

INDUSTRIAL LAW SOCIETY

www.industriallawsociety.org.uk

Co-Chair

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CO-CHAIR'S REPORT 2024 / 2025

1. Officers and Committee

The Society's Officers and Committee members were elected on a two-year tenure (since 2023) with the following Officers and Executive Committee serving throughout 2024/2025 as follows:

Co-Chairs: Anna Beale and Robert Lewis

Vice-Chairs: Madeline Stanley and Emma Zarb

Treasurer: Nike Balogun

Secretary: Rachel Wedderspoon

Ordinary Members:

Shubha Banerjee, Iain Birrell, Clive Day, Andrew James, Omar Khalil, Declan O'Dempsey, Michael Reed, Suresh Patel, Anita Vadgama and Max Winthrop

Ex-officio regional chairs during 2024 and 2025 have been: Connie Cliff (Birmingham), Joel Smith (who assists Iain Birrell in Leeds), Professor Tonia Novitz and Michael Ford KC (Bristol), Jo Seery (Manchester) and David Martyn (Scotland).

Members co-opted onto the Committee were: Frances Cusack and Ann Kelly.

Ex-officio members and co-optees are selected to ensure as broad representation as possible on the Committee across industry, legal practitioners including the judiciary and academia.

We would like to record our thanks to the Society's Committee members for their contributions over the last 12 months.

2. Announcement: Honorary President and Vice-Presidents

It is with a tinge of sadness that we are announcing that Sir Patrick Elias has decided to relinquish his position of Honorary President of the Society after serving in this role since 2016 and that Vice-President, Professor Paul Davies KC, has also decided to step down.

Honorary President: Sir Patrick Elias, **Vice-Presidents:** Dr Saphié Ashtiany, Professor Catherine Barnard, Mr D Cockburn, Professor Paul Davies KC, The Hon Mrs Justice Eady DBE, Lord Hendy KC, Sir Brian Langstaff, Michael Rubenstein, The Hon Mrs Justice Stacey DBE, Melanie Tether, The Rt Hon Lord Justice Underhill
A Registered Charity: No. 292145

We are enormously grateful to Patrick for the time, energy and enthusiasm he has lavished on the Society during his almost ten years as our Honorary President. It is a testament to his dedication that almost every active member will have met him at the Society's evening meetings (where he always asks the most difficult questions) and annual conference. It is fitting that, in his last term as President, so many luminaries of the employment law world met in Cambridge to celebrate his academic and judicial contribution to the development of our area of law.

We would also like to thank Paul for his long service to the Society, both as the Editor of the Industrial Law Journal for the astonishing period of 32 years (1977 to 2009) and, from 2001, as Vice President. Paul has spoken regularly at ILS events and – even when not a speaker – always makes valuable contributions from the floor in the best traditions of the Society, most recently during Patrick's celebration in March of this year.

We very much hope that Patrick and Paul will continue to attend the Society's events despite their "retirement" from active duties.

We are incredibly honoured to announce that Lord (John) Hendy KC has agreed to take over the position of Honorary President from Patrick with immediate effect. John's long and distinguished association with the Society, and his unparalleled contribution to UK employment law, will be familiar to you all. We could not hope for a better successor to Patrick.

We are also delighted to inform members that Rebecca Tuck KC and Caspar Glyn KC, who are long standing supporters of the Society and its activities, as well as former Chairs, have been appointed Vice-Presidents as of this evening.

3. Treasurer and Secretary

We would also like to record our thanks to Nike Balogun (now HHJ Balogun) and Rachel Wedderspoon (for some time now, Employment Judge Wedderspoon), who are stepping down after ten years as Treasurer and six years as Secretary respectively.

Nike and Rachel have both spent many years on the Executive Committee and have made a huge contribution to the smooth running of the Society, as well as initiating and chairing events. They will be greatly missed.

4. Membership

There continues to be financial pressures since the pandemic on both individuals and businesses alike, and whilst there has been a small reduction of membership which is regrettable, it is of course not surprising. At its heart, the Society still has a strong and active core membership base, for which we are very grateful.

5. Principal activities

Hybrid and occasional In Person Only Evening Meetings

Given that more members today divide their time between working in offices and working remotely from home, hybrid sessions remain incredibly popular and a great method to reach a wide audience.

Nonetheless, the Society has hosted a small number of in person only meetings: sometimes to secure speakers who prefer not to address a hybrid audience; where hybrid facilities are not available (usually at regional venues); or when the Committee believes that a particular session would benefit greatly from a room of attendees engaging in debate both during and after the session at drinks.

Regardless of the format — in-person, hybrid, or online only — the Society remains dedicated to providing excellent evening/lunch-time meetings on current and topical issues free of charge to members.

We would like to express our gratitude to the speakers who contributed to the Society's Evening (and lunch-time!) sessions in 2024 and 2025, and to those who chaired them. These meetings were as follows:

London Evening Meeting (Hybrid): London: 22 October 2024

Dr Francesca Moore, Associate Professor in Geography: *Private harms, public justice? Sexual misconduct, law and feminist protest in the era of #MeToo*

London Evening Meeting (In Person Only): London: 12 November 2024

Kate Bell, Assistant General Secretary of the TUC; Neil Carberry, Chief Executive of the Recruitment & Employment Confederation; and Will Winch, Partner, Mishcon de Reya LLP:

A panel session which discussed the new Labour government's plans for employment law

Cambridge: Joint (In Person Only event) with Woolf Institute: 25 November 2024

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge: *Religion and Belief Discrimination: Where Next?* This event was attended by Lady Hale and was followed by dinner for attendees. We would like to express our gratitude to Sarah Fraser Butlin KC, Lady Hale and all those involved at Woolf Institute. Grateful thanks also recorded to Clive Day, the Society's regional representative in Nottingham, for proposing and organising the event.

London Evening Meeting (Hybrid): London: 10 December 2024

The Honourable Mr Justice Sheldon: *The influence of the Human Rights Act on our employment law*

Lunch-time webinar: 15 January 2025

Samantha Mangwana, Director, Head of Strategy, byrne-dean: *New Year, new thinking? Sexual harassment – the new duty and new ideas to make it work*

Manchester: Evening Meeting (In Person Only): 23 January 2025

Professor Alan Bogg, Bristol University and Michael Ford KC, Old Square Chambers
Employment Rights Bill – Where are we now?

Manchester: Evening Meeting (In Person Only): 13 February 2025

REJ David Franey and Rachel Owusu-Agyei, Old Square Chambers: ***Making the most of Dispute Resolution Appointments and Preparing for Case Management***

Evening Webinar: 4 March 2025

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge: ***A proportionate response: where are we now on manifestation of religion and belief?***

London Evening Meeting (Hybrid): 12 March 2025

Schona Jolly KC, Cloisters: ***Reflections on Race Equality in the UK: has the law delivered?***

London Evening Meeting (Hybrid): 30 April 2025

Sir Brian Langstaff KC: ***How does infected blood affect employment? Does the Infected Blood Inquiry provide the answer?***

You will see from the list of sessions above, that in addition to events in Cambridge and London, the Society also held two in-person meetings in Manchester. These were the first regional sessions there since the pandemic and were arranged and hosted by Jo Seery, the Society's regional representative in Manchester.

We would like to take this opportunity to express our gratitude to Jo for organising these sessions, which drew a great number of in person attendees. We hope that these will serve as the first of many future regional sessions.

One Day Event in honour of Sir Patrick Elias

The Society held a one-day workshop on 28 March 2025 at Selwyn College, Cambridge to celebrate and reflect upon Patrick Elias' legacy as a judge, advocate, and scholar.

There was a range of panels reflecting on Patrick's many contributions to labour law comprising:

Professor Simon Deakin, ***Sir Patrick and employment status***, with a comment from Brian Napier KC;

Dr Joe Atkinson, ***Sir Patrick and human rights in employment law***, with a comment from Shantha David

Professor ACL Davies, ***Sir Patrick on the employment contract***, with a comment from Stuart Brittenden KC

The foregoing panels were chaired by Lord Sales.

Professor Sandra Fredman, *Sir Patrick and Equal Pay*, with a comment from Anna Beale KC

Professor Catherine Barnard and Sarah Fraser Butlin KC, *Sir Patrick and discrimination law*, with a comment from Jo Omambala KC

The foregoing panels were chaired by Singh LJ.

Judge Simon Auerbach, *Sir Patrick on causation in employment law*, with a comment from Dr Charles Wynn-Evans

Professor Keith Ewing, *Sir Patrick and trade union rights*, with a comment from Andrew Burns KC

Professor Alan Bogg, *Sir Patrick as Judge and Jurist*, with a comment from Underhill LJ.

The foregoing panels were chaired by Lady Simler

This was a fantastic event which celebrated Patrick's career. It was a who's who of attendees and was an amazing day, followed by a wonderful evening.

We would like to take this opportunity to record our thanks to contributors and those chairing but also to pay particular thanks to Sarah Fraser Butlin KC, and Professors Catherine Barnard and Alan Bogg, for putting together such a superb event in celebration of Patrick and for making it truly special.

2024 Annual Conference: Keble College, Oxford

The 2024 Annual Conference was hosted at St John's College in Cambridge. This was the Society's second in person only Conference since lockdown and it sold out with 155 attendees. There was a very lively and friendly atmosphere at the Conference with delegates expressing how much they enjoyed it.

Speaker sessions and contributions were superb, details of which are outlined below:

Panel Session: *The ethics of employment lawyering*

Those sharing the platform were Beth Hale, Partner and General Counsel at CM Murray LLP; Iain Miller, partner at Kingsley Napley LLP; and Richard Moorhead, Professor of Law and Professional Ethics, University of Exeter.

The Panel session was chaired by Charles Wynn-Evans, Partner and International General Counsel, Dechert LLP

Plenary Sessions:***Is Equal Pay broken? A debate***

Ijeoma Omambala KC, Old Square Chambers and Sean Jones KC, 11KBW

Religion and belief discrimination: where next?

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge

The rights, wrongs, risks and regulation of AI at work

Robin Allen KC, Cloisters and Mary Towers, Employment Rights Policy Officer in the Rights, Social Affairs and Economics department at the TUC

A Discrimination Law Miscellany

HHJ Simon Auerbach

Workshops:***Employment Tribunal or High Court – how to decide which jurisdiction to choose***

Clare Brereton, Partner, BDBF LLP

Best practice in investigations: avoiding common pitfalls

Arpita Dutt, Independent Investigator and Mediator – Arpita Dutt Consulting and Luke Watkeys, Director & HR Consultant, Compose HR

Reinstatement and re-engagement: tactics and strategy

Thomas Ogg, 11KBW

How can the government best deliver “a new deal for working people”?

Nick Denys, Head of Private and Commercial Law, The Law Society

After-Dinner Speaker Sir Patrick Elias KC

We are incredibly grateful to all of the Society’s Conference speakers and to all those who chaired at the Conference.

6. Plans for 2025/2026

We are pleased to confirm that the Society will be hosting the Summer Quiz/Drinks Party at UNISON on Thursday 26 June 2025, details of which will undoubtedly be circulated very soon. Please do sign up to what we anticipate will be a very enjoyable social event.

The Society’s Annual Conference is scheduled to take place at Keble College in Oxford on Friday 12 and Saturday 13 September this year. Full details will hopefully be circulated in early to mid June.

7. Thanks

Change

We would like to take this opportunity again to record thanks to all those who have given their time to contribute to ILS events as speakers, organisers or chairs as well as our thanks to the Committee for their work during the year and the members of the Society for your continued participation and support.

Finally, we would also like to wish the newly elected Co-Chairs and Executive Committee for 2025 to 2027 all the very best. The Society has brilliant new leadership which promises much and will achieve more and we look forward to seeing the Society continue to prosper.

Anna Beale and Robert Lewis
Co-Chairs

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

OF THE INDUSTRIAL LAW SOCIETY

I report on the accounts of the Society for the year ended 31 December 2024, which are set out on pages 1 to 4.

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey
3 Page Road
BOWERS GIFFORD
Basildon
Essex SS13 2HP

ACCOUNTANT'S REPORT

In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

R D Ginbey
3 Page Road
BOWERS GIFFORD
Basildon
Essex SS13 2HP


THE INDUSTRIAL LAW SOCIETY
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 DECEMBER 2024

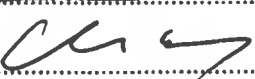
		<u>2024</u>	<u>2023</u>
	£	£	£
INCOME			
Subscriptions: Individual		25,605	25,252
Corporate		14,130	14,045
Journal Sales		17,698	16,146
		-----	-----
		57,433	55,443
LESS EXPENDITURE			
Postage & Stationery	420		231
Employment Expenses:			
Inc. employers' NI	32,492		32,362
Insurances	2,885		2,769
Information Commissioners Office	35		35
Secretarial Expenses	-		-
Affiliation and accreditation Fees	112		266
Bank Charges	2,185		1,586
Printing	-		-
Telephone			
(incl e-mail/broadband/zoom)	2,164		2,508
Accountancy & Payroll Administration	1,845		1,395
Gifts	-		538
Miscellaneous	120		-
Email/website development	-		268
OUP	-	42,258	-
	-----	-----	-----
		15,175	13,485
SURPLUS/(DEFICIT) ON CONFERENCES & EVENING MEETINGS			
		(17,592)	(20,602)
		-----	-----
(DEFICIT)/SURPLUS FOR THE YEAR		<u>(£ 2,417)</u>	<u>(£ 7,117)</u>

THE INDUSTRIAL LAW SOCIETY

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2024

	<u>2024</u>	<u>2023</u>
	£	£
ASSETS RETAINED FOR THE CHARITY'S OWN USE		
Office Equipment at Cost	15,239	15,059
Additions	43	180
	-----	-----
	15,282	15,239
	-----	-----
CASH ASSETS		
Cash at Bank	86,739	89,199
	-----	-----
LIABILITIES		
HMRC	967	541
Payroll Admin	-	450
Telephone	345	284
(incl e-mail/broadband/zoom)	47	-
Annual Conference	-	120
Evening Meeting	39	-
Bank Charges	-	11
	-----	-----
	<u>£1,398</u>	<u>£ 1,406</u>

Approved  Co-Chair (ANNA BEALE KC)

Approved  Co-Chair (ROBERT LEWIS)

THE INDUSTRIAL LAW SOCIETY
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 DECEMBER 2024

		<u>2024</u>	<u>2023</u>	
	£	£	£	£
ANNUAL CONFERENCE				
Income		58,408		57,890
Less Expenses				
Venue hire (incl: AV Aids)	49,473		55,519	
Speakers	631		956	
Postage, Printing, Promotion & consumables	262		415	
		50,366		56,890
SURPLUS/(DEFICIT)		8,042		1,000

SUMMER PARTY (JUNE)

	£	£	£	£
Income		-		3,415
Less Expenses				
Hire of venue	-		3,154	
Speakers	-			
Postage, Printing & Promotion	-		-	
Donation on behalf of Winning Quiz Team to FRU	-		375	
	-			3,529
SURPLUS/(DEFICIT)		-		(114)

THE INDUSTRIAL LAW SOCIETY
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 DECEMBER 2024

		<u>2024</u>	<u>2023</u>	
	£	£	£	£
ONE DAY EVENT IN HONOUR OF SIR PATRICK ELIAS (MARCH 2025)				
Income		4,850		-
Less Expenses				
Hire of venue (deposit)	435			-
Speakers			-	
Postage, Printing & Promotion			-	
		435		-
	-----	-----	-----	-----
SURPLUS/(DEFICIT)		4,415	-	
 EVENING MEETINGS: (ALL CENTRES)				
Income		1,050		633
Expenses				
Hall Hire	28,113		20,162	
Speakers expenses	1,345		495	
AV Technician	1,151		1,120	
Postage, Printing, Promotion & consumables	490	31,099	344	22,121
	-----	-----	-----	-----
SURPLUS/(DEFICIT)		<u>(30,049)</u>		<u>(21,488)</u>
 TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS				
		<u>(17,592)</u>		<u>(20,602)</u>

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Treasurer's Report 2024

This years report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

Subscription Income/Journal Sales

Income from Journal sales, which continue to greatly supplement the Society's finances, increased to £17,698 being received from OUP in respect of the profit share scheme this year.

So as to address the higher costs of hosting our events and the day to day running of the Society, details of which I will address below, subscription rates were, reluctantly, increased (by £5 for Individual members and £10 for Corporate members), having remained unchanged previously for several years.

General Income & Expenditure

The Society made a deficit of £2,417. This amount would have been higher had we not received surplus of income of £4,415 from the One Day Event in Honour of Sir Patrick Elias. Unusually bookings opened for it during the financial year end for 2024, although the event was held in March 2025. Liabilities in relation to hosting it will therefore be paid in 2025. If you allow for the liabilities likely to be owed for the One Day Event in Honour of Sir Patrick, which are yet to be confirmed, it is anticipated that the Society's deficit for the year will have been a little higher than it was in 2023.

The Society made a healthy surplus of £8,000 on the Annual Conference which was held at St John's College in Cambridge. The Society was fortunate in negotiating a discount of £8,251 on their final invoice as it transpired that the College had over priced their initial costings by not taking our VAT exemption into account.

There was a significant increase of £8,561 in the cost of hosting the Society's evening meetings in 2024. To try and save money, the Society's Executive Committee had investigated switching venues in London but quotes received from suitable alternative venues were on a par with The Law Society.

While banking charges for electronic and online payments increased by some 31%, the overall general day to day running of the Society saw only a modest increase in monetary terms of £300 for the year. These included notable higher costs for payroll services and stationery.

Income of some £1,050 was received from non-members attending our evening meetings; a 49% increase on the previous year.

There was a miscellaneous charge of £120 for a donation made to Britten Pears Arts. This was half of the sweepstake monies raised at the 2023 Annual Conference (with the other £120 being donated to Scope in 2023). Britten Pears Arts was the chosen

charity of the after-dinner speaker. The £120 donation made to the charity did not however clear until 2024.

General

It is reassuring that, despite the rising costs incurred in 2024, particularly for venue hire which are largely beyond our control, the Society's financial position remains relatively stable with the Society maintaining a healthy amount of money in the bank. We should not be unduly worried about finances despite the current environment of increasing costs and austerity, but we cannot be complacent either.

There was a reduction of 3.5% in membership numbers in 2024, which is not what we would have hoped for. However, it was not unexpected due to cost of living/austerity measures etc. How the Society goes about balancing venue hire costs and membership fees will no doubt be an important focus for the newly elected Committee.

The conservative management of the Society's finances allows us to continue in our dedication of our founding aim of fostering engagement with individuals interested in employment law and industrial relations through its meetings and conferences. The Society is truly grateful for the continued support of our core, longstanding membership.

Finally, as you will have heard from the results of the AGM tonight, I am stepping down from my role as the Society's Treasurer after 10 years in post. I look forward to continuing to attend the Society's events as an active member though. I would also like to take this opportunity to wish the newly elected Treasurer, Co-Chairs and Vice-Chairs and Executive Committee every success in the future.

Nike Balogun
Treasurer, ILS