

WORK+FAMILY CALENDAR 2020



We're helping HR and Diversity professionals plan for 2020 with related events to attend, dates to be aware of, and opportunities to plan for.



January 2020

Notable Events	Date(s)	More Information
Start of the School Term - England, Scotland, Wales, & Ireland	Monday 6 th January 2020	Most schools open around this time
Blue Monday - England, Scotland, Wales, & Ireland	Monday 20 th January 2020	The third Monday of January has been awarded the gloomy title due to a combination of post-Christmas blues, cold dark nights and the arrival of unpaid credit card bills. https://www.awarenessdays.com/awareness-days-calendar/blue-monday-2020/

For your Employees

Event	Type	Date
Work+Family Webinar: Parenting and Eldercare in the Digital Age	Webinar	Wednesday 22 nd January 2020 12:30 PM – 13:15 PM

Register: https://goto.webcasts.com/starthere.jsp?ei=1267644&tp_key=62b0b97778

Whether you consider yourself tech-savvy or tech-weary we're looking at how our devices enrich and enable us. In our parenting and caring commitments, how can we harness the full potential of what's available? We'll explore practical strategies for using tech to our advantage in our family relationships and interaction with loved ones.

For HR & Diversity Professionals

Event	Type	Date
Women in Hospitality Travel and Leisure (WiHTL): Navigating the Data Minefield: Gender Pay Gap, Metrics, Ethnicity Pay Gap, Legislative requirements	Masterclass for HR and Diversity in London	Tuesday 14 th January 2020 12:30 PM – 15:00 PM

Register: <https://docs.google.com/forms/d/e/1FAIpQLScMxALINnr5jB5387MR7MRRBnDjAvDB7AMWw3aZD8KaFTzyw/viewform>

WiH2020 is devoted to increasing women's and ethnic minorities' representation and diversity as a whole in leadership positions across Hospitality, Travel and Leisure.

They believe that through collaboration we can amplify the impact of individual diversity initiatives, together we can have a bigger, louder voice for the good of the HTL industry.

<https://www.wih2020.com/news-events>

Event	Type	Date
HR and Diversity Leaders Webinar, jointly with HR DataHub - How to Close your Gender Pay Gap	Bright Horizons Webinar with HR DataHub	Thursday 16 th January 2020 – 11:00 AM – 11:45 AM

Register:

<https://attendee.gotowebinar.com/rt/511394255164203533>

Gender Pay Gap legislation is well into its third reporting period in the UK, making it time to look at what measures are actually effective in closing the gap.

In this 45-minute webinar Bright Horizons Work+Family Solutions and HR DataHub team up to review what employers have put in place to address their pay gaps and their relative impact.

Drawing on trends and insights from reporting so far, Government guidance and HR DataHub's analysis of 100 of the UK's biggest employers' Gender Pay Gap reports along with Bright Horizons' and HR DataHub's collective professional experience working with leading employers, our experts will be examining:

- What do we know about the drivers of the UK Gender Pay Gap so far?
- What actions are large employers taking, and how do they link with their pay gaps?
- The 'parenting penalty' and the 'cost of caring'. Gender Pay Gaps are not only about children or eldercare, but how do you make sure you do level the playing field in these key areas?
- What does all this mean for your own Gender Pay Gap Action Plan?

Join David Whitfield, Founder of HR Datahub and Jennifer Liston-Smith, Head of Coaching, Consultancy & Thought Leadership at Bright Horizons Work+Family Solutions for a real insight into what's actually happening on the Gender Pay Gap front and how you can apply the learning to your organisation.

February 2020

Notable Events	Date(s)	More Information
Time to Talk Day 2020 - England, Scotland, Wales & Ireland	Thursday 6 th February 2020	Mental health problems affect one in four of us, yet too many people are made to feel isolated, ashamed and worthless because of this. Time to Talk Day encourages everyone to be more open about mental health – to talk, to listen, to change lives. Talking about mental health can feel awkward, but it doesn't have to. This year, Time to Change is using the popular game ' Would you rather? ' to help break the ice and get the conversation flowing. https://www.time-to-change.org.uk/get-involved/time-talk-day
School Half Term - Scotland	Monday 10 th February 2020 – Thursday 13 th February 2020	Most schools in Scotland close around these days
School Half Term – Ireland & Wales	Monday 17 th February – Friday 21 st February 2020	Most schools in Ireland & Wales close around these days
School Half Term - England	Monday 17 th February – Friday 28 th February 2020	Most schools in England close around these days

For your Employees

Event	Type	Date
Work+Family Webinar: Love & Work: Balancing Career and Relationships	Webinar	Thursday 13 th February 2020 12:30 PM – 13:15 PM

Register: https://goto.webcasts.com/starthere.jsp?ei=1267654&tp_key=2305d054a9

This session reveals how successful couples pay attention to their relationships alongside demanding professional roles and wider family commitments. Whether you're a male-female couple, a same sex partnership, a blended family, a separated couple, or an established pair about to be rocked by an older dependent parent moving in, there are roles to carve out and assumptions to address. We'll introduce you to coaching frameworks, practical tips and expert advice.

For HR & Diversity Professionals

Event	Type	Date
HRreview Webinar – Family-Friendly Business Practice on a Global Scale	HRreview and Bright Horizons Webinar	Thursday 6 th February 2020 14:00 PM – 15:00 PM

Register: <https://www.hrreview.co.uk/inside-hr-webinars/family-friendly-practice/116750>

Increasingly employers want a joined-up global approach to supporting employees in combining work and family. Driven by the competition for talent, greater transparency on gender pay gaps and new gender-neutral expectations around parental leave, we need to 'think globally and act locally' working with differing cultural considerations, circumstances and expectations.

In this lively and practical webinar, James Marsh will be discussing emerging global family-friendly trends and solutions with leading global employers along with Jennifer Liston-Smith, Head of Coaching, Consultancy & Thought Leadership at Bright Horizons Work+Family Solutions as well as Andrea Wicks-Bowles, Senior Consultant, Director Global Initiatives at Bright Horizons. We'll place particular emphasis on what the UK can learn from, and offer to, other global regions.

Since Bright Horizons acquired My Family Care in February 2019, the combined business serves over 1,100 client organisations globally, bringing deep insights into best practice on policy and on provision from workplace nurseries and backup care to coaching for parents and carers, training for line managers and online resources such as the Parental Leave Toolkit.

Employer Awards

CIPD Ireland HR Awards 2020

Awards

Friday 14th February 2020

More Information: <https://www.cipd.ie/events-networks/awards>

March 2020

Notable Events	Date(s)	More Information
International Women's Day	Sunday 8th March 2020	www.internationalwomensday.com
Public Holiday: St Patrick's Day - Northern Ireland	Tuesday 17th March 2020	

For your Employees

Event	Type	Date
Work+Family Webinar: In Conversation: Returning to Work	Webinar	Wednesday 25 th March 2020 12:30 PM – 13:15 PM

Register: https://goto.webcasts.com/starthere.jsp?ei=1267659&tp_key=00d7081680

Spend these 45 minutes with us planning your comeback. After a period of lengthy leave from work, confidence can dip, career vision and values may have shifted and there will be times when you wonder if it's all possible. Planning important conversations with significant people at work and at home is an important step. You can re-establish strong connections that will help you combine career and family. You may well also need to build some new connections. This session will explore how we identify our key stakeholders and nurture our connections.

For HR & Diversity Professionals

Event	Type	Date
Women in Hospitality (WiHTL) Flexible Agile Smart Workshop	Masterclass for HR and Diversity in London	Tuesday 4th March 2020 13:30 PM – 17:00 PM

Register: https://docs.google.com/forms/d/1_YPXZijuxp_oU7lbPjGELg5tpzvrxuT7_2L4eKTFes/viewform?edit_request_ed=true

WiH2020 is devoted to increasing women's and ethnic minorities' representation and diversity as a whole in leadership positions across Hospitality, Travel and Leisure.

This Masterclass led by Bright Horizons Work+Family Solutions is designed to enable employers to craft win-win solutions for the ways of working that deliver business results while allowing a better work-life blend.

Event	Type	Date
Women in Hospitality (WiHTL) Masterclass Working Parents – How Do You Stay Sane?	Masterclass for HR and Diversity in London	Monday 16 th March 2020 14:00 PM – 17:00 PM

Register: https://docs.google.com/forms/d/1V8Zr9AHgWd_cb_lPWxRLPMMHXaCKXiZdsvB85cCFIk/viewform?edit_requested=true

WiH2020 is devoted to increasing women's and ethnic minorities' representation and diversity as a whole in leadership positions across Hospitality, Travel and Leisure.

This Masterclass will help you to:

- Manage multiple stakeholders
- Negotiate flexible working arrangements
- Navigate your career as a working mum or dad

Event	Type	Date
HR & Diversity Leaders Employer Experience Webinar – Legal Sector	Webinar	Wednesday 25 th March 2020

Register: <https://register.gotowebinar.com/register/4556165482617335051>

As part of our thought leadership programme in 2020, we're running a series of Employer Experience webinars for the HR community, shining a spotlight on leading employers in specific sectors, sharing best practice on the D&I agenda. We'll be showcasing different employers' stories in tackling everything from gender diversity challenges, to implementing flexible working to supporting working parents and carers.

Join us for 30 minutes of conversation about best practice in the Legal sector hosted by Jennifer Liston-Smith, Head of Coaching, Consultancy & Thought Leadership at Bright Horizons Work+Family Solutions. She'll be joined by Legal sector influencers and HR and Diversity Professionals at leading Law firms / Legal Sector employers.

Employer Awards

Women in Business Awards 2020 (WIBA20)	Awards	March 2020 (TBC)
More Information: https://downtowninbusiness.com/awards/wiba/		
REBA Employee Wellbeing Awards	Awards	Thursday 5 th March 2020
More Information: https://reba.global/event/employee-wellbeing-awards-2020		
The Irish HR Champion Awards 2020	Awards	Friday 20 th March 2020

More Information: <https://blacksquare.ie/awards/>

April 2020

Notable Events	Date(s)	More Information
Parental Bereavement Leave and Pay Act 2018 Comes into Force	Monday 6 th April	The Parental Bereavement Leave and Pay Act will come into force in April 2020. This will give all employed parents the right to two weeks of leave if they lose a child under the age of 18, or suffer a stillbirth from 24 weeks of pregnancy. If employees have 26 weeks of continuous pay, they will be entitled to paid leave at the statutory rate, while other employees will be entitled to unpaid leave.
Start of the New Tax Year	Monday 6 th April	
School Holidays - England, Scotland, Wales & Ireland	Monday 6 th April – Friday 17 th April 2020	Most England, Scotland, Wales & Ireland schools close around this date
Public Holiday: Good Friday – England, Scotland, Wales & Ireland	Friday 10 th April 2020	
Public Holiday: Easter Monday - England, Wales & Ireland	Monday 13 th April 2020	

For your Employees

Event	Type	Date
Work+Family Webinar: Choosing the Right Childcare	Webinar	Wednesday 29 th April 2020 12:30 PM – 13:15 PM

Register: https://goto.webcasts.com/starthere.jsp?ei=1267661&tp_key=10c055d032

For many parents, choosing a nursery is an overwhelming prospect - what are the best questions to ask, and what makes a setting 'outstanding'? In this practical session we will be taking an in-depth look at nursery and creche provision. Getting the right childcare provision is essential for busy working parents to thrive at work and keep things on track at home. Our Childcare Search Consultant will provide top tips and helpful guidance on how to approach choosing the best nursery for you and your family.

For HR & Diversity Professionals

Event	Type	Date
HRreview Webinar: Childcare & the Gender Pay Gap – Baby Steps or a Giant Leap?	Webinar	Thursday 30 th April 2020

Register: <https://www.brighttalk.com/webcast/12443/381157>

Research (published by LSE, London School of Economics) suggests there is stronger evidence for the impact of childcare and in-work benefits on closing the gender pay gap, than there is for parental leave and pay policies. OECD evidence also suggests affordable quality childcare is the main driver in achieving better female labour market participation outcomes.

What are leading employers doing to make it easier for talented and experienced working parents to ‘have it all’? How do you keep career on track and yet be the parent you want to be? And is helping with childcare the glaringly obvious solution that employers might be overlooking?

By April 2020, we’ll have data from three rounds of Gender Pay Gap reporting. It’s clear that truly closing the gap will take decades to achieve and there are some home truths in the data: it’s not an homogenous picture. The gender pay gap among all full-time employees stands at 8.9%, little changed from 2018 while for age groups under 30 years, the gender pay gap for full-time employees is now close to zero. It is at childbearing years that the gap sets in and never closes.

At 72% the female employment rate in 2019 was the highest seen since comparable records began in 1971 (52.8%) and yet, as the recent Government Department for Business Energy and Industrial Strategy consultation document on Family Support summed it up: ‘Women who have children are more likely to: leave employment; reduce their hours of work; move into lower paid roles; and move into roles which are not commensurate with their qualifications and experience. In short, it appears that mothers are trading-off pay and career progression for increased flexibility.’

In this webinar we’ll be examining the progress in closing the gap with a spotlight on working mothers and what the government and employers are doing to level the playing field.

Join James Marsh, our panel of employers and thought leaders, including Denise Priest, Director of Employer and Strategic Partnerships at Bright Horizons, for an insightful and lively discussion.

Employer Awards

Northern Ireland Equality & Diversity Gala & Awards 2020	Awards	Friday 3 rd April 2020
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More Information: <https://www.legal-island.com/event/northern-ireland-equality-and-diversity-gala-awards/>

May 2020

Notable Events	Date(s)	More Information
Public Holiday: May Day Bank Holiday - Ireland	Monday 4 th May 2020	
Public Holiday: Early May Day Bank Holiday (VE Day England) – England, Scotland & Wales	Friday 8 th May 2020	May Day is traditionally held on a Monday but will be put back to Friday as the UK will celebrate the 75 th anniversary of VE Day.
International Day of Families	Friday 15 th May 2020	
Mental Health Awareness Week	Monday 18 th May – Sunday 24 th May 2020	
Public Holiday: Late May– England, Scotland, Wales	Monday 25 th May 2020	
Half Term – England & Wales	Monday 25 th May – Friday 29 th May 2020	Most schools in England and Wales close around this time

For your Employees

Event	Type	Date
Work+Family Webinar: Understanding Anxiety	Webinar	Thursday 21 st May 2020 12:30 PM – 13:15 PM

Register: https://goto.webcasts.com/starthere.jsp?ei=1267663&tp_key=cf1f38ccff

Join a conversation aimed at boosting wellbeing through better understanding. This session explores some of the broad definitions of anxiety and how it can impact on an individual's ability to carry out everyday activities and routines when it becomes a longer-term condition. We will pay attention to the varied underlying causes of anxiety and explore some possible techniques to address the causes and the symptoms. Invest a productive 45 minutes and develop your understanding of Generalised Anxiety Disorder (GAD) whether you are keen to learn more for yourself individually, or to be better equipped to support a team member or indeed a loved one.

For HR & Diversity Professionals

Event	Type	Date
Gender Pay Gaps and Shared Parental Leave: The Changing Landscape for Family-friendly Employers in Ireland	Webinar for Irish Employers	Thursday 7 th May 2020

Register: <https://attendee.gotowebinar.com/register/5094475380460391435>

Forthcoming Gender Pay Gap (GPG) and Shared Parental Leave legislation means Irish employers will be in the spotlight on both gender equality and support for working parents.

Many leading employers are already tackling these ahead of the legal push, as part of diversity, talent and good business sense.

Join a stimulating and informative session to hit the ground running, examining current practice in Ireland as well as drawing out key lessons from the UK where Gender Pay Gap reporting and Shared Parental Leave insights have been hard won over the past few years.

We'll include a focus on addressing the key 'motherhood' and 'good daughter' penalties through gendered assumptions around parenting and caring and supporting more gender-inclusive models of parenting. Speakers include Ruth Thomas, Industry Principal, Curo Compensation and Jennifer Liston-Smith, Head of Coaching, Consultancy & Thought Leadership at Bright Horizons Work+Family Solutions.

Event	Type	Date
HR & Diversity Leaders Employer Experience Webinar – Tech Sector	Webinar	Wednesday 20 th May 2020 11.00am 11.00 AM - 11.30 AM

Register: <https://register.gotowebinar.com/register/1849352572986357003>

As part of our thought leadership programme in 2020, we're running a series of Employer Experience webinars for the HR community, shining a spotlight on leading employers in specific sectors, sharing best practice on the D&I agenda. We'll be showcasing different employers' stories in tackling everything from gender diversity challenges, to implementing flexible working to supporting working parents and carers.

Join us for 30 minutes of conversation about best practice in the Tech sector hosted by Jennifer Liston-Smith, Head of Coaching, Consultancy & Thought Leadership at Bright Horizons Work+Family Solutions. She'll be joined by tech sector influencers and HR and Diversity Professionals at leading tech sector employers.

Employer Awards

HR Leadership & Management Awards 2020 - Ireland

Awards

Wednesday 6th May 2020

More Information: <https://www.hrwards.ie/>

The UK Employee Experience Awards 2020

Awards

Thursday 14th May 2020

More Information: <https://e-x-a.co.uk/>

June 2020

Notable Events	Date(s)	More Information
School Term Starts - England, Scotland & Wales	Monday 1 st June 2020	
June Bank Holiday - Ireland	Monday 1 st June 2020	
National Carers Week 2020	Monday 8 th June 2020 to Sunday 14 th June 2020	https://www.carersuk.org/news-and-campaigns/campaigns/carers-week

For your Employees

Event	Type	Date
Work+Family Webinar: Caring, Connecting and Your Career PRO BONO	Webinar	Thursday 11 th June 2020 12:30 PM – 13:15 PM

Register:

<https://docs.google.com/forms/d/e/1FAIpQLScMxALINnr5jB5387MR7MRRBnDjAvDB7AMWw3aZD8KaFTzyw/viewform>

Each year we make our expert advice available to the widest possible audience of busy working people, through hosting some 'pro bono' webinars. These are not confined to our clients' employees but open to all. It's one of our many ways of giving something back. So here's our open door to support and offer our expertise for Carers Week.

For HR & Diversity Professionals

Event	Type	Date
REBA - Employee Wellbeing Congress 2020	Conference	Thursday 18 th June 2020

Register: <https://www.employee wellbeing congress.co.uk/about>

Come and talk to us at REBA. You'll find Bright Horizons on stand 23

The Employee Wellbeing Congress is the UK's largest dedicated event for corporate wellbeing. The Congress focuses on all aspects of wellbeing - the three traditional pillars of physical, mental and financial wellbeing along with the emerging fourth pillar of social wellbeing.

This collaborative learning event is aimed at forward-thinking senior reward and benefits professionals who are putting employee wellbeing at the centre of their reward and benefits strategies. We aim to discover, learn, share experience and shape the future of wellbeing strategy together. building positive cultures and driving employee engagement - combining inspiration and practical application.

Event	Type	Date
HR & Diversity Leaders	Webinar	Thursday 25 th June 2020
Employer Experience Webinar – Insurance Sector		

Register: <https://attendee.gotowebinar.com/register/1242934526872602379>

As part of our thought leadership programme in 2020, we're running a series of Employer Experience webinars for the HR community, shining a spotlight on leading employers in specific sectors, sharing best practice on the D&I agenda. We'll be showcasing different employers' stories in tackling everything from gender diversity challenges, to implementing flexible working to supporting working parents and carers.

Join us for 30 minutes of conversation about best practice in the Insurance sector hosted by Jennifer Liston-Smith, Head of Coaching, Consultancy & Thought Leadership at Bright Horizons Work+Family Solutions. She'll be joined by Insurance sector influencers and HR and Diversity Professionals at leading Insurance sector employers.

Employer Awards

Employee Benefits Awards & Summer Party 2020	Awards	Friday 5 th June 2020
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More Information: <https://www.employeebenefitsawards.co.uk/live/en/page/home>

HR Excellence Awards 2020	Awards	Tuesday 30 th June 2020
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More Information: <https://www.hrexcellenceawards.com/>

Working Families Best Practice Awards 2020	Awards	June 2020 (TBC)
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More Information: <https://www.workingfamilies.org.uk/employers/bestpracticeawards/>

Coming up: July – December 2020 Preview

Upcoming Events and Key dates

Event	Month	Date	More Information
For Employees Summer Holidays - Ireland	July	Wednesday 1 st July 2020 – Monday 31 st August 2020	Most schools in Ireland close around this time
For Employees Work+Family Webinar	July	Wednesday 8 th July 2020	
For Employees Summer Holidays -England	July	Wednesday 15 th July – Tuesday 1 st September 2020	Most schools in England close around this time
For Employees Summer Holidays – Wales	July	Tuesday 21 st July 2020 – Friday 28 th August 2020	Most schools in Wales close around this time
For Employees Back to School - Scotland	August	Wednesday 19 th August 2020	Most schools in Scotland close for Summer in June till August
For Employees Public Holiday - Ireland	August	Monday 3 rd August 2020	
For Employees Public Holiday – England & Wales	August	Monday 31 st August 2020	
For Employees Back to School - Wales	September	Tuesday 1 st September 2020	Most schools in Wales open around this time
For Employees Back to School - England & Ireland	September	Wednesday 2 nd September 2020	Most schools in England & Ireland open around this time
For Employees Work+Family Webinar	September	Thursday 17 th September 2020	
For Employees National Inclusion Week	September	Monday 28 th September 2020 – Sunday 4 th October 2020	https://www.inclusiveemployers.co.uk/national-inclusion-week/register-national-inclusion-week-2020

Coming up: July – December 2020 Preview

Upcoming Events and Key dates

Event	Month	Date	More Information
For Employees Work+Family Webinar	October	Thursday 8 th October 2020	
For Employees World Mental Health Day	October	Saturday 10 th October 2020	
For HR National Work Life Week 2020	October	Monday 12 th October – Friday 16 th October 2020	https://www.workingfamilies.org.uk/nationalworklife-week/
For Employees Half Term – England & Scotland	October	Monday 19 th October 2020 – Friday 30 th October 2020	Most schools in England & Scotland close around these dates
For Employees Half Term - Ireland	October	Friday 23 rd October 2020 – Monday 2 nd November 2020	Most schools in Ireland close around these dates
For Employees Half Term - Wales	October	Monday 26 th October 2020 – Friday 30 th October 2020	Most schools in Wales close around these dates
For Employees Public Holiday - Ireland	October	Monday 26 th October 2020	
For Employees National Stress Awareness Day	November	Wednesday 4 th November 2020	https://www.mind.org.uk/workplace/national-stress-awareness-day/
For Employees Work+Family Webinar	November	Wednesday 18 th November 2020	
For Employees International Men's Day	November	Thursday 19 th November 2020	https://internationalmensday.com/
For Employees St Andrew's Day - Scotland	November	Monday 30 th November 2020	
For Employees Carers Rights Day	November	November 2020 (TBC)	https://www.carersuk.org/news-and-campaigns/carers-rights-day

Coming up: July – December 2020 Preview

Upcoming Events and Key dates

Event	Month	Date	More Information
For Employees Christmas School Holidays – England, Wales & Ireland	December	Monday 21 st December 2020 – Monday 4 th January 2020	Most schools in England, Wales & Ireland close around this time
For Employees Christmas School Holidays – Scotland	December	Wednesday 23 rd December 2020 – Tuesday 5 th January 2020	Most schools in Scotland close around this time
For Employees Public Holiday - Christmas Day – England, Scotland, Wales & Ireland	December	Friday 25 th December 2020	
For Employees St Stephen's Day - Ireland	December	Saturday 26 th December 2020	
For Employees Boxing Day (Substitute Day) – England, Scotland & Wales	December	Monday 28 th December 2020	

UK Awards 2020

Women in Business Awards 2020 (WIBA20)

Entry Deadline	Announcement Date	More Information
Not specified	March 2020 (TBC)	https://downtowninbusiness.com/awards/wiba/
About	Categories	
<p>The Women in Business Awards is the premier gala awards dinner in the city region, rewarding the leading female business leaders and entrepreneurs from across the Liverpool City Region. With more than 250 leading business personalities in the room on the day, over 10,000 email addresses on their mailing list and a social media reach of hundred of thousands, sponsoring #WIBA20 is a great way to promote their brand.</p>	<ul style="list-style-type: none">• Change champion of the year 2020• Outstanding employer of the year 2020• Outstanding Newcomer of the year 2020• Outstanding PR and Marketing Agency of the Year 2020	

REBA Employee Wellbeing Awards 2020

Entry Deadline	Announcement Date	More Information
Closed	Thursday 5 th March 2020	https://reba.global/event/employee-wellbeing-awards-2020
About	Categories	
<p>These independent awards give you the opportunity to gain industry recognition for delivering excellence, celebrate the strategies that you have put in place to help individuals thrive, and come together with fellow reward and benefits professionals leading the way in employee wellbeing.</p>	<ul style="list-style-type: none">• Best Total Wellbeing Strategy• Most Effective Development to a Wellbeing Strategy• Best New Wellbeing Strategy• Best Global or International Wellbeing Strategy• Best Innovation in Wellbeing Award• Best Leadership and Culture in Wellbeing• Best Physical Wellbeing Strategy• Best Mental Wellbeing Strategy	

The UK Employee Experience Awards 2020

Entry Deadline	Announcement Date	More Information
Friday 31 st January 2020	Thursday 14 th May 2020	https://e-x-a.co.uk/
About	Categories	
<p>Now in its 6th year, the UK Employee Experience Awards reward outstanding initiatives that have improved the world of work. Top companies realise that enhancing the employee experience leads to happier workers, better customer experience and better commercial results. They want to recognise that progress!</p> <p>Joining the Awards means you can showcase your initiatives, celebrate your team's dedication and learn from other top professionals in attendance.</p>	<ul style="list-style-type: none"> • Employee Training and Development • Employee Engagement • Health and Wellbeing of its People • Delivering Customer Experience • Best Company to Work For 	<ul style="list-style-type: none"> • Business Transformation and Managing Change • Innovative Employee Engagement • Use of Digital technologies • Team of the Year • HR Professional of the Year • Employee-Centric Company

Employee Benefits Awards & Summer Party 2020

Entry Deadline	Announcement Date	More Information
Friday 20 th December 2019	Friday 5 th June 2020	https://www.employeebenefitsawards.co.uk/live/en/page/home
About	Categories	
<p>The Employee Benefits Awards is the must-attend annual celebration that recognises the talent and innovation from the reward and benefits industry. With 21 categories dedicated to celebrating best practice, winning an Employee Benefits Award can not only help your business to attract talent but also instil a sense of pride that goes way beyond your HR and reward team.</p>	<ul style="list-style-type: none"> • Best Benefits to Support Diversity and Inclusion • Best Benefits to Support Work-life Balance • Best Healthcare and Wellbeing Benefits – Large Employer • Best Healthcare and Wellbeing Benefits – Small Employer • Benefits Team of the Year • Best Alignment of Benefits to Business Strategy • Best Benefits Communication-Large • Best Benefits Communication-Small • Best Employee Engagement Strategy 	<ul style="list-style-type: none"> • Best Financial Wellbeing Strategy-Large • Best Flexible Benefits Plan • Best Financial Wellbeing Strategy – Small • Best Financial Wellbeing Strategy – Small • Best Mental Health Strategy • Best Pensions Communications • Best Staff Travel Initiatives • Best Use of Benefits Technology • Best Voluntary Benefits • Best Motivational Benefits • Rising Star • Employee Benefits Professional of the Year • Grand Prix

HR Excellence Awards 2020

Entry Deadline	Announcement Date	More Information
Friday 13 th March 2020	Tuesday 30 th June 2020	https://www.hrexcellenceawards.com/
About	Categories	
<p>The HR Excellence Awards are the most sought after, the most prestigious and the longest running awards in the field of HR. They recognise the organisations and individuals pushing the boundaries of people strategy.</p> <p>This year they are celebrating the 25th anniversary of the awards with an extra special 'HR Walk of Fame', Hollywood glamour event. Watch out for special interviews with past winners coming to the HR magazine website soon.</p>	<ul style="list-style-type: none"> • HR Team of the Year • Best HR strategy from Overseas • Best recruitment strategy • Best learning and development strategy • Best HR technology strategy • Best talent management strategy • Best internal communications strategy • Best health and wellbeing strategy • Best reward and recognition strategy 	<ul style="list-style-type: none"> - Best CSR strategy - Best transformation strategy - Best employment engagement strategy - Best diversity and inclusion strategy - Best people focused workplace design strategy - People focused CEO of the year - HR director of the year - HR future leader of the year

Working Families Best Practice Awards 2020

Entry Deadline	Announcement Date	More Information
Entry open from December	June 2020 (TBC)	https://www.workingfamilies.org.uk/employers/bestpracticeawards/
About	Categories	
<p>Working Families' annual Best Practice Awards recognise UK employers whose stand-out cultures and practices demonstrate that they deeply understand that all employees perform better when they have some degree of flexibility over when, where and how they work – and that employees will be more productive if the organisation supports their work-life balance.</p>	<ul style="list-style-type: none"> • Best for Mothers • Best for Fathers • Best for Carers & Eldercare • Best Family Network • Best for Mental Health & Wellbeing 	<ul style="list-style-type: none"> • Best Innovation • Best for Flexible Working • Best Returner Programme • Best for Line Manager Support • Best Small Employer

ENEI Annual Awards 2020

Entry Deadline	Announcement Date	More Information
Not specified	July 2020 (TBC)	https://www.enei.org.uk/events/sponsorship-2020/
About	Categories	
<p>The enei Annual Awards recognises the commitment of organisations to achieving diverse and inclusive workplaces and celebrate the teams and individuals leading the change to make a difference. They provide a fantastic opportunity for leading employers to showcase and share innovative ways in which they have tackled prejudice, overturned outdated practices in the workplace, taken the lead in challenging discrimination and are working inclusively to tap into their talented workforce.</p> <p>As always, the enei Awards are free to enter and free to attend.</p>	<ul style="list-style-type: none"> • Global Diversity (Sponsored by Global Diversity Practice) • Impact through Innovation • Inclusive Culture (Sponsored by NHS Employers) • Advancing Social Mobility in the Workplace Award • Disability Confident Award • Inclusive Procurement Award • Representative Workforce Award • Team of the Year 2019 (Sponsored by Personnel Today) • Mental Health 	<ul style="list-style-type: none"> • Equality & Inclusion Senior Champion 2019 • Employee Network Group 2019 • Top Employer(s) for e-quality 2019 (enei's Benchmarking Tool) • Agile Working • Community Impact Award 2019 (Sponsored by Buzzacott) • Pay Gap – Most Innovative Initiative • Apprenticeship • Individual Achievement Award

WorkingMums.co.uk 11th Annual Top Employers Awards

Entry Deadline	Announcement Date	More Information
Not specified	November 2020 (TBC)	https://www.workingmums.co.uk/events/top-employer-awards/
About	Categories	
<p>workingmums.co.uk 11th anniversary Top Employer Awards celebrate best practice in smart working and advancing women in the workplace.</p> <p>The Awards recognise employers both big and small who have embraced the business benefits of flexible working and have been proactive in seeking to recruit and retain talented staff, particularly working parents who want to combine successful careers with being a parent.</p>	<p>The categories from 2019</p> <ul style="list-style-type: none"> • Overall Top Employer Award • Innovation in Flexible Working Award • Career Progression Award • Best for Recruitment & Talent Attract Award 	<ul style="list-style-type: none"> • Best for Dads Award • SME Award • The Working Mums Champion Award • Family Support Award • Best for Return Award

This Can Happen Awards 2020

Entry Deadline	Announcement Date	More Information
Not specified	Tuesday 24 th November 2020	https://www.tchevents.com/
About	Categories	
<p>This Can Happen Awards have been launched to celebrate and recognise companies and individuals who have shown excellence in their approach towards positive mental health for their employees and colleagues</p> <p>Bright Horizons is delighted to be an event partner for the awards.</p>	<p>The categories from 2019:</p> <ul style="list-style-type: none">• Best Mental Health in the Workplace Strategy: Large Company• Best Mental Health in the Workplace Strategy: SME• Best New Workplace Approach to Mental Health• Best Targeted Mental Health Initiative• Founders Choice Award: Outstanding Service to Mental Health	<ul style="list-style-type: none">• Employee Network of the Year• HR/Wellbeing Team of the Year• Mental Health Campaign of the Year• This Can Happen Future Leader Award• Most Inspiring Employee of the Year• Most Inspiring Leader of the Year• This Can Happen Grand Prix Winner

Ireland Awards 2020

CIPD Ireland HR Awards 2020

Entry Deadline	Announcement Date	More Information
Closed	Friday 14 th February 2020	https://www.cipd.ie/events-networks/awards
About	Categories	
Attend the celebratory and networking event where the 2020 awards winners will be announced, recognised and celebrated	<ul style="list-style-type: none"> • Diversity and inclusion • Embedding a culture of workplace well-being • Employee empowerment and trust • Excellence in HR leadership • HR/ L&D team of the year • HR SME of the year (Less than 150 employees) 	<ul style="list-style-type: none"> • Learning and Development (New) • Organisation Development (New) • Resourcing and Talent Management Strategies (New) • Use of Technology and/or Data Analytics in People Management • Rising Star of the People Profession

The Irish HR Champion Awards 2020

Entry Deadline	Announcement Date	More Information
Friday 24 th January 2020	Friday 20 th March 2020	http://blacksquare.ie/awards/
About	Categories	
Champion Awards celebrate the hard work and dedication of HR teams – operating at the front line, delivering ambitious programmes, impacting business performance and transforming employee experience. The Awards recognise the success, innovation and business focus of HR delivering the best strategies across: Employee Engagement – Talent Acquisition – Corporate Social Responsibility – Employer Branding – Change Management – Wellness Strategy – Learning and Development – Diversity – Leadership.	<ul style="list-style-type: none"> • Champion Employee Engagement Strategy • Champion Talent Acquisition Programme • Champion CSR Strategy • Champion Employer Branding Programme • Champion Change Management Programme 	<ul style="list-style-type: none"> • Champion Wellness Strategy • Champion Learning and Development Programme • Champion Diversity Strategy • Champion Use of Technology in HR • Champion Leadership Programme

Northern Ireland Equality & Diversity Gala & Awards 2020

Entry Deadline	Announcement Date	More Information
December 2019	Friday 3 rd April 2020	https://www.legal-island.com/event/northern-ireland-equality-and-diversity-gala-awards/
About	Categories	
<p>The 4th annual Northern Ireland Equality & Diversity Gala & Awards, sponsored by Jones Cassidy Brett Solicitors and AIB, is a unique event providing the opportunity for employers in Northern Ireland to celebrate equality and diversity in the workplace, and recognise those who advocate and drive diversity within their organisations.</p>	<ul style="list-style-type: none"> • NEW CATEGORY! Best Age Initiative (Sponsored by DWF (NI) LLP) • NEW CATEGORY! Best First Initiative (Sponsored by Sensata Technologies) • Best Employer for Equality & Diversity in NI 	<ul style="list-style-type: none"> • Best Disability Initiative • Best Race Initiative • Individual Diversity Champion • Best Initiative Impacting on Offenders or Ex-Offenders in Northern Ireland • Best Gender Initiative • Best LGBT Initiative

HR Leadership & Management Awards 2020

Entry Deadline	Announcement Date	More Information
Wednesday 29 th January 2020	Wednesday 6 th May 2020	https://www.hrwards.ie/
About	Categories	
<p>Launched in 2014, The HR Leadership & Management Awards celebrate excellence in HR and recognise that it will be key to the future economic prosperity of the Irish economy.</p> <p>The Awards are vital to promote HR, as they allow innovation and achievement to shine, and the ceremony itself is attended by hundreds of leading industry figures.</p>	<ul style="list-style-type: none"> • Overall Excellence in HR • HR Leader 2020 • HR Team of the Year • HR Manager of the Year • HR Rising Star of the Year • Best Public Sector HR Initiative • Best SME HR Initiative • Best Employee Branding Programme • Best Learning and Development Strategy • Best Talent Management Strategy • Best Change Management Programme 	<ul style="list-style-type: none"> • Best Use of CSR in HR • Best Health and Wellbeing Strategy • Best Workplace Diversity Strategy • Most Innovative Use of Technology • Most Effective Use of Internal Communications • Most Effective Employee Engagement Strategy • Most Effective Rewards and Benefits Strategy • Most Effective Recruitment and Retention Strategy • Excellence in Education and Training

Family-Friendly Ireland Awards 2020

Entry Deadline	Announcement Date	More Information
Not Specified	November 2020 (TBC)	https://familyfriendlyirelandawards.ie/
About	Categories	
<p>The inaugural awards which celebrated the best of Family Friendly Ireland were a massive success with over 200 people in attendance. Congratulations to the Overall Winners of the Awards Northern Trust and to all of the finalists and winners! Winners in each category are listed below. With over 1000 nomination entries in 2019, the response to the Family Friendly Ireland Awards shows the importance of Family Friendliness to employees, consumers and customers.</p> <p>Nomination dates for 2020 will be announced shortly!</p>	<p>The categories from 2019:</p> <ul style="list-style-type: none"> • Best Family Friendly Workplaces – Large Companies • Best Family Friendly Workplaces – SME Companies • Best Family Friendly Workplaces – Individual Champion of Families • Best Family Friendly Services & Practices – Hospitality & Service Industry • Best Family Friendly Services & Practices – Companies & Organisations • Best Family Friendly Services & Practices – Disability & Inclusion 	<ul style="list-style-type: none"> • Best Family Friendly Services & Practices – Shops & Retailers • Best Family Friendly Services & Practices – Arts, Community & Education • Best Family Friendly Services & Practices – Health, Medical, Wellness & Leisure • Best Family-Friendly Products & Design – Digital & Technology & Digital Communications • Best Family-Friendly Products & Design – Product Developers & Creators