30 AM	Keynote Session: Questions and Discussion
10:50 AM	Comfort Break
11:00 AM	<p><b>Panel Session One:</b> <b>Embedding Fairness, Flexibility and Wellbeing at Work</b></p> <ul style="list-style-type: none"> <li>➤ Enhancing flexible working rights and promoting a healthy work-life balance</li> <li>➤ Creating inclusive cultures that support mental health and employee wellbeing</li> <li>➤ Strengthening entitlements for carers, older workers and staff with long-term health conditions</li> <li>➤ Improving parental, bereavement and sick leave provisions to support workforce resilience</li> <li>➤ Promoting fairness through tailored EDI strategies and inclusive employment practices</li> </ul> <ul style="list-style-type: none"> <li>• <b>Sally Wilson</b>, <i>Head of Workplace Health and Wellbeing Research, Institute for Employment Studies</i></li> <li>• <b>Andy Bell</b>, <i>Chief Executive, Centre for Mental Health</i></li> <li>• <b>Hasan Reza</b>, <i>Head of Workforce Equity, Diversity, Inclusion, Health &amp; Wellbeing, Kent Community Health NHS Foundation Trust</i></li> <li>• <b>Halima Dagia</b>, <i>Equality, Diversity and Inclusion Manager, NHS South East London (SEL) Integrated Care System</i></li> </ul>

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12:00 PM	Panel Session One: Questions and Discussion
12:20 PM	Comfort Break
1:00 PM	<p> Programme Cont'd</p> <p><b>Panel Session Two:</b> <b>Changing the Culture – Eradicating Harassment in Public Sector Workplaces</b></p> <ul style="list-style-type: none"> <li>➤ Preventing and addressing bullying, harassment and discrimination, including from third parties</li> <li>➤ Fulfilling new legal duties to prevent sexual harassment and ensure safe working environments</li> <li>➤ The role of leadership, HR and line managers in setting and enforcing standards</li> <li>➤ Strengthening grievance procedures and supporting victims through resolution</li> <li>➤ Embedding accountability and transparency in workplace investigations</li> </ul> <ul style="list-style-type: none"> <li>• <b>Nikki Pound</b>, <i>Policy Lead – Women’s Equality, Trades Union Congress</i></li> <li>• <b>Dean Shoesmith</b>, <i>Chief People Officer, London Borough of Croydon</i></li> </ul>
1:40 PM	Panel Session Two: Questions and Discussion
2:00 PM	Comfort Break
2:15 PM	<p><b>Panel Session Three:</b> <b>Getting Reform-Ready – Adapting to the New Employment Law Landscape</b></p> <ul style="list-style-type: none"> <li>➤ Mapping your organisation’s path to compliance with the <i>Employment Rights Bill</i></li> <li>➤ Reviewing and updating recruitment, induction and retention strategies in line with new rights</li> <li>➤ Aligning HR policies and processes with new legal duties</li> <li>➤ Taking practical steps to prepare systems, staff and internal communications for change</li> <li>➤ Developing targeted action plans to address gender pay gaps and support menopause inclusion</li> </ul> <ul style="list-style-type: none"> <li>• <b>Marc Molloy</b>, Assistant Director, Leadership Academy, <b>Metropolitan Police</b></li> <li>• <b>Laura McFadyen</b>, <i>Partner, Employment, Stephens Scown LLP</i></li> <li>• <b>Penny East</b>, <i>Chief Executive, Fawcett Society</i></li> <li>• <b>Kirsty Watt</b>, <i>Director of Strategy and External Affairs, Acas</i></li> </ul>
3:10 PM	Panel Session Three: Questions and Discussion
3:40 PM	Final Questions and Chair's Summary & Closing Comments
3:45 PM	End of Digital Conference



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## DELEGATE REGISTRATION FORM

DELEGATE FEES [price per place]						
BOOKING & PAYMENT OPTIONS:	1 PLACE		2-4 PLACES		5+ PLACES	
Online Registration with Card Payment – <a href="#">CLICK HERE</a>	<input type="checkbox"/>	£ 245 + vat	<input type="checkbox"/>	£ 215 + vat	<input type="checkbox"/>	£ 175 + vat
Offline Registration with Card Payment – Complete form below	<input type="checkbox"/>	£ 245 + vat	<input type="checkbox"/>	£ 215 + vat	<input type="checkbox"/>	£ 175 + vat
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Delegate Name:	Job Title:	Email Address:
1.		
2.		
3.		
4.		
5.		
6.		
Total no. places:		

Invoicing Details:			
Name of Key Contact:		Job Title:	
Organisation Name:		Department:	
Address:		Postcode:	
Email Address:		Telephone No:	
Accounts Dept. Contact:		Telephone No:	
Purchase Order No:		Cost Centre Code (if applicable):	

Card Payments:			
Government Procurement Card (GPC)	<input type="checkbox"/>	MasterCard	<input type="checkbox"/>
		VISA / VISA Debit	<input type="checkbox"/>
Cardholder:		Postcode:	
		Total Amount:	£ ..... + VAT (at 20%)
Card No:		Expiry date:	
		Security Code (CVC):	
Date:		Signature:	

Other Payment Methods:	
<input type="checkbox"/>	Please Invoice my organisation £ ..... + VAT (at 20%) quoting Purchase Order No. ....
<input type="checkbox"/>	Electronic / BACS Remittance of £ ..... + VAT (at 20%) to Nat West Bank Plc, Sort Code: 60-24-12 Account No: 88880419 Please email remittance advice to <a href="mailto:accounts@policyforesight.com">accounts@policyforesight.com</a> or fax to 020 3633 5766
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