



Government
Events

The Future of Equality, Diversity and Inclusion in the Workplace 2019

Tuesday 24th September 2019
Event Guide





Our Loyalty Discount

This discount entitles attendees to a 20% discount on any future conference being run by Government Events in the next 12 months. Please quote code Loyalty20 at the start of your booking.



How to Claim Your CPD Points

Regarding CPD credits, it is the individual delegate's responsibility to evaluate their learning and record it appropriately into their CPD portfolios according to your institute's requirements.

For this Conference, you are entitled to 8 CPD points.



Wi-Fi

Username: etcvenues

Password: wifi9099



Welcome Letter

Dear Delegate,

Welcome to The Future of Equality, Diversity and Inclusion in the Workplace 2019.

Today you will have the opportunity to hear speeches from senior policymakers in improving equality and diversity in the workplace.

The key outcomes will be to hear the latest policy guidance together with high-level presentations and case studies from organisations that are leading the way with innovative programmes to support and celebrate employees with a diverse range of experiences.

If you have any questions or queries, please ask our onsite management team, who will be more than happy to help you. They are located at the registration desk.

We hope you have a rewarding and enjoyable day.

Yours Truly,

David Blake
Government Events



Agenda AM

- 09:30-09:40 **Chair's Welcome Address**
Dr Melanie Crofts, Senior Lecturer in Law, De Montfort University, and Chair, Northamptonshire Rights and Equality Council (NREC)
- 09:40-10:00 **Keynote Address: Reporting on the Workplace Equality and Diversity Landscape**
Elysia McCaffrey, Deputy Director, Government Equalities Office (GEO)
- 10:00-10:20 **Keynote Address: Leading by Example: Promoting Equality and Diversity in the Civil Service**
Ravi Chand, Chief People Officer, Department for International Development

10:20-10:40 **Question and Answer Session**

10:40-11:00 **Refreshment and Networking Break**

- 11:00-11:20 **Case Study: Embedding Equality and Diversity to Improve Operational Effectiveness**
Colonel Simon Smith MBE, Assistant Head of Workplace, British Army, Army Equality, Diversity and Inclusion Advisor, Ministry of Defence
- 11:20-11:40 **Case Study: Effectively Benchmarking and Measuring Disability Inclusion Strategies**
Samina Zaman, Diversity and Inclusion Specialist, Transport for London
Sarah Guerra, Diversity and Inclusion Lead, King's College London
- 11:40-12:00 **Case Study: Creating a Diverse Leadership**
Anthony Burnett, Assistant Director, Diversity and Inclusion, West Midlands Police

12:00-12:30 **Question and Answer Session**

12:30-13:30 **Lunch and Networking**

*Programme Subject to Change



Agenda PM

- 13:30-13:50** **Keynote Address: Stepping Up As A Trans Ally In The Workplace**
Sanjay Sood-Smith, Executive Director of Workplace and Community, Stonewall
- 13:50-14:10** **Keynote Address: The Develop, Spread & Sustain Model: Managing Diversity and Inclusion the NHS Employers Experience**
Mohamed Jogi, National Programme Manager, NHS Employers
- 14:10-14:30** **Case Study: Attracting and Retaining a Diverse Workforce**
Detective Sergeant Janet Hills, Chair, Metropolitan Black Police Association
- 14:30-14:50** **Question and Answer Session**
- 14:50-15:10** **Refreshment and Networking Break**
- 15:10-15:30** **Case Study: Accepting and Celebrating All Forms of Diversity**
Sue Henley, Deputy Director, Wellbeing Inclusion Safety and Health, Department for Work and Pensions (DWP)
- 15:30-15:50** **Case Study: Maximising the Potential of Staff Networks to Create Positive Change**
Nichole Higgins, Co-Chair, EmBRACE, Volunteering & Systems Officer, CIPD (Chartered Institute for Personnel and Development)
- 15:50-16:10** **Question and Answer Session**
- 16:10** **Chair's Summary and Close**

*Programme Subject to Change



Our Future Events

Please look at our website, www.GovernmentEvents.co.uk,
to view our future events. These include:

[Enhancing Customer Service Capabilities and Outcomes Across the Public Sector](#)

Thursday 17th October 2019, America Square Conference Centre

[The Future of Women in STEM](#)

Wednesday 30th October 2019, Broadway House

[The Changing Landscape of the Welfare System](#)

Thursday 14th November 2019, Central London

[Improving Equality, Diversity and Inclusion for Women in Higher Education Research](#)

Thursday 21st November 2019, Central London

For any enquiries, please call 0330 0584 285 or email Enquiries@governmentevents.co.uk



Speaker Biographies



Dr Melanie Crofts

Senior Lecturer in Law, De Montfort University, and Chair, Northamptonshire Rights and Equality Council (NREC)

Awarded her doctorate in 2014 which focused on the implementation of the Public Sector Equality Duties within higher education, with a particular emphasis on race and disability. The research also considered a number of broad policy implications in relation to the implementation of equality legislation in higher education.

Melanie has taken an active role in furthering the equality agenda and influencing strategy within higher education locally and nationally. Currently Fair Outcomes Champion for the Faculty of Business and Law at DMU, part of the Freedom to Achieve Project to address the BAME attainment gap.

Director and Chair of the Northamptonshire Rights and Equality Council and a former member of the Northamptonshire Football Association (NFA) Inclusion Advisory Group and NFA Local Football Disciplinary Panel. Member of the Athena SWAN panel, judging applications for the Equality Challenge Unit/Advance HE. Invited to be a member of the ECU Athena SWAN working group influencing national equality policy.

Member of the Sexual Violence and Domestic Violence Research Network. Principle Investigator for a HEFCE funded project considering sexual violence on campuses. Report published 2019: New Spaces: Protecting Students from Violence and Hate.

Consultant equality and diversity trainer for the Football Association, training their Disciplinary Commission members and Chairs, Anti-Discrimination Panel members and Anti-Discrimination Commission Chairs.



Elysia McCaffrey

Deputy Director, Government Equalities Office (GEO)

Elysia is the deputy head of the Government Equalities Office and leads work on gender equality, primarily leading work to close the gender pay gap. This includes the development of gender policy, action to close the Gender Pay Gap, increasing the number of women on boards, increasing women's political representation, tackling period poverty and representing the UK on gender issues internationally. Elysia is passionate about gender equality and has a background in leading large scale operations and change programmes.



Ravi Chand

Chief People Officer, Department for International Development

Ravi is the Chief People Officer at the Department for International Development (DfID). He has responsibility for People, Operations, Estates, Change and IT. DfID operates in 32 countries. He is a member of The Executive Committee, Management and Departmental Boards.



Government Events

He chairs the Civil Service Attract and Retain design authority overseeing the implementation of Success Profiles (moving away from competency only selection), CS Recruitment Web pages and Recruitment Platform for Government with a new ATS.

Previously he was the HR Director at HM Revenue and Customs with responsibility for Workforce Management of its 69,000 staff. He led the work on reforming the workforce to deliver the departments' blueprint ambitions for the future. This included the people transformation activity from closing 170 offices and creating 13 large regional hubs and 5 specialist sites across the UK.

He Chaired the HMRC Workforce Management Board, and the SAP Success Factors Programme Board.

Before that he was the director responsible for Capability, Talent and Diversity at the Home Office where he spent 8 years supporting the Executive and Ministers on a range of people and stakeholder issues.

Prior to that Ravi worked as a Managing Consultant with a large search and selection consultancy owned by a FTSE 100 company. Whilst in the private sector he recruited and coached CEOs and Directors for public and private sector organisations.

Ravi has sat on a number of Boards, including work as a nominated Commissioner, appointed by the Home Secretary, to lead the Formal Investigation into the Police Service in England and Wales.

Having served as an operational front line police officer, which included a number of challenging roles, spanning 14 years. Other roles included the advisor on equality issues both in the UK and abroad, and the delivery of leadership seminars in both the public and private sectors.

Ravi is a Fellow of the Chartered Institute of Personnel and Development. He was recognised in the Honours List in 2002 with the Queen's Police Medal for distinguished service and in the Queen's New Year's Honours List 2011 where he became a Commander of the Order of the British Empire (CBE).



Government Events

11:00-11:20

Colonel Simon Smith

Assistant Head of Workforce, British Army, Army Equality, Diversity and Inclusion Advisor, Ministry of Defence

Colonel Simon Smith has served 20 years in the British Army in a range of support and personnel roles. He leads a team of 18 military and civilian staff responsible for Army employment policy as Assistant Head Workforce Policy and is the Army Equality, Diversity and Inclusion Advisor. Previously, he has deployed on operations in Kosovo, Afghanistan and Iraq. He was the Deputy Chief Of Staff (personnel and logistics) of 16 Air Assault Brigade as it returned to a contingency footing following Afghanistan, and was the lead logistics planner in the Army Directorate of Operations and Contingencies. He completed staff college in Canberra with the Australian Defence Force and commanded a battalion through training in Canada and readiness (including two activations of Operation Temperer following the Manchester Arena and Parsons Green attacks). Simon is a Chartered Engineer, Fellow of the Institution of Mechanical Engineers and passionate mountaineer with worldwide experience.



Government Events

11:20-11:40

Samina Zaman

Diversity and Inclusion Specialist, Transport for London

Samina Zaman recently joined Transport for London (TfL) as Diversity and Inclusion Specialist. She focuses on workforce diversity and inclusion issues to help ensure TfL is as representative as the city it serves. This includes using an evidence-based approach to identify effective strategies to attract, recruit and retain staff from under-represented groups, and focusing on mid to long term solutions that take into account the full employee life cycle.

Samina joined TfL, having worked previously for King's College London as Diversity & Inclusion Consultant working across a variety of initiatives focused on gender and race equality, parent and carers' programmes as well as managing the university's first Diversity Mentoring Scheme for BAME, female and LGBT staff. She led the university's Disability Inclusion Project to improve how King's attracts, supports and retains disabled staff; developing King's Disability Inclusion Maturity Model to embed strategic and operational best practice. During this time Samina was an Equality Challenge Unit Panellist



Government Events

and assessed several Gender Equality Chartermarks.

Prior to King's, Samina worked for the British Ecological Society. She was a member of the Society's first Equality and Diversity Project Working Group responsible for developing and overseeing the delivery of its equality and diversity work. Samina led a research project to examine equality, diversity and inclusion issues within the ecological and environmental science sector. Samina's previous experiences in the charity and education sectors have focused on widening participation, youth empowerment and human rights.

Sarah Guerra

Diversity and Inclusion Lead, King's College London

Sarah Guerra is the Director of King's College London's Diversity & Inclusion and spearheads the College's strategic vision and implementation plans on diversity, equality and inclusion for the entire campus community. Her leadership serves a catalyst for cultural innovation throughout King's and generates activity that delivers against King's ambitions to provide an extraordinary staff and student experience.

She has sought and gained the support from King's senior leadership, instigated a suite of strategic projects to revolutionise attitudes towards diversity and inclusion, championed the use of data to build an evidence base for all activity and is supporting King's in realising its 'inclusion journey'. Her priority projects this year will include inclusive practice and provision for staff with disabilities, fostering a cultures and attitudes which challenge bullying, harassment and discrimination, the improving working conditions and support for parents and carers alongside developing a wide -ranging engagement programme which seeks to harness the energy and enthusiasm of the entire King's community.

Sarah is also a regular spokesperson for King's and she manages several key partnerships with external organisations such as the Equality Challenge Unit, Stonewall, Working Families and the Disability Business Forum. A born and bred black Londoner and mother of four daughters in a blended family, Sarah has also worked in Diversity & Inclusion in several organisations in other sectors, being a Non-Executive Director of the Civil Service Race Forum.



Government
Events 11:40-12:00

Antony Burnett

Assistant Director, Diversity and Inclusion, West Midlands Police

Tony Burnett is a very experienced Diversity specialist and business leader who has successfully supported many public and private sector organisations to affect lasting change.

Tony has held senior Diversity and Inclusion positions with Lloyds Banking Group where he was Head of Diversity and Inclusion and Ford Motor Company where he was European Diversity Manager. He also has eight years of experience as a Diversity and Inclusion consultant where he supported some major public and private sector organisations across the UK, Ireland and Africa.

In addition to his Diversity experience Tony has significant business leadership experience having worked for Greencore Plc as a Business Unit Managing Director and Diageo Plc in a Commercial leadership role as Trading Controller for UK Retail and latterly in the Human Resources function as Head of People Development.

A vastly experienced facilitator, trainer and strategist, Tony is also a qualified practitioner of both Emotional Intelligence and Appreciative Inquiry. Having developed the leading Inclusion analysis tool Inclusion Index, Tony affects change in organisations by getting a full understanding of the real issues.

Born in 1968, Tony has two grown up children. He has a Post Graduate Diploma in Management from Leicester University and a Masters Degree in Management from Liverpool University. Tony is an enthusiastic leader within his local community where for five years he acted as Chair of the Octagon Theatre in Bolton and as a UEFA qualified football coach works with young people to develop their personal and sporting capabilities.



Government
Events 13:30-13:50



Government
Events

Sanjay Sood-Smith

Executive Director of Workplace and Community, Stonewall

Sanjay is Executive Director of Workplace and Community Programmes at Stonewall where he oversees their Diversity Champions Programme, Empowerment Programmes, Conferences & Events, Sports Programmes and work in Northern Ireland. Prior to this he was Director of Empowerment Programmes where he oversaw the creation and delivery of Stonewall's suite of personal and professional development programmes aimed at creating more inclusive workplaces and communities. He is also the Senior Sponsor for Stonewall's internal programme of work on Race Equity.

Prior to working at Stonewall, Sanjay spent most of his career at Lloyds Banking Group where he held a number of senior roles across Retail Banking, Strategy and Digital. Sanjay has also launched a food business called Tuk In, a curry in a naan microwave meal product that is currently listed in Ocado and Spar stores. Sanjay is passionate about driving positive change for LGBT people, particularly for those that have other intersecting identities and for harder to reach and less privileged communities.



Government
Events

13:50-14:10

Mohamed Jogi

National Programme Manager, NHS Employers

As an HR & Organisational development specialist he has over 20 years' experience working in the private, public and independent sector both in the UK and abroad. He has overseen and carried out major interventions around HR & OD for executives, managers, and employees in banking, healthcare, and emergency services.

At present he is working at NHS Employers promoting the NHS as an Employer of excellence through supporting the delivery of designated working programmes within the NHS.

He has also jointly published research articles on 'BME Disciplinary and the NHS', Experience of African Nurses in the NHS, & Equality Diversity in the NHS.

He is recognised as a Chartered Fellow of the Chartered Institute Personnel Development & holds a master's in human resource leadership management. Recently he was awarded MSc Healthcare Leadership & The Elizabeth Garrett Anderson Programme Leading Care II & NHS Leadership Academy Award in Senior Healthcare Leadership Award

In addition, he is also an accredited PRINCE2 project manager, NLP practitioner and a qualified and experienced job evaluator and qualified BPS Level A & B Qualifications in Occupational testing.

He is married with two daughters and is a season ticket holder at Liverpool FC.



Government
Events

14:10-14:30

Detective Sergeant Janet Hills

Chair, Metropolitan Black Police Association

Janet Hills is the Chairperson of the Metropolitan Black Police Association (MetBPA) and a serving Police Officer with 28 years' service. She has held a number of posts on the MetBPA Executive, including First Contact Support Coordinator and General Secretary before becoming the first female Chairperson of the Association in 2013.



Government Events

Janet joined the Metropolitan Police Service in 1991. She started her service at Brixton Police Station as a probationer before venturing into the Criminal Investigation Department (CID) where she then worked in a number of departments including the burglary and robbery squads, as well as the Community Safety Unit. She went onto specialise in the Human Trafficking Unit before returning to Brixton on promotion as a Detective Sergeant.

Janet was the President of the National Black Police Association (NBPA) between 2015-2017 and now holds the reserve seat on the NBPA Cabinet. She is also a trustee on the BPA Charitable Trust (BPACT), of which 'Voice Of Youth And Genuine Empowerment' (VOYAGE) operate under. Their 'Young Leaders for Safer Cities' (YLFSC) programme is rolled out to year 9 students in 22 boroughs across London and gives them an extra qualification at BTEC level 2.

As the strategic lead for the MetBPA, it is her ambition that the Association remains relevant in the Twenty First Century and for it to constantly strive to deliver the best possible service to its members and community. The Association is a key agent for change within the Capital and a driver for excellence in police service delivery to the diverse communities of London.

Over the last twenty-five years the MetBPA has made considerable contributions to various Inquiry's, which include the Macpherson, Morris and Race & Faith Inquiry's. It is paramount that race equality remains high on the agenda and that the Association positions itself so as to influence, challenge and help mould the decisions of the MPS, Mayor's Office for Policing And Crime (MOPAC) & College of Policing to reflect a more representative police service for the diverse communities of London.



Government
Events

15:10-15:30

Sue Henley

Deputy Director, Wellbeing Inclusion Safety and Health, Department for Work and Pensions (DWP)

Sue is an established, commercially driven HR leader with over 25 years' experience in Talent Development, Diversity & Inclusion, Career Development and HR Business Partnership.

She joined DWP in 2019 from CA Technologies where she led the Talent Development and Diversity Function across Europe. Previously she worked for Merrill Lynch, where she led the implementation of a new function, focusing on driving cultural change through the development of a strategic plan in the areas of Diversity and Inclusion across Europe.

Prior to this, Sue held a number of leadership positions across both commercial and Human Resource disciplines at Marks & Spencer plc. She was a Commercial Store Manager across a number of London stores and held HR leadership roles in Stores and Head Office. She developed the organisation's first Career Development function and led the development of a new performance management process implemented across 60,000 UK employees.

Sue is an experienced coach and an accredited practitioner in the area of psychometric and diagnostic tools including MBTI, Hogan and OPQ assessments. Sue was born in London and is married with two children. She enjoys spending as much of her free time as possible with her immediate and large extended family.



Government
Events

15:30-15:50

Nicole Higgins

Co-Chair, EmbRACE, Volunteering & Systems Office, CIPD



Government Events

Nichole Higgins is Co-Chair of the CIPD's EmBRACE group, the group was launched in June 2018 to encourage conversations about race amongst employees and to promote understanding and take joint responsibility for creating a healthy working environment for all people. Nichole joined the CIPD, the professional body for experts in people at work, in 2016 where she is Volunteering and Systems Officer. Since EmBRACE launched she has helped organise numerous internal and external events to help break down barriers and open up conversations about race.

In her day to day role Nichole works on the CIPD's Steps Ahead Mentoring programme which she is also a volunteer for, supporting numerous individuals from diverse backgrounds into employment. Nichole has been externally recognised for her volunteering and recently won the National Mentor of the Year Award 2019. Nichole is also is a trustee for the Croydon BME forum charity.

Prior to working at the CIPD Nichole worked across a range of sectors including insurance and the NHS, where she managed several multi-cultural teams. Nichole has a master's degree in marketing and an undergraduate degree in Hospitality Management.



Thank you for attending our conference.

We hope you found the day interesting and insightful. Speaker presentations will be made available to download on completing the post show survey which will be emailed to you within one week after the event.

We wish you a safe journey home.

Government Events, 90 Long Acre, Covent Garden, London, WC2E 9RZ
T: 0330 0584285 W: www.GovernmentEvents.co.uk