

CITY OF LONDON LAW SOCIETY
EMPLOYMENT LAW COMMITTEE

Held remotely
on Wednesday 10 September 2025
at 1.00 pm

MEETING MINUTES

In person/remote:

1.	Helena Derbyshire (Chair)	Skadden, Arps
2.	Damian Babic (Minutes)	Skadden, Arps
3.	Mark Greenburgh	Greenburgh & Co
4.	Jane Mann	Fox Williams
5.	Michael Leftley	Addleshaw Goddard
6.	Paul Griffin	Norton Rose Fullbright
7.	Colin Leckey	Lewis Silkin
8.	Elaine Aarons	Withers
9.	Chinwe Odimba-Chapman	Clifford Chance
10.	Sian Keall	Travers Smith
11.	Kevin Hart	CLLS
12.	Patrick McCann	CLLS

Apologies:

1.	Anne Pritam	Stephenson Harwood
2.	David Sims	DAC Beachcroft
3.	Rebecca Harding-Hill	BCLP

1. Apologies were noted from those who were absent.
2. The minutes from the last meeting were approved.
3. The Chair noted that the Committee's response to the ethnicity and disability pay gap reporting consultation paper had been submitted after the last meeting. The Chair thanked the Committee (and their colleagues) for their contributions to the response.
4. The Chair introduced Patrick McCann to the Committee who is the new CEO of the CLLS.
5. The Chair noted to the Committee that Nick Roberston had resigned from the Committee and thanked him for his contributions.
6. EA reported on her discussion with the CLLS Regulatory Committee in relation to its discussions with the FCA on their remuneration codes. EA set out the background to

the issues that were discussed, in particular proposed reforms aimed at the international competitiveness of the UK financial services sector particularly compared to the United States. EA explained that there had been discussion about the increased use of discretion in incentive plans in “good leaver” scenarios, the use of deferrals to discourage competition and the broad application of summary dismissal termination events.

Discussion of diversity, equity and inclusion initiatives

7. The Chair opened a discussion on diversity, equity and inclusion initiatives in the City in response to President Trump’s reforms in the United States. The Committee noted that some of the matters addressed in Trump’s Executive Orders from early 2025 were already unlawful as a matter of English employment law. The Committee also discussed the potentially large penalties for failing to comply with the new rules. The Committee generally agreed that activity in this area had settled in recent months but did generally agree that the term “diversity” was often being removed from corporate policy documents.
8. The Committee also considered the employee relations impact of some of the reforms. In addition, some members of the Committee had noted that some clients had experienced a material change in workplace culture at some employers located in the United States.
9. The Committee discussed diversity, equity and inclusion programmes and how they work in practice, both prior to the Trump changes and afterwards.

Any other business

10. PM noted that the CLLS produces a quarterly magazine and suggested that this might be a topic to be included in the next edition. The Chair agreed to discuss this with PM separately.
11. The Chair noted that further consultation was coming shortly on the Employment Rights Bill and said that the Committee may want to consider responding to it given the good work done on the response to the consultation on ethnicity and disability pay gap reporting.
12. KH invited the Committee the Celebration of Impact Dinner that would be held on 7 October 2025 (further details of the event can be found here: <https://citysolicitors.org/2025/07/09/celebration-of-impact/>).