



LJMU Equality, Diversity and Human Rights Conference

Wednesday 4th November 2015

**Venue: Holiday Inn, Liverpool City
Centre, Lime Street, Liverpool, L1 1QN**

Liverpool City Council - Venue Sponsor
LJMU Faculty of Engineering and Technology - Catering Sponsor



Theme: “Is Equality, Diversity and Human Rights Yesterday’s Debate?”

The aim of the day is to review the past 5 years since the Equality Act 2010; the impact both positive and negative on diversity, equality, and community cohesion and to consider what positive changes could be made for the future. The outcome of this event, we expect, should inform the equality and diversity agenda locally and nationally.

As everyone will appreciate, Equality, Diversity and Inclusion is a fast changing scene, and timely to review the past and see whether we have the right direction for the future. This is clearly important in the field of higher education. The conference would explore the way forward and given the difficult terrain we have invited expert guide.

This popular event has in the past brought together Directors and Managers from public, private, voluntary and Higher Education sectors; Equality, Diversity and Inclusion specialists and practitioners; and offices responsible for student support and academic quality.

- Please find the conference programme and speakers’ profile in this publicity booklet
- To register for this conference, please click <https://buyonline.ljmu.ac.uk/browse/module.asp?compid=1&modid=2>
- Please note that registration will close on **Friday 16th October 2015** places are limited and subject to availability
- For travel information to the conference venue:
The Holiday Inn Liverpool City Centre is in the heart of Liverpool’s vibrant city centre, right opposite Liverpool Lime Street rail station and overlooking the neoclassical splendour of St George’s Hall. Liverpool John Lennon Airport is just 8 miles away. For more information about the conference venue please click www.hiliverpool.com
- For queries about this conference, please email Moni Akinsanya (equality@ljmu.ac.uk)

Event Programme

Event Chair: Sir Bert Massie – CBE DL (Confirmed)

10:00 – 10:30 **Arrival and Refreshments**

10:30 – 10:40 Welcome

10:40 – 11:10 **Keynote Speech**

Robin Allen QC: Head of Cloisters – (Confirmed)

“What should lead and what follow, in the eternal dance between equality and human rights”?

11:10 – 11:25 Question and Answer Session

11:25 – 11:40 **Refreshment Break**

11:40 – 13:00 **Panel of Speakers 1**

Tom Hadley: Director of Policy & Professional Services, Recruitment and Employment Confederation (Confirmed) “The impact of the Equality Act 2010 on Recruitment and Employment over the past 5years”

Omar Khan: Director, Runnymede (Confirmed)

“Race Equality since the Equality Act 2010 – challenges of unconscious bias, indirect discrimination and what of tomorrow”

Professor Anna Lawson: Professor of Law University of Leeds (Confirmed)

“Disability Equality Law in 2015: Taking Stock and Looking Forward”

Yasmeen Akhtar: Programmes Manager, 3 Faith Forum (Confirmed)

“Reconciling faith with equality - lessons since the Equality Act 2010 and their implications for future policy”

Event Programme

13:00 – 13:30 **Debate on Panel Presentation 1**

13:30 – 14:20 **LUNCH BREAK**

14:20 – 15:20 **Panel of Speakers 2**

David Reubain - Chief Executive, Equality Challenge Unit (Confirmed)
“Equality Act 2010 and organisational policies and practices”

Professor Stephen Whittle – Professor of Equalities Law, Manchester Metropolitan University (Confirmed) “The crisis surrounding Gender Identities: an overview of the past 5 years and lessons for the future”

Emily Brothers - The Labour Party, Prospective Parliamentary Candidate for Sutton and Cheam (Confirmed) Sexual Orientation since Equality Act 2010 - the challenges within the Dual Discrimination provision of the Equality Act and advice for the future?”

15:20 – 15:50 **Debate on Panel Presentation 2**

15:50 – 16:00 Chair’s Summary - Sir Bert Massie

16:00 – 16:10 Closing Remarks

16:10 – 16:30 **Refreshments/Networking/End of Conference**

Speakers Biography and Talk Titles

Event Chair - Sir Bert Massie CBE DL

Bert Massie has spent most of his adult life promoting equality and human rights of disabled people. From 2000-2007 he was Chairman of the Disability Rights Commission during which time the rights of disabled people were strengthened through legislation and through ground-breaking legal cases. Prior to that he was the chief executive of The Royal Association for Disability and Rehabilitation and was instrumental in ensuring that Parliament passed the Disability Discrimination Act 1995.

He has been a member of many statutory committees concerned with meeting the needs of disabled people or advising ministers on appropriate policies. He has close links with many disability organisations and is a leading thinker on social policy issues affecting disabled people.

He is a trustee of a number of charities including Motability, and is a Governor of Liverpool John Moores University. He was also a former Commissioner of the Equality and Human Rights Commission, a non-executive director of Appleshaw Group plc and has his own consultancy business, Bert Massie Ltd.



Robin Allen QC – Head of Cloisters barristers’

Keynote speech: “What should lead and what follow, in the eternal dance between equality and human rights?”

Robin Allen is Head of Cloisters barristers’ chambers (www.cloisters.com) and chairs the Bar’s Equality & Diversity, and Social Mobility Committee. He works across the UK and internationally.

Robin has appeared in many path-finding equality cases. Recent major equality cases include the multiparty equal pay appeal in Edinburgh Fox Claimants Glasgow City Council, the Belfast Gay cake case Lee v Ashers Bakery, the Yorkshire wheelchairs on buses case Firstgroup v Paulley, the London servitude and race discrimination case Onu v Akwivu now going to the Supreme Court, and the disability and airlines case Stott Thomas Cook (SC).

Robin’s wide range of clients includes both of the UK Equality Commissions, the NI Childrens’ Commissioner, the Irish Equality Authority, the European Commission, and Harvard Law School.

He is currently working with the Age – Platform Europe on the draft horizontal equality Directive and the proposal for a UN Convention on the Rights of Older Persons.

He advised the European Commission on the 2000 Equality Directives and is a former special legal adviser to the UK’s Disability Rights Commission where he worked with Sir Bert Massie CBE, DL, LJMU’s Governor and Equality Champion.

His books include: Family Rights at Work, OUP Guide to the Equality Act 2010, and Employment Law and Human Rights.



Tom Hadley - Director of Policy and Professional Services, Recruitment & Employment Confederation (REC), the UK's professional body for recruitment

Talk title: "The impact of the Equality Act 2010 on Recruitment and Employment over the past 5years and what does the future hold"

Tom Hadley as the Director of Policy and Professional Services at the Recruitment & Employment Confederation (REC), the UK's professional body for recruitment. This involves managing a team of policy, legal and compliance experts and driving campaigns on employment related issues such as diversity & inclusion, youth employment, flexible work, industry standards and government enforcement. Tom is on the Board of Eurociett – the representative body for the industry in Europe – and represents the REC on the Trade Association Council and other external forums.

Before joining REC Tom spent six years at the Confederation of British Industry (CBI) where he was responsible for specific projects such as the European Mobility Forum and the people management benchmarking tool 'Headstart' as well as policy campaigns on immigration, working time and free movement. Previous roles include consultant for the economic development consultancy MBA Training Research & Development, a traineeship with the European Commission and working within the in-house legal department of the French multi-national Vivendi.



Tom was brought up in France and completed an International Baccalaureate before studying law at Sussex University and subsequently returning to Paris to complete a Masters in International & European Law at Assas University. Tom was a national league rugby player and coach. He is a collector of fine wines and a connoisseur of 1980's British heavy metal.

Yasmeen Akhtar – Programmes Manager, 3Faith Forum (3FF)

Talk Title: Reconciling faith with equality – lessons since the Equality Act 2010 and their implications for future policy

Yasmeen manages the 3FF schools and mentoring programmes. Yasmeen is from a British Pakistani background and closely involved with building capacity in faith communities across the UK to support civic engagement.

Her experience developing sustainable projects and engagement programmes has shaped her vision for a strong and diverse leadership across different sectors of society. This motivated her to work on 3FF's Mentoring Programmes. She is a trained facilitator and mediator, experienced in developing and delivering engaging seminars, workshops and training to diverse audiences. Yasmeen graduated in Law, is bilingual, and has a passion for the Arts.



Omar Khan - Runnymede's Director, (Runnymede, the UK's leading independent race equality think-tank)

Talk title: "Race Equality since the Equality Act 2010 - challenges of unconscious bias, indirect discrimination and what of tomorrow"

Omar is Runnymede's Director. Prior to this he was Runnymede's Head of Policy and led the financial inclusion programme. Omar sits on the Department for Work and Pensions' Ethnic Minority Advisory Group and is a 2012 Clore Social Leadership Fellow. Omar's other advisory positions include chair of Olmec, chair of the Ethnicity Strand Advisory Group to Understanding Society, chair of the advisory group of the Centre on Dynamics of Ethnicity at the University of Manchester, and a member of the 2014 REF assessment, the 2011 Census, the Payments Council, and the UK representative on the European Commission's Socio-economic network of experts. Omar is the author of Financial Inclusion and Ethnicity; Caring and Earning Among Low-income Caribbean, Pakistani and Somali People; Who Pays to Access Cash?; Why Do Assets Matter?; A Sense of Place; and The Costs of 'Returning' Home.



Omar has also published many articles and reports on political theory and British political history for Runnymede over the past eight years and has spoken on topics including multiculturalism, integration, socio-economic disadvantage, and positive action. These include giving evidence to the United Nations in Geneva, the European Parliament in Strasbourg, on Capitol Hill in Washington DC, academic conferences in Manchester, Oxford, Paris, and Warsaw, the CRE Race Convention, the Lithuanian Centre for Human Rights, a Treasury/DFID conference on remittances, St George's House (Windsor Castle), Wilton Park, and many other engagements in the UK and Europe.

Omar completed his DPhil in Political Theory from the University of Oxford, a Masters in Political Science from the University of Wisconsin-Madison, and a Masters in South Asian Studies from the School of Oriental and African Studies.

Professor Anna Lawson

Talk title: Disability Equality Law in 2015: Taking Stock and Looking Forward

Anna is a professor of Law at the University of Leeds where she is also the director of the University's interdisciplinary Centre for Disability Studies. Her research focuses on disability equality and human rights at the UN, European and domestic level. She has delivered conference papers in more than 25 countries.

Anna is a member of the coordinating research team of the European Academic Network of Experts on Disability and has played lead roles in a range of interdisciplinary multinational and national research projects - for example, the EU Agency for Fundamental Rights project on the fundamental rights of people with mental health conditions and people learning difficulties; the European Commission's interim evaluation of the European Disability Strategy 2010-2020; a European Commission 10-country project on access to justice for children with mental health conditions or learning difficulties; and an NHS England funded project on user-led quality checking by people with learning difficulties in collaboration with CHANGE.



Outside academia, Anna is a member of the Equality and Human Rights Commission's Disability Committee; chair of CHANGE; a trustee of China Vision; and a Council member of Justice. She has also been a longstanding trustee of the Mental Disability Advocacy Center, Budapest and the Royal National Institute of Blind and Partially Sighted People.

Afternoon Speakers:

David Ruebain - Chief Executive, Equality Challenge Unit

Talk title: Equality Act 2010 and organisational policies and practices”

In June 2010, David took up the post of Chief Executive of the Equality Challenge Unit, a policy and research agency funded to advance equality & diversity in universities in the UK and colleges in Scotland and England. Prior to that, he was a practicing solicitor for 21 years; latterly as Director of Legal Policy at the Equality and Human Rights Commission of Great Britain and before that as a Partner at and founder of the department of Education, Equality and Disability Law at Levenes Solicitors.

David is a member of the Advisory Group of OFFA (the Office for Fair Access), an equality adviser to the English FA Premier League, a Trustee of ADD (Action on Disability and Development), a member of the Rights & Justice Committee of the Joseph Rowntree Charitable Trust, a Member of the Editorial Board of Disability and Society journal and a Fellow of the British American Project,



David has published widely and taught nationally and internationally on education, disability and equality law and has been involved in numerous voluntary organisations, drafting Private Members Bills and in making oral representations to Committees of Parliament. He is the past Chair of the Law Society of England and Wales's Mental Health and Disability Committee; a member of the Advisory Editorial Board of the Equal Rights Review. He has also been a Short Term Expert to a European Union Twinning Project, an ADR Group Accredited Mediator, a founding member of The Times Newspaper Law Panel, and a past Board Member of Equinet (the European Network of Equality Bodies). He is an alumni of the Top Management Programme at the National School of Government and the Experienced Strategic Leaders Programme at the Windsor Leadership Trust.

David's publications include:

- Co-editor of the forthcoming Blackstone's Guide to the Equality Act 2010
- Consulting editor to Disability discrimination: the law and practice by Declan O'Dempsey and Andrew Short
- Co-author of The DDA Toolkit (previously Notes on the Disability Discrimination Act)
- Co-author of Taking action, a guide for parents of children with special educational needs (now in its third edition)
- Co-author of Education law and practice (now in its second edition)
- Co-author of the Atkin's Court Forms volume on Education law
- Contributor to Disability rights law and policy, edited by Mary Lou Breslin and Silvia Yee
- Contributor to Encyclopaedia of disability, edited by Prof. Gary Albrecht
- Contributor to Disability rights in Europe: from theory to practice, edited by Anna Lawson and Caroline Gooding
- Contributor to the Self-help packs for disability discrimination complaints in education published by the Disability Rights Commission,
- Drafting the Education law and sex discrimination leaflet for the Equal Opportunities Commission
- Co-author of the second edition of Disabled children and the law
- Contributor to the latest edition of The good schools guide on special educational needs

- Consultant to the Disability Rights Commission on their Codes of Practice for general qualification bodies and amended Post-16 guidance
- Contributor to Including teaching assistants: developing understanding and practice in inclusive education edited by Dr Felicity Armstrong and Dr Gill Richards
- Contributor to guidance from the FA Premier League

David is the winner of RADAR's People of the Year Award for Achievement in the Furtherance of Human Rights of Disabled People in the UK, 2002. He was also shortlisted for the Law Society's Gazette Centenary Award for Lifetime Achievement – Human Rights, in November 2003. In August 2006, David was listed as one of 25 Most Influential Disabled People in the UK by Disability Now Magazine in 2013, listed in the Disability News Service's "Influence Index" and listed in the first Disability Power List, October 2014

Emily Brothers – The Labour Party, Prospective Parliamentary Candidate for Sutton and Cheam Constituency

Talk title: “Sexual Orientation since Equality Act 2010, the challenges within the Dual Discrimination provision of the Equality Act and advice for the future?”

Originally from Merseyside, Emily has lived in Sutton (South West London) for 25 years, bringing up her two children there. As Labour's Parliamentary Candidate for Sutton and Cheam, Emily increased her party's share of the vote by 4.3% at the recent General Election.

“So proud to have Emily Brothers as a UK Labour candidate. She is an important voice in our movement.”(Ed Miliband, 09/12/14, Twitter)

Not only is Emily the first blind woman to stand for Parliament, but at a time when many people distrust politicians Emily felt it was important to 'come out' as a woman with a transsexual history and as a gay woman. The Guardian described her as having “a degree of audacity uncommon even by the standards of politicians.” (Decca Aitkenhead, 05/01/15, The Guardian.)

Professionally, Emily was responsible for reform, policy and practice with the Greater London Association of Disabled People (GLAD 1990-94); managed UK post 16 education & employment services for the Royal National Institute for the Blind (RNIB 1994-2000); managed governance & leadership development at the Disability Rights Commission (DRC 2000-07) and headed up health, local government & participation policy at the Equality and Human Rights Commission (EHRC 2007-14). She supported British and Irish equality and human rights bodies to develop cross-strand working, transitioning to more comprehensive structures and the harmonisation of equalities legislation in 2010.



Emily is a former President of the National Federation of the Blind and is currently on the Board of Community Network – an innovative charity that seeks to break people's isolation through telephone communities and social media. Prior to this, Emily was a Board Member with Disability Alliance, helping secure the Disability Living Allowance in 1992, which also included blind people for the first time; as well as serving on the Board of Voluntary Organisations for Anti-Discrimination Legislation (VOADL), which helped shape disability discrimination laws introduced in 1995 and form the Disability Rights Commission in 2000.

Stephen Whittle OBE – Professor of Equalities Law at Manchester Metropolitan University

Talk Title: The Crisis surrounding Gender Identities: an overview of the past 5 years and lessons for the future

Aged 19, Stephen helped set up the UK's first local transgender support group in 1975, the same year he transitioned to living as a man. Throughout the 70s and 80s having lost numerous jobs because of being trans, he decided things would only change if trans people became lawyers. He qualified in Law in 1990.

In 1992, Stephen was a co-founder of Press for Change (PFC) The UK's transgender lobbying group. PFC successfully fought cases at the European Court of Human Rights to gain legal recognition for trans people in the Gender Recognition Act 2004. In 2010, PFC also achieved full protection for trans people under the UK's Equality Laws.

Stephen has been an advisor to the UK, Irish, Italian, Japanese, Hong Kong and South Africa governments, the European Union, the Council of Europe and the European Commission. He advises lawyers, regularly writes court briefs, and is frequently an expert witness in courts across the world.



He has received a great deal of recognition for his activist and academic work including, in 2005, being made an Officer of the Order of the British Empire (OBE, 2005), in the Queen's New Year's Honours list, for his work on transgender rights.

Stephen and his wife Sarah married in 2005 after gained legal recognition as a man, but have been together for over 36 years. They have 4 children by donor insemination; the 2 oldest are now both studying music at University.