



Government
Events

Addressing the Barriers for BAME Representation in the Workplace 2020

Wednesday 9th September 2020
Event Guide





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



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Welcome Letter

Dear Delegate,

Welcome to Addressing the Barriers for BAME Representation in the Workplace 2020.

Ethnic minorities represent 12% of the working-age population, however they are disadvantaged in their rate of employment. Applicants from minority ethnic backgrounds have to send 80% more applications to get a positive response from an employer, compared to a person of White British origin. In addition, a 2018 survey by The Guardian found that 43% of people from a minority ethnic background had been overlooked for a work promotion in the last five years, compared with 18% of white people.

These figures follow the 2017 research that revealed that full representation of BAME individuals across the labour market, with better rates of employment and work progression, could contribute an extra £24billion a year to the UK economy.

In February 2017, the government commissioned the McGregor-Smith Review into BAME participation and progression in the workplace. This one-year review was part of the Industrial Strategy's aim to ensure that people from all backgrounds can be successful in the workplace. A year later, The Scorecard Report 2018 was published and it set out the performance of UK businesses using a YouGov survey of 6,506 respondents. The results show that despite progress being made, with organisations soon facing mandatory pay gap reporting, there is still a long way to go in improving BAME representation in the workplace.

Building on Government Event's Addressing The Barriers For BAME Representation In The Workplace in 2019, this event will analyse ongoing developments and look ahead to the future improvements ahead. You will also discover and share new strategies being utilised in the public sector to improve BAME representation. Speakers will cover a range of topics, from government reforms to regulatory frameworks. You will listen to case studies demonstrating successful approaches to improve different areas of BAME representation, including staff support networks, racial diversity in senior management positions, and supporting BAME women in the workplace, with guidance in training and supporting staff to provide the highest quality of service that can be utilised by you, and your organisation.

If you have any technical issues on the day, please click the 'live support' button for assistance.

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:

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

Wednesday 16th September 2020, Online

[Improving National Workplace Health and Wellbeing 2020](#)

Thursday 29th September 2020, Online

[Increasing Awareness and Visibility of Disabilities in the Workplace](#)

Tuesday 1st October 2020, Online

[Equality, Diversity and Inclusion in the Workplace Conference 2020](#)

Thursday 22nd October 2020, Online

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

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Agenda AM

- 09:00-09:50 **Online Registration**
- 09:50-10:00 **Chair's Welcome Address**
Sue Liburd MBE, Managing Director, Sage Blue
- 10:00-10:20 **Keynote Address: The Race at Work Charter Two Years On**
Sandra Kerr CBE, Race Equality Director, Business in the Community
- 10:20-10:40 **Keynote Address: Understanding Current Levels of BAME Representation and Barriers to Ethnic Diversity in the Workplace**
Anthony Heath CBE, Director of the Centre for Social Investigation, Nuffield College, University of Oxford
- 10:40-11:00 **Question and Answer Session**
- 11:00-11:15 **Comfort Break**
- 11:15-11:35 **Committing to the Race at Work Charter to Tackle Ethnic Disparities in the Workplace**
Lee Witham, Director of People Services, Westminster City Council
- 11:35-11:55 **Stepping Up: Developing More Inclusive and Diverse Leadership to Reflect Local Communities**
Cllr Asher Craig, Deputy Mayor (Communities, Equalities & Public Health), Bristol City Council
- 11:55-12:15 **Promoting Inclusion for BAME University Staff**
Sandra Fearon, Pathway Unit Leader Fashion Business, London College of Fashion, University of Arts London
- 12:05-12:35 **Question and Answer Session**
- 12:35-13:15 **Lunch and Networking**
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Agenda PM

13:15-13:45 **Breakout Networking Session**

13:45-14:15 **Understanding and Addressing Intersectionality Issues in the Workplace**
Ozma Iqbal, DWP Lead for Gender Diversity, Department for Work and Pensions
Followed by individual Q&A

14:15-14:45 **Keynote: Exploring the Under-representation of BAME Candidates in Management Positions**
Dr Dulini Fernando, Associate Professor, Warwick Business School
Followed by individual Q&A

14:45-15:00 **Comfort Break**

15:00-15:20 **Addressing and Overcoming Leadership Diversity Challenges in UK Policing**
Anthony Burnett, Assistant Director, Diversity and Inclusion, West Midlands Police

15:20-15:40 **Improving Diversity in the Workplace Through Apprenticeship Schemes**
Isa Mutlib, Chief Executive Director, BAME Apprenticeship Alliance

15:40-16:00 **Raising BAME Workplace Representation Through Empowering Young People**
Indra Nauth, ODN Programme Director, Black Training & Enterprise Group

16:00-16:10 **Questions and Answers**

16:10 Chair's Closing Address

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Speaker Biographies (A-Z)

Anthony 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.

Cllr Asher Craig

Deputy Mayor (Communities, Equalities & Public Health), Bristol City Council

Asher has spent over 30 years as a community activist, leader, management consultant and now local politician. She has championed the needs of the voice-less, with a particular emphasis on the social-economic development of BME and under-represented communities. She has led and Chaired a number of major partnerships and organisations at local, regional and national level and has worked in the field of employment & training, education & skills, recruitment, advocacy, equality & diversity within local government and the third sector.

Asher was elected as the Labour Councillor for the ward of St George West, Bristol in May 2016 and was appointed to the Cabinet with the wide-reaching portfolio of Neighbourhoods in August 2016.

In March 2017 Asher was asked to step into the new role of Deputy Mayor – Communities, bringing into & elevating the issue of Public Health within her new portfolio

Sandra Fearon

Pathway Unit Leader Fashion Business, London College of Fashion, University of the Arts London

Sandra Fearon has more than 20 years' experience in the Fashion, Luxury and Media industries working for renowned brands, such as Elle Magazine, MTV, Alexander McQueen and Yves St Lauren. She is CEO of Unique Image London a Careers and Employability Consultancy. She delivers talks, interview techniques workshop and offers expert CV and portfolio advice to students in major universities across the country. She has completed a PG Cert in Art Design and Communication in Teaching, attained professional recognition with the Higher Education Academy as a Fellow and is also certified with a City & Guilds certificate in Preparing to Teach in the Life Long Sector.



Dr Dulini Fernando

Associate Professor, Warwick Business School

Dulini Fernando is Associate Professor at Warwick Business School, University of Warwick. She holds two BSc degrees from the London School of Economics (LSE) UK and Lancaster University UK, an MSc from LSE and a PhD from Loughborough University UK.

Dulini researches on highly skilled individuals' experiences of work and career focusing on understanding barriers, enablers, mechanisms of navigation and success strategies with the aim of improving people's experiences in the workplace. She has written widely on the careers of highly skilled women in male dominated occupations, highly skilled migrants and minority ethnic workers and highly skilled workers' in the global south's knowledge work industry. Her research has been published in leading academic and practitioner journals (including Harvard Business Review) and funded by the Midland Innovation, Social Sciences and Humanities Research Council Canada, Warwick GCRF Catalyst Fund Award, ESRC IAA NGO Fund, Warwick University Widening participation development fund and the Warwick Business School impact fund. Dulini's research has influenced government policy and organisational practice, and is regularly cited in the media (e.g. Financial Times, Guardian, Times Higher Education, the Conversation, The HR reporter, The Irish Examiner, Globe and Mail, Hindustani Times).

Anthony Heath CBE

Director of the Centre for Social Investigation, Nuffield College, University of Oxford

Anthony Heath CBE, FBA is Emeritus Professor of Sociology at Oxford and the former director of the Centre for Social Investigation at Nuffield College, Oxford. His research interests include social inequality and mobility, ethnic inequalities and discrimination, and social integration. His most recent book, *Social Progress in Britain* (Oxford University Press, 2018) explores the progress which Britain has made in tackling Beveridge's 'five giants' of Want, Disease, Ignorance, Squalor and Idleness. He has also recently conducted field experiments examining the nature and extent of racial discrimination in Britain today. He has worked closely on these issues with many national and international bodies such as UNDP and the OECD.

Ozma Iqbal

DWP Lead for Gender Diversity, Department for Work and Pensions

Sandra Kerr CBE

Race Equality Director, Business in the Community

Sandra is Business in the Community's Race Equality Director. Before joining Business in the Community, Sandra worked in the Cabinet Office advising on diversity and inclusion. In January 2012, Sandra was awarded an OBE for services to Black and Minority Ethnic People.

In 2015 Sandra spearheaded the largest ever survey on race in the workplace with 24,457 responses. In January 2016 she was invited to join the Royal Society Diversity Committee. The Race at Work 2018 Scorecard report, one year from the government review into Race in the Workplace, provided the evidence to establish the Race at Work Charter and Ethnicity and Pay consultation announced by the Prime Minister in October 2018.

In 2019 Sandra was awarded a CBE in the Queen's Birthday honours list for Services to Equality and Diversity.

Sue Liburd MBE

Managing Director, Sage Blue

Sue is an award-winning businesswoman, human capital innovation consultant and chair of senior business leader forums. Awarded an MBE for her services to Business, Charity and Voluntary organisations, she works across a range of sectors for some of the world's leading companies, influencing thinking at the highest levels. Sue's purpose is to have a profound impact on the way the world does business. With a special interest in assisting under-represented groups achieve C-suite success, Sue is a recognised voice in promoting an understanding of how diversity and inclusion can be a driver for organisational success.

Sue is a Non-Executive Director for ABSTRACT International which supports talented women in business to rise to senior leadership positions. A Director and Trustee of the University of Lincoln Student Union, an Advisory Board Member for The Professional Development Group and a Non-Executive Director at NHS Lincolnshire CCG.



Isa Mutlib

Chief Executive Director. BAME Apprenticeship Alliance

Isa is an award-winning rising leader within the education and skills sector globally. He is currently the CEO of the BAME Apprenticeship Alliance – an organisation building a platform for businesses and apprenticeship leaders to discuss apprenticeship diversity and its impact through policy, advocacy and conversation.

As CEO of The BAME Apprenticeship Alliance, Isa is responsible for the overall strategy development and delivery ensuring growth of the brand and its members across the UK.

Previously, Isa served as Project Director for Pathway Group – A national workforce skills provider where he managed several projects around skills and most notably The Asian Apprenticeship Awards which celebrated the talent of the underserved British Asian apprentices, their employers and learning providers. Isa built partnerships with leading brands across the UK including the UK Government, Skills Councils, leading entrepreneurs and more.

Indra Nauth

ODN Programme Director, Black Training & Enterprise Group

Indra is a highly respected Project Manager and trainer who has worked in both the public and private sector for over twenty five years in a number of Charities, FE/Sixth Form Colleges, Royal Bank of Scotland, Marks and Spencer and Lombard Tricity Finance. Indra's roles have included project/programme manager, business development director and chief executive of a small business enterprise agency. As a highly experienced practitioner, Indra has utilised her skills in planning, analysis and problem solving to successfully manage projects worth several millions of pounds in total.

For the past 10 years, Indra has worked for a number of race equality charities; programme managing a range of projects aimed at addressing inequality for BAME young people, particularly across education and employment. Indra's role includes bid writing, developing and delivering training, project management and evaluation. In this time, Indra has seen the disparity experienced by BAME young people, particularly in outcomes relating to employment grow disproportionately so now works with many businesses to ensure equity for all.

Lee Witham

Director of People Services, Westminster City Council

Lee Witham is Director of People Services at Westminster City Council. The work of Lee's team sits at the core of the Council's ambition to enable and facilitate the creation of a progressive working environment in which all staff feel valued and can thrive. The route map for our organisational transformation is our people strategy, The Westminster Way. Lee will talk about how this strategy is putting in place processes that allow any staff member – whatever their background, ethnicity or gender – to succeed, develop and thrive at the council.

Lee Joined Westminster City Council in 2016, following a long career at BT, where he worked across the UK and globally in various HR Director roles.



Delegate List

AGE UK, *Head of People Operations*
Bedfordshire CAMHS, *CTL, Clinical Psychologist*
BEIS, *Nuclear Assurance*
BEIS, *Diversity and Inclusion Business Partner*
Brent Council, *Councillor*
Bristol City Council, *Service Manager-Responsive Repairs*
Bristol City Council, *Business Planning and Service Development Manager*
Bucks New University, *Senior Lecturer*
CDC Group, *Director, Head of HR Business Partnering*
CDC Group, *Investment Executive: AFRICA FUND*
City of London Corporation, *Director of the Built Environment*
City of London Corporation, *Transportation and Public Realm Director*
City of London Corporation, *Diversity and Engagement Lead Officer*
Comic Relief, *Recruitment Manager*
Coram, *HR Manager*
Coram, *HR Manager*
DEFRA, *Policy Analyst*
Department for Environment, Food and Rural Affairs, *Environmental Governance Advisor*
Department for Transport, *Chair - Positive Support Group*
Department for Transport, *Head of D&I&W*
Department for Transport, *Group Diversity and Inclusion*
Department for Work and Pensions, *Ethnic Minority Employment Policy Lead*
East London NHS Foundation Trust, *Systemic and Family Psychotherapist*
East Sussex Healthcare NHS Trust, *Head of Operational HR*
Government Legal Department, *Senior Lawyer*
Health Education England, *Regional Communications Manager*
Hertfordshire County Council, *Inclusion and Engagement Manager*
High Speed Two (HS2) Limited, *Equality, Diversity and Equality Manager (Workforce)*
High Speed Two (HS2) Limited, *Equality, Diversity and Equality Manager (Communities and Engagement)*
Highways England, *Facilities Compliance Manager*
Highways England, *Review Co-ordinator*
Home Office, *Digital, Data and Technology Race Champion*
House of Commons, *Talent Manager*
House of Commons, *Project Manager*
Intellectual Property Office, *Head of Diversity and Inclusion*
Intellectual Property Office, *Director of Copyright and Enforcement*
King Edward VII Hospital, *CCU Manager*
Leicestershire County Council, *Policy Officer (Equalities)*
Leicestershire County Council, *Team Leader and Sessional Tutor*
Local Government, *HR & OD Adviser*
Local Government Association, *HR & Payroll Manager*
London Borough of Richmond, *Locality Manager*
London Legacy Development Corporation, *HR Advisor*
London Legacy Development Corporation, *HR Officer*
London South Bank University, *Project Manager (OD/EDI)*
London South Bank University, *Head of HR Operations*
Luton & Dunstable Hospital, *Head of Recruitment and Retention*
MAGNET, *HM Inspector of Health and Safety*
Merseyside Police, *Sergeant*
Merseyside Police, *Inspector*
Metropolitan Police Service, *Lead for Strategy and Performance for Prevention, Inclusion and Engagement*
Monday Advice Trust, *HR Administrator*
Monday Advice Trust, *Organisational Development Manager*
National Assembly for Wales, *Diversity and Inclusion Manager*



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Network Homes, *HR Manager*
Network Homes, *Director of People & Culture*
Network Rail Ltd, *Finance Business Partner*
NHS Blood and Transplant, *Blood Donation Operations South*,
NHS Blood and Transplant, *Assistant Director for Operations South*
NHS Blood and Transplant, *People Delivery Lead, Blood Supply*
Northumbria Specialist Emergency Care Hospital, *Charge Nurse (Critical Care Unit)*
Nottingham Trent University, *Head of English, Communications and Philosophy*
Nottinghamshire County Council, *Head of HR*
Novus, *Lot Contract Manager*
Office for Product Safety & Standards, *People Operations Manager*
Office for Product Safety & Standards, *Senior Enforcement Officer*
Oxford City Council, *HR and Payroll Manager*
PAHT, *Group Associate Director Inclusion & Engagement*
Place2be, *Director of People*
Police Now, *Recruitment Manager*
Police Now, *HEI Manager*
Police Now, *Leadership Development Officer*
Police Now, *HR & Ops Manager*
Priors Court Foundation, *Director of Support Services*
Racial Equality Network, *Vice Chair RBG Racial Equality Network*
Racial Equality Network, *Chair of the Race Equality Network*
Redditch Borough Council, *Capital Contracts & Programme Manager*
Royal Aeronautical Society, *Chair of D&I WG*
Royal Marsden Hospital NHS Trust, *Medical Workforce Advisor*
Royal Marsden Hospital NHS Trust, *SRS Patient Pathway/MDT Coordinator*
Sainsbury Family Charitable Trusts, *HR Assistant*
SFCT Management Ltd, *HR Manager*
Shelter, *Digital Fundraising Manager*
Shelter, *Head of HR Operations*
Shelter, *Digital Fundraising Advertising Manager*
Skills for Care, *Project Manager*
South Yorkshire Housing Association, *Senior People Partner*
South Yorkshire Housing Association, *People Partner*
South Yorkshire Housing Association, *HR Manager*
South, Central & West CSU, *EU Exit Task Manager*
St Mungo's, *Head of Client Involvement, Diversity and Inclusion*
Surrey and Sussex Police, *Assistant Business Partner*
Surrey police, *Positive Action Team*
The Crown Estate, *People Business Partner*
The Crown Estate, *Stakeholder & Public Affairs Manager*
The Crown Estate, *Senior Manager - People*
The Law Society, *Research Officer*
The National Archives, *HR Manager - OD & Business Partnering*
The National Archives, *Head of HR & OD*
The National Archives, *Operations Director*
The Pensions Regulator, *Lead Data Scientist*
The Pensions Regulator, *Data Scientist*
The Planning Inspectorate, *HR Business Partner team*
The Planning Inspectorate, *HR Officer*
The Royal Society, *Diversity and Inclusion Programme Manager*
The Royal Society, *Head of Marketing and Public Engagement*
UK Atomic Energy Authority, *HR Advisor*
University of Lincoln, *Head of EDI*
V&A South Kensington, *Head of Human Resources*
Wandsworth Borough Council, *Graduate Project Officer*
Warwickshire County Council, *Equality, Diversity and Inclusion Practitioner*
Welsh Parliament, *Diversity and Inclusion Officer*



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World Vision UK, *Experiential Marketing Manager*
World Vision UK, *HR Advisor*

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.

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