

PROGRAMME: TUESDAY 23 MARCH 2010

- 9.30 am** **Registration and Refreshments**
- 10.00 am** **Introduction and Welcome**
- 10.10 am** **The Context of the Equalities Bill**
Khalida Asrafi (Regional Manager, Equalities and Human Rights Commission)
- 10.50 am** **The Equalities Bill - The Detail**
Nathan Combes (Partner & Head of Employment Law Team, Harrowells LLP)
- 11.35 am** **Break**
- 11.50 am** **Workshops** (round 1, choose from 2 options)
Tribunal Approaches to Disability Discrimination
Equality and Procurement
- 12.50 pm** **Lunch**
- 1.30 pm** **Workshops** (round 2, choose from 3 options)
Managing Sex Discrimination
Promoting and Protecting Minority Interests
Equality issues in Rural Areas
- 2.30 pm** **Break**
- 2.45 pm** **Workshops** (round 3, choose from 3 options)
Managing Sexual Orientation Issues Effectively
Faith and Belief and the Equalities Act
Effective Equality Practices: the role of managers & trustees
- 3.45pm** **Conclusions and Next Steps**

North Yorkshire
Forum for
Voluntary
Organisations

**EMPLOYMENT
ADVICE SERVICE**
HR support for Third Sector organisations
in York and North Yorkshire

Equalities Conference

Implementing the Equalities Act in the Third Sector

The Equalities Bill is a very comprehensive piece of legislation that seeks to consolidate a wide range of statutes on discrimination and to extend initiatives to promote equality. It is planned that by the end of March the Bill will have completed its passage through Parliament.

The Conference seeks to provide an up to date introduction to the Equalities Bill and to look at some of the key issues that voluntary and community sector organisations in York and North Yorkshire will need to address in the coming months.

Tuesday 23 March 2010
Priory Street Centre, York
10am - 4pm

North Yorkshire
Forum for
Voluntary
Organisations

The conference is part of the BIG Lottery funded project "Accessible, sustainable HR support for Voluntary and Community Sector Organisations" managed through the Employment Advice Service at North Yorkshire Forum for Voluntary Organisations.



LOTTERY FUNDED

**Workshops: please choose from the options below.
Please complete the booking form with your choices.**

11.50 am: workshops round one - choose from:

Tribunal Approaches to Disability Discrimination

The interpretation and application of disability discrimination has seen many changes in the past year. This workshop will describe how Employment Tribunals address issues of disability discrimination and the challenges ahead.

Maureen Singleton, Employment Tribunal Judge and Head of Corporate & Employment Law Department, Eatons Solicitors

Equality Issues and Procurement

The Equalities Bill places new requirements on the statutory sector to promote equality which in turn will influence commissioning and procurement processes. This workshop will inform participants of how they need to address equality issues in procurement processes.

*Sylvia Beswick, Deputy Director, Procurement Support, NYCC
Gary Metcalfe, Head of Procurement, NHS North Yorkshire & York (PCT)*

1.30 pm: workshops round two - choose from:

Managing Sex Discrimination

Addressing sex discrimination and harassment issues are a major challenge for organisations. This session will focus on how organisations need to develop effective practices to avoid problems arising and how to deal with them effectively.

Jane Worrall, Senior Employment Advisor, ACAS

Promoting and Protecting Minority Interests

The Equalities Bill places great emphasis on protecting the interests of minorities. The workshop will look at how voluntary organisations need to address minority issues within their own work and in their advocacy of minority interests.

Neil Martin, Regional Advisor, Equality and Human Rights Commission

1.30 pm: workshops round two *continued*

Equality Issues in Rural Areas

This workshop will focus on equality issues within rural communities and will inform participants of the different approaches needed to address these.

Speaker to be confirmed

2.45 pm: workshops round three - choose from:

Managing Sexual Orientation Issues Effectively

This session will help participants to understand how effective management practice can support LGBT (lesbian, gay, bisexual, transgendered) employees to maximise their potential.

Ellen Hill, Community Development Worker, Yorkshire MESMAC Youth

Faith and Belief and the Equality Act

A series of recent Employment Tribunal cases have challenged assumptions regarding faith and belief in the workplace. This workshop will look at recent interpretations of the law and provide guidance as to how organisations should address issues of faith and belief.

Robert Beard, Improving Local Partnerships Policy Advisor, NAVCA

Effective Equality Practices - the role of managers and trustees

Trustees and Managers have obligations to ensure that organisations operate without discrimination. Effective organisations should promote equality both in employment and their services. This workshop will focus on what organisations must do to develop effective and meaningful policies and practice.

Jane Hudson and Maggie Lawton, HR Advisors, NYFVO