

## Who should attend

Trade unionists, employment lawyers working in support of trade unions, and academics and students with an interest in industrial relations and labour law.

## CPD accreditation

All IER seminars and conferences attract 3 CPD hours accredited by the Solicitors Regulation Authority and the Bar Standards Board. Delegates requiring CPD hours may be charged an additional administration fee of £10 to cover our costs.

## Additional information

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.

## Costs

	Full Price	Early Bird Discount (with upfront payment by cheque or online)
IER Subscribers	£80 per delegate	£75 per delegate
Trade Unions	£100 per delegate	£90 per delegate
Commercial	£240 per delegate	£220 per delegate

Reduced prices can be negotiated for block bookings. Please telephone the office for further information 0151 207 5265.

## Bookings: 3 easy ways to pay

1. Website: go to [www.ier.org.uk/events](http://www.ier.org.uk/events) and look for this conference. To get your earlybird discount pay online using paypal.
2. Post: to get your early bird discount send a cheque with your booking form. Cheques are payable to IER, post to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG
3. Email: [office@ier.org.uk](mailto:office@ier.org.uk) to make your booking.

## How to get there

Holborn tube station, or Kings Cross and Euston rail stations. From Euston/Kings Cross, bus no. 188 to North Greenwich and alight at Southampton Row.

## Booking form

Please reserve \_\_\_ places at the London Equality and Discrimination Conference at £ \_\_\_ each

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)

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# Equality and Discrimination: what next for equal rights?

A one day conference  
Wednesday 19th November 2014  
9.30am to 3.30pm at  
Diskus Room, Unite the Union,  
128 Theobolds Road,  
London WC1X 8TN

London  
#ierequality



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The Institute of  
Employment Rights

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# About the conference

Four years after the introduction of the Equality Act 2010 and where are we now?

Under the government's so-called 'red tape challenge' several hard won protections have been repealed on the basis that they are 'burdens on business' and the Enterprise and Regulatory Reform Act, 2013 (ERRA) reduced several equality protections including third party harassment and the questionnaire procedure used to gather information for discrimination cases and equal pay audits.

Nonetheless, there are still some protections for workers based around protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, which provide some help.

The conference will consider the latest case law and legal precedents in relation to equality at work. In particular the continuing discrimination against women exercising their right to maternity leave and their return to employment after a period of maternity leave; disability discrimination and reasonable adjustments; equal pay – or rather the continuation of unequal pay in many sectors; and age discrimination, one of the newer protected characteristics that is being tested through the legal system. We will also consider the outcome of the TUC's 2014 equality audit. And finally, what can we do to help deliver equality and continue to fight against discrimination at work.

Leading equality experts from the law, trade unions and academia will come together to critically assess the latest case law, precedents and evidence and anticipate where they will lead us in terms of ensuring fairness at work for all.

# Programme

- 9.30 Registration
- 9.50 Welcome from Chair  
*Prof. Sonia McKay, Working Lives Research Institute*
- 10.00 Equality: an overview of 2014  
*Aileen McColgan, Matrix Chambers*
- 10.30 Age Discrimination Update  
*Deshpal Panesar, Old Square Chambers*
- 11.00 Questions and discussion
- 11.15 Break
- 11.30 Sex, pregnancy and maternity: changes in the law  
*Felicia Epstein, Pattinson and Brewer*
- 12:15 Be reasonable? Are employers meeting their obligations on disability  
*Rob Smith, Thompsons Solicitors*
- 12:45 Questions and discussion
- 1:00 LUNCH
- 2.00 Equal Pay Audits  
*Caroline Underhill, Thompsons Solicitors*
- 2.30 Race discrimination at work  
*Gloria Mills, UNISON*
- 3:00 How representative are unions?  
Results of the TUC Equality Audit 2014  
*Sally Brett, TUC*
- 3:30 Questions and Discussion
- 3:45 Close