

INDUSTRIAL LAW SOCIETY

ANNUAL CONFERENCE

Friday 12 and Saturday 13 September 2025
Keble College, Oxford

PROGRAMME

Friday 12 September 2025

- 9.45am **Registration/Coffee on arrival**
- 10.30am **Welcome by Co-Chairs:** Emma Zarb, Partner, Orrick, and Judge Michael Reed
- 10.35am **Exploring the boundaries of whistleblowing**
Jeffrey Jupp KC, Barrister, 7BR
- 11.50am **Coffee**

WORKSHOP SESSION

Delegates may attend one of the workshop sessions listed below as follows

12.10pm to 1.15pm

- (1) **Clause and Effect: Demystifying the Unintended Consequences of s.19A Indirect Discrimination Claims — Examples, Tools, and the Confidence to Advise Clearly**
Deshpal Panesar KC and Laith Dilaimi, Barristers, Old Square Chambers

OR

- (2) **Mediation In Motion: Building Client Trust and Enhancing Outcomes in Employment Law Mediations. An Interactive Workshop**
Frederick Way, Mediator and Dispute Resolution Consultant, Frederick Way Mediation; and Lisa Drake, Mediator, Coach and Conflict and Culture Consultant, NUB

- 1.15pm **Lunch**
- 2.30pm **Diversity in the Legal Profession of England and Wales: Positive Action and the Limits of Law**
Professor Lizzie Barmes, Queen Mary University of London
- 3.45pm **Coffee**
- 4pm **An examination of 50 Years of the EAT**
to The Honourable Lord Fairley, President of the
5.15pm Employment Appeal Tribunal
- 6.45pm **Drinks Reception**
- 7.30pm **Dinner**
After-dinner speaker: Christopher Jeans KC

Saturday 13 September 2025

- 8.30am
to **Breakfast**
9.30am
- 9.30am **Panel Session: Employment Rights Bill**
Professor Alan Bogg, Bristol University;
Mike Clancy, General Secretary, Prospect;
Michael Ford KC, Old Square Chambers; and
Daniel Stilitz KC, 11KBW

- 11am **Coffee**

WORKSHOP SESSION

Delegates may attend one of the workshop sessions listed below as follows

11.15am to 12.20pm

- (1) **The rise of the "Employer of Record" model**
Jonathan Chamberlain, Partner, Gowling WLG (UK) LLP; Annette Knoth, MBA, Partner, Gowling WLG (UK) LLP; and Nia Stead, Assistant Professor and Supervising Solicitor, University of Birmingham, Birmingham Law School

OR

- (2) **Technology that manages people: reflections and discussion**
Dr Philippa Collins, Senior Lecturer in Law, University of Bristol and Sandy Gould, Academic, School of Computer Science and Informatics, Cardiff University

- 12.20pm **Lunch**

- 1.20pm **60 years of Employment Tribunals**
Judge Barry Clarke, President, Employment Tribunals (England & Wales)
- 2.35pm **Chairs Close**
- 2.40pm **Close of Conference**

GENERAL INFORMATION

Accommodation: The cost of the conference includes one night's accommodation in en-suite (student) rooms and meals from lunch on Friday to Saturday lunch. Delegates will be able to book to arrive the evening before the Conference starts for an additional cost of £100, although places are limited on the Thursday evening.

Registration: Please note that you will need to report to the Porter's Lodge to gain the keys to your bedroom but you will NOT be able to do that prior to 2pm on the day of your arrival. The Committee have ensured that bedroom access is available over lunch but please do ensure that you arrive back promptly for a 2.30pm afternoon start.

To register for the Conference on Friday morning please make your way to the Sloane Robinson Building at Keble College to sign in and get seated in the O'Reilly Lecture theatre where all the plenary and some of the workshop sessions are taking place.

You will be able to drop off your luggage in a room next to the O'Reilly Lecture theatre. The main Porter's Lodge is open 24/7 so there should not be an issue with gaining keys to your bedroom if you are arriving late on campus. Jean Hughes will also be located in the Sloane Robinson Building near the O'Reilly lecture room to greet you and register your attendance for the purposes of CPD accreditation. If this changes you will be notified.

Check out time is by 10am at the latest on Saturday morning.

Accessibility: For more information about the College's accessibility, [please click here](#)

Parking: Parking is only available at Keble College for Blue Badge Holders, If you are a blue badge holder, please contact jean@industriallawsociety.org.uk so she can put arrangements in place.

There are [five park and ride sites in Oxford](#)

Delegate Packs: Conference materials will be sent via email for delegates to view them online/print them off in advance if they so wish. Printed packs will not be available unless required by an attendee for disability reasons.

Friday evening socialising: We are very much looking forward to seeing all of you in person again and having a drink with you after the dinner on Friday evening. We are not able to have a disco at Keble College, but we have secured exclusive use of the Bar until mid-night (last orders at 11.30pm).

Please note that Bar Manager reserves the right to close the Bar prior to midnight if there is trouble, or there are not many people left. Those who wish to continue the after party may head off campus after midnight to sample the local Oxford nightlife!

Lecture Rooms: A map of the campus will be supplied by email about a week prior to the conference which will include details rooms for plenary lectures and workshop sessions.

Wifi: Wifi codes will also be emailed to participants about a week prior to the conference.

Bedroom facilities: There are tea/coffee making facilities in bedrooms and towels are also supplied. However, if you need an iron, ironing board or hairdryer you need to borrow them from the Lodge. Failure to return these items to the Lodge will result in a charge.

Dress Code: Dress code is casual for the conference, and smart/causal for the banqueting meal on Friday evening.

Smoking: No smoking or vaping is permissible inside the College. You may smoke in the designated outside smoking areas which are by the Arco rooms (where tea/coffee will be served) and outside the Bar area.