
HALF-DAY BRIEFING

09.00 – 13.00

London 08 March 2019
Leeds 14 March 2019
Edinburgh 20 March 2019
Birmingham 27 March 2019

Cardiff 03 April 2019
Manchester 24 April 2019
Nottingham 01 May 2019
London 08 May 2019

£249
+VAT

Family-related rights and leave

Pregnancy, pay and dads

The Government plans to boost protections for pregnant women and new parents returning to work. EHRG research suggests that 75% of working mothers may have experienced discrimination at work, many of whom will have quietly left their organisation and IFS data shows that the gender pay gap widens with age after the first child.

This briefing is aimed at experienced HR professionals who are familiar with 'day-to-day' pregnancy, maternity and family-friendly issues. We cover when a pregnancy or return to work does not go to plan, the challenges for line managers, promotion, pay, and maternity rights when the business changes. We also consider recent employer initiatives to support shared parenting and encourage female returners, to help close a gender pay gap.



Family-related rights and leave

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+VAT per delegate

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Who should attend?

Experienced HR professionals who are used to handling 'day-to-day' maternity and family-friendly issues.

Delegates will learn about:

- sensitive and less common pregnancy, maternity and family/work issues
- hidden and unconscious discrimination and ways to identify it
- the motherhood penalty, fathers at work and the gender pay gap
- effective returner programmes
- shared parental leave update
- recent and significant case law decisions

Speakers

The speakers may vary at each location but each perspective will be covered.

Sophie White

Partner, Employment law

EVERSHEDS
SUTHERLAND

Sophie is a highly experienced employment lawyer who regularly advises clients on complex maternity and family-friendly rights issues. As a mother of three she has a personal interest in promoting an inclusive work environment for pregnant employees and working mums.

Rosalind Bragg

Director



Ros is an experienced policy professional who has led Maternity Action since its inception in 2008. Maternity Action delivers advice to over 2,000 pregnant women and new parents each year and has been actively campaigning for UK, Welsh and Scottish Governments to better protect maternity and parental rights at work.



Maternity Action is the UK's leading charity committed to ending inequality and improving the health and well-being of pregnant women, partners and young children – from conception through to the child's early years.

www.maternityaction.org.uk

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Programme

09.00 registration and coffee, 09.30 start

Pregnancy, maternity and working parents

- rules-based system: quick recap
- maternal health and safety: overview
- grey areas: delegate uncertainties and questions

Difficult issues

- difficult pregnancies: workplace support
- IVF, fostering and adoption
- when business needs change: redeployment, relocation or redundancy
- managing absence and return to work
- promotion, bonuses and pay rises
- handling poor performance

Hidden and unconscious discrimination

- helpline complaints: patterns and trends
- factors affecting take up of parental rights
- identifying and addressing hidden forms of discrimination
- maternity retention rates: new HR tracking tools

Returner programmes: what works for you?

(group discussion)

Family leave, pay (and the gender pay gap)

- GPG reporting as a force for change
- use of statutory and enhanced rights
- shared parental leave: barriers to take up?
- encouraging male caring responsibilities: culture, tone from the top, communication and enhancement
- international comparisons and lessons learnt

Recent case law review

- 'Hextall' and 'Ali': enhanced shared parental pay and discrimination
- Really Easy Car Credit v Thompson: employer's knowledge of pregnancy

13.00 close