



Government
Events

Shaping the Future of Women in Work 2020

Wednesday 29th January
Event Guide



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Welcome Letter

Dear Delegate,

Welcome to Shaping the Future of Women in Work 2020.

15.3 million women are employed in the UK, making up 47% of the workforce. Figures from the Office for National Statistics show that the gender pay gap for women working full-time is well above 13% nationally. Studies suggest that reducing the gender pay gap in labour market participation, STEM qualifications, and wages, could increase the UK economy by £55 billion by 2030.

Almost one in four companies in the broader FSE 350 still only have one woman on their board. Companies in the top 25% for gender diversity on their executive team were 21% more likely to experience above-average profitability than companies in the bottom 25%. According to data collected by The Fawcett Society, only 34% of councillors across England are women. The data found that 96% of councils remain male-dominated with women outnumbered three-to-one at 14% of councils.

In light of this landscape, today you will hear from a range of speakers across the public and private sectors who will outline the steps they are taking to achieve gender equality in the workplace, tackle the gender pay gap and improve working conditions for women. You will hear updates from key bodies and learn from leading organisations in inclusion practices to gain practical insights into how you can implement inclusive policies and gender equality in your workplace.

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



Our Future Events

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

[Women in Public Sector Leadership 2020: Breaking Down Barriers to Success](#)

Thursday 26th March 2020, Central London

[The Public Sector Communications Conference 2020: Achieving Integrated Communication](#)

Thursday 23rd April 2020, Central London

[The LGBT+ in the Workplace Conference 2020](#)

Thursday 30th April 2020, Central London

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

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Agenda AM

- 08:45-09:30 **Registration, Refreshments and Networking**
- 09:30-09:40 **Chair's Welcome Address**
Sue Liburd MBE, Award-winning Business Leader, Human Capital Innovation Consultant and Business Mentor
- 09:40-10:00 **Keynote Address: Putting Equalities at the Heart of Government to Empower to Reach Their Full Potential**
Elysia McCaffrey, Interim Director, Government Equalities Office
- 10:00-10:20 **Case Study: Launching A Toolkit To Support Women, Parents And Carers To Be Councillors And Represent Their Communities**
Councillor Marianne Overton MBE, Vice Chair, Local Government Association
- 10:20-10:40 **Question and Answer Session**
- 10:40-11:10 **Refreshment and Networking Break**
- 11:10-11:30 **Case Study: Supporting Working Mothers to Create a Flexible, High Performing Workforce**
Jane van Zyl, Chief Executive, Working Families
- 11:30-11:50 **Case Study: This Is Not Working: Tackling Sexual Harassment in the Workplace**
Sue Coe, Senior Policy Officer: Equality and Strategy, Trades Union Congress (TUC)
- 11:50-12:10 **Keynote Address: Becoming The UK's Most Inclusive Employer: Achieving A Better Balance At Every Grade**
Rupert McNeil, Government Chief People Officer, UK Civil Service
- 12:10-12:30 **Question and Answer Session**
- 12:30-13:30 **Lunch and Networking**
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*Programme Subject to Change



Agenda PM

- 13:30-13:50 **Keynote Address: Closing the Gender Pay Gap: Understanding Its Causes and Actions That Can Be Taken**
Caroline Waters, Deputy Chair, Equality and Human Rights Commission
- 13:50-14:10 **Keynote Address: Improving Gender Equality in the Workplace Through Behavioural Insights**
Hannah Burd, Principal Advisor – Gender and Behavioural Insights Programme, The Behavioural Insights Team
- 14:10-14:30 **Case Study: Effectively Supporting Women to Reach Leadership Through Inclusive Policies**
Vicky Johnson, Former President, Association of Revenue & Customs (ARC) and Vice President, FDA
- 14:30-14:50 **Question and Answer Session**
- 14:50-15:10 **Refreshments and Networking Break**
- 15:10-15:30 **Industry Perspective: Oracle Women’s Leadership: Supporting Women Leaders To Succeed**
Susan Brewer, Senior Director, Oracle
- 15:30-15:50 **Industry Perspective: Gender Balanced and Inclusive Workplaces in the Legal Profession: A View on Mentorship and Building Effective Networks**
Caroline Colliston, Partner, Corporate Tax and Member of the Diversity & Inclusion Leadership Group, DWF LLP
- 15:50-16:10 **Industry Perspective: The Energy Sector – Where Are All the Women?**
Ruth Cairnie, Former Vice President – Strategy and Planning, Shell and Chair, POWERful Women
- 16:10-16:30 **Question and Answer Session**
- 16:30 **Chair’s Summary and Close**

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Speaker Biographies

Sue Liburd MBE

Award-winning Business Leader, Human Capital Innovation Consultant and Business Mentor

Leveraging her diverse experience gained in the public and private sector, Sue creates positive impacts across a range of business genre for some of the world's leading Corporations, UK Charities and Government departments. She has an impressive track record as a board level confidante, and non-executive director, helping senior decision makers to develop their strategic intuition and reshape their organisations for the future. Sue sparks fresh thinking, the envisioning of new possibilities and influences thinking at the highest levels.

Following a career in the NHS, Armed Forces and a number of senior executive roles in well-known Corporations in the UK; Sue has delivered change and transformation services across continents, within global brands. These include: Inmarsat, IBM, BNP Paribas, Prudential, Sainsbury's, British Red Cross, Ministry of Defence, Home Office, Olympic Delivery Authority and British Airways.

She was recognised in New Year Honours 2016 with an MBE for her services to Business, Charity and Voluntary organisations. With a master's degree in human resource management, advanced diploma in high performance coaching, postgraduate diploma in management, certifications in behavioural psychology and health & wellbeing. Sue seeks to have a profound influence on the way the world does business spearheading initiatives where diversity of thinking in the workplace is recognised as a driver for business success.



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09:30-09:40

Elysia McCaffrey

Interim Director, Government Equalities Office

Elysia is the Interim Director 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. The GEO looks to make the UK fair and inclusive for LGBT people and owns the Equality Act 2010.



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09:40 – 10:00

Councillor Marianne Overton MBE

Vice Chair, Local Government Association

Cllr Marianne Overton MBE serves on Lincolnshire County Council and North Kesteven District Council, where she sits on the Planning Committee. She is the Independent Group Leader in both authorities and is particularly active on environmental issues, health and social care and education.

Marianne's education was spread between South Africa and London. She served as a Non-Executive Director for NHS Lincolnshire Primary Care Trust and a Governor of the University of Lincoln. She is a qualified biologist and a past Chairman of the Society of Biology (East Midlands) and Fellow of the University of Lincoln. As a Director of Biosearch Expeditions, she has organised many expeditions to remote Third World regions to carry out field research for conservation management. Marianne is very active in Lincolnshire supporting business and communities. Her contribution to local government was recognised with a Queen's New Year's Honour in 2014 and the award of an MBE.

Marianne was first elected as Leader of the LGA Independent Group in June 2011.



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10:00 – 10:20



Jane van Zyl

Chief Executive, Working Families

Jane became CEO of Working Families in September 2018.

Jane has 12 years' experience working in the third sector and has held senior leadership positions at a number of UK charities. She believes in the value of a fulfilling, balanced working life and its transformative power to create social connections, build self-esteem, and impact the wider community. She is a passionate advocate of equal opportunity for all.

Prior to joining Working Families, Jane served as Operations Director at Breast Cancer Haven. She has also served as Acting Chief Executive at SANDS and Head of Operations at Samaritans.

Jane holds a social science bachelor's degree from the University of Cape Town in Industrial Sociology and Industrial Psychology.



11:10 - 11:30

Sue Coe

Senior Policy Officer: Equality and Strategy, Trades Union Congress (TUC)

Sue Coe is the Senior Policy Officer in the Equality and Strategy Department of the TUC. She has responsibility for leading the TUC's equality work across all protected characteristics and also focuses on organisation-wide strategy, planning and delivery.

Before joining the TUC, Sue worked at the Equality and Human Rights Commission, leading the EHRC's employment work and focusing on addressing the barriers experienced by people entering, progressing and remaining in work. As part of her nearly two decades working in equality commissions, Sue also carried out a range of investigations and inquiries, both at the EHRC and Commission for Racial Equality.



11:30 – 11:50

Rupert McNeil

Government Chief People Officer, UK Civil Service

Rupert was appointed as Chief People Officer on 1 January 2016. As Chief People Officer, Rupert is focused on functional excellence, delivering excellent service to all of our customers, and aligning departments more closely through the use of data, evidence-based reasoning and capable and accountable centralised services. Rupert reports directly to John Manzoni, the Chief Executive of the Civil Service and Cabinet Office Permanent Secretary.

Rupert attended secondary school in Aberdeen, and graduated in Politics and Philosophy from St. Catherine's College, Oxford. During his undergraduate degree he spent a semester interning at the US Senate. He attended Harvard Business School's Advanced Management Program in 2010.

Rupert began his career at the Confederation of British Industry before becoming a partner in Deloitte and Arthur Anderson. Since then he has worked for Barclays Bank plc, first as Executive Management Director and then as the HR Director for Global, Retail and Commercial Banking, and at Aviva where he was HR Director and then HR Centre of Expertise Director.

Rupert joins the Civil Service from Lloyds Banking Group, where he was the Group HR Director.



11:50 - 12:10



Caroline Waters

Deputy Chair, Equality and Human Rights Commission

Currently Vice President of Carers UK and Founder and CEO of CW Consulting Box, Caroline Waters was also Director of People and Policy at BT and has a distinguished record on equality, inclusion, and human resources, and has been the driving force of many diversity-focused groups. She chaired, for example, Employers for Carers from 2001 to 2013, was founder and inaugural Chair of the Employers' Forum on Belief, and Chair of the Lone Parents working group.

She was awarded HR Director of the Year in the 2009 HR Excellence Awards and has also judged a number of prestigious diversity awards including the CRE Race in the Media Awards and Help the Aged's Living Legends.

She was awarded the OBE for services to diversity and equal opportunities in the New Year's list in 2010.

She is a member of the RSPCA and Leaders as Change Agents Boards.



13:30 – 13:50

Hannah Burd

Principal Advisor – Gender and Behavioural Insights Programme, The Behavioural Insights Team

Hannah is a Principal Advisor at the Behavioural Insights Team, leading the Gender and Behavioural Insights Programme (GABI). She worked at BIT for more than three years across NHS projects before taking up leadership of GABI. Prior to joining BIT, Hannah worked in the NHS where she developed and implemented improvement projects in acute and ambulance settings. Previously, she worked in the Department of Health's Behavioural Insights Team and policy teams at the British Academy and Measure of America.

She holds a BA in Geography from the University of Cambridge and an MSc in Social Policy and Interventions from the University of Utrecht. Hannah is also accredited by the Chartered Institute of Personnel and Development.



13:50 – 14:10

Vicky Johnson

Former President, Association of Revenue & Customers (ARC) and Vice President, FDA

Vicky is a career civil servant, she has worked for HMRC (& previous departments) for 33 years. She is a full time employed mum of five and Nana to one.

Over the years she has held a variety of roles, including leading culture change for the department and diversity and equality for Large Business. Currently she is strategic lead for earnings in the Individuals Policy Directorate, part of the Customer Strategy and Tax Design group. She led the department's senior women's network for four years, assisting the department to meet the targets set for representation of women in senior grades.

She became president of the HMRC branch of FDA (Association of Revenue & Customs) in 2016. She held that role for two years and she is now an FDA Vice President. She is really proud to have chaired some of the FDA's Women into Leadership conferences in Birmingham, Cardiff, Belfast and Liverpool. These conferences support women to develop their careers within the civil service and they are a highlight of her year. She is also really proud to represent both HMRC and FDA in their drive for inclusivity and hope to continue to do both for some time.



14:10 – 14:30



Susan Brewer

Senior Director, Oracle

Susan is a professional leader with over 25 years of experience in the Software and Hardware industry, holding key leadership positions in Operations & Sales across EMEA and Globally with experience in managing significant change programs & service centres.

She is a mother of two young adults who are much older now as she has moved through her career (16 & 24) but she is still juggling many balls in her personal life and career involving charity and speaking events.

The mission of Oracle Women's Leadership is to develop, engage, and empower current and future generations of Oracle women leaders and to foster an inclusive and innovative workforce, Support, educate and empower, nearly 95 Communities at local levels worldwide



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15:10 – 15:30

Caroline Colliston

Partner, Corporate Tax and Member of the Diversity & Inclusion Leadership Group, DWF LLP

Caroline is an experienced corporate tax solicitor and chartered tax adviser. Caroline has over 20 years of experience in providing corporate tax and share schemes legal support on corporate, commercial and real estate transactions and tax advice to clients including tax structuring, tax clearances and tax enquiry and investigation support.

Caroline is an active member of DWF's partner-led diversity and inclusion leadership group with a focus on gender issues and, also, sits on the DWF's CSR Leadership group. Caroline is a regular speaker on gender equality and diversity and inclusion issues.

Caroline is an active member of the advisory board of Business in the Community Scotland; the Law Society of Scotland's Tax Law and Policy sub-committee; CIOT Employment taxes committee; ICAS Employment taxes working group; Women in the Law Scotland and Women in Tax Scotland committees.

Caroline believes passionately in fair access of opportunity for all to education, life skills and, ultimately, work - and believes in the benefits of adopting a growth mind set.

Caroline is a mum of two and enjoys yoga, walking, cooking and reading (if she can stay awake long enough...!).



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15:30 – 15:50

Ruth Cairnie

Former Vice President – Strategy and Planning, Shell and Chair, POWERful Women

Ruth Cairnie was formerly Executive Vice President Strategy & Planning at Royal Dutch Shell Plc, where she held a number of senior international roles, including managing the Global Commercial Fuels business. She served on the boards of Shell Pakistan Ltd and joint venture companies in Germany and Thailand.

Ruth graduated in Joint Honours Mathematics & Physics from Bristol University and then took a Masters in Advanced Studies, Maths, at Cambridge University.

Ruth is currently a Non-Executive Director of Associated British Foods plc and Keller Group plc. She is also a member of the Advisory Board of the Rotterdam School of Management. She has joined the POWERful Women board as industry chair.



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15:50 – 16:10



Delegate List

Ascentis, HR Manager
Ascentis, Director of People and Performance
Ascentis, Director of People and Performance
Babcock, Chair
BAE Systems PLC, Head of Quality Improvement
BAE Systems PLC, Head of Information Risk Management & Assurance
BAE Systems PLC, Head of IT Security Operations
BAE Systems PLC, HR Manager
Barts Health NHS Trust, Director of Procurement
Border Force, Border Force Officer
Border Force, EO
Border Force, Border Force Higher Officer
Border Force, Safeguarding Manager
Cantab Risk Research Limited, Research Associate, Cyber Risk
Cheshire Constabulary, Chief Inspector
Companies House, Registrar's Functions Team
Companies House, Culture Change Lead
Companies House, Enterprise Service Manager
Corporate Tax and Member of the Diversity & Inclusion Leadership Group, Partner
Department for Communities, Gender Policy Lead
Department for Transport, Rail Workforce Strategy Policy Lead
Department for Transport, Rail Workforce Policy Advisor
Department for Transport, Finance Business Partner
East Sussex County Council, Lead HR Consultant Pay and Reward
Environment Agency, Senior Flood and Coastal Risk Management Advisor
Equality and Human Rights Commission, Deputy Chair
Equality Commission, Senior Policy Officer
ESCC, Lead OD Consultant
FDA, Communications Manager
FDA, National Officer
FDA, Vice President
Foreign and Commonwealth Office, Policy Officer
ForViva, Group Director of People
ForViva, Group Assistant Director People
Government Equalities Office, Head of Women in Business Division
Government of Jersey, Customer and Local Services, Head of Learning and Development
Gower College Swansea, Human Resource Manager
Gower College Swansea, Director of HR
Guy's and St Thomas' NHS Foundation Trust, Senior staff nurse
Health Education England, National Senior Programme Lead & Widening Participation
Health Education England, National Senior Programme Lead: Volunteering
Health Education England, National Diversity & Inclusion Programme Manager (Interim)
Home Group, Head of General Procurement
Human Capital Innovation Consultant and Business Mentor, Award-winning Business Leader
Human Tissue Authority, Head of Planning and Performance
Human Tissue Authority, Head of Regulation
Imperial College Healthcare NHS Trust, Equality, Diversity and Inclusion Lead
IPO, Personal Assistant to CTO



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IPO, *Senior IT Business Services Co-ordinator*
Kirklees Neighbourhood Housing Limited, *Chief Operating Officer*
Leicestershire Police, *Detective Constable (Serious & Organised Crime)*
Leonardo, *Leadership and Equality Manager UK*
Leonardo MW,
Local Government Association, *Vice Chair*
MOD Police, *ACC OCD*
MOD Police, *Head Crime Command*
MOD Police, *Sergeant TFU*
MOD Police, *Sergeant Op Halo*
MOD Police, *Ch Insp DSR*
MOD Police, *Head HR*
National Education Union, *Assistant general secretary, Business services*
National Education Union, *Head of Human resources (job share)*
National Education Union, *Head of Human Resources (Job Share)*
Office for National Statistics, *Recruitment Consultant*
Optivo, *Director of Learning & Organisational Development*
Oracle, *Senior Director*
Overseas Development Institute, *Interim HR Manager*
Quality Meat Scotland, *Head of Corporate Services*
Sightsavers, *Recruitment/HR Officer*
Southern Housing Group, *Head of Regeneration*
Southern Housing Group, *Finance Project Manager*
Southern Housing Group, *Senior Land and Planning Manager*
Southwark Council, *Strategic Learning and Development Partner*
Southwark Council, *Head of Organisation Transformation*
Southwark Council, *Organisation Development Partner*
Stonewater, *People and OD Assistant*
Stonewater, *Equality & Diversity Specialist*
Swansea University, *Lecturer in Engineering*
The Behavioural Insights Team, *Principal Advisor - Gender and Behavioural Insights Programme*
The Co-op, *Lead Inclusion Partner*
The Co-op, *Lead Inclusion Partner*
The Electoral Commission, *Senior Communications Officer*
The Electoral Commission, *Senior Adviser Planning Performance and Governance, The Electoral Commission*
The Electoral Commission, *Senior Adviser in Quality, Diversity and Inclusion*
The Planning Inspectorate, *HRBP team*
The Police and Crime Commissioner for Cheshire, *Chief Inspector of Partnerships*
The Trafford College Group, *Inclusion Lead/Student Engagement Lead*
Trades Union Congress, *Senior Policy Officer: Equality and Strategy*
Tunbridge Wells Borough Council, *Hr Manager*
UK Civil Service, *Government Chief People Officer*
University of Greenwich, *Senior Recruitment Officer*
University of Greenwich, *Senior Operations Officer*
University of Sussex, *Deputy Head of Business Engagement*
Westminster Kingsway College, *Programme Manager - HE in Employers and Enterprise*
Westminster Kingsway College, *Curriculum Director for Access, Higher Education and Adult Vocational Programmes*
Westminster Kingsway College, *Associate Director Teaching, Learning and Innovation*
Woking Borough Council, *Senior Policy Officer*
Working Families, *Chief Executive*



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