



Government
Events

Improving National Workplace Health and Wellbeing 2020

Tuesday 29th September 2020

Event Guide





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Welcome Letter

Dear Delegate,

Welcome to Improving National Workplace Health and Wellbeing 2020.

Sickness absence and worklessness are estimated to have an economic cost to the UK economy of over £100 billion, with 131 million working days lost to work-related injuries or ill-health alone in 2017 according to the Office for National Statistics. In addition, the nineteenth annual CIPD Health and Wellbeing At Work Survey identified concerning rising trends in 'presenteeism', where employees work when unwell, in addition to increases in stress-related absence and a lack of support from managers.

In addition, the nature of work is changing in the UK, with people increasingly attracted to organisations that permit flexible working, offer clear paths to career progression, and champion mental health and wellbeing. The number of people working flexible hours has increased five-fold in the last two decades in the UK, increasing from 9.5 per cent in 1999 to 54 per cent of workers having the option to work flexibly in 2019 according to CIPD.

The benefits of successful health and wellbeing workplace management are well documented, with the What Works Centre for Wellbeing finding that most people see wellbeing as important to productivity. With resource constraints compounded by increased demand for services, it is crucial that the public sector successfully manages the health and wellbeing of its employees in order to drive efficiencies.

Improving National Workplace Health and Wellbeing 2020 will provide participants with the invaluable opportunity to gain critical updates and key insights from key organisations driving innovation in workplace health and wellbeing. Attendees will also engage with best-practice organisations leading the way in driving improvements in workplace health and wellbeing through a series of case studies and insightful discussions.

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We hope you have a rewarding and enjoyable day.

Yours Truly,

David Blake
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Agenda AM

- 09:00-09:50 **Online Registration**
- 09:50-10:00 **Chair's Welcome Address**
Sally Wilson, Senior Research Fellow, Institute for Employment Studies
- 10:00-10:20 **Keynote Address: Effectively Accommodating And Supporting Disabilities And Common Health Issues At Work**
Joy Reymond, Director, Council for Work & Health
- 10:20-10:40 **Case Study: Supporting Working Parents to create a Flexible, High-Performing Workforce**
Jane van Zyl, CEO, Working Families
- 10:40-11:00 **Question and Answer Session**
- 11:00-11:15 **Comfort Break**
- 11:15-11:35 **Case Study: Implementing An Ambitious Workforce Strategy: Making London Local Government The Employer of Choice**
Dean Shoesmith, Director of Human Resources and Organisational Development, Lambeth Council
- 11:35-11:55 **Case Study: Effectively Providing Targeted Support For Staff Physical And Mental Wellbeing Through A Series Of Initiatives**
Jessica Easterbrook, Lead Consultant MCIPD, East Sussex County Council
- 11:55-12:15 **Questions and Answers Session**
- 12:15-12:55 **Lunch and Networking**

*Programme Subject to Change



Agenda PM

- 12:55-13:15 **Keynote Address: Improving Mental Health and Wellbeing in the Workplace: Moving From Intention to Action**
Abigail Hirshman, Director, Workplace Programmes, The Charlie Waller Trust
- 13:15-13:25 **Question and Answer Session**
- 13:25-13:55 **Breakout Networking Session: Managing Modern Wellbeing Challenges**
- 13:55-14:10 **Comfort Break**
- 14:10-14:30 **Case Study: Break the Stigma: Establishing A Support Group For Staff Experiencing Mental Ill Health To Raise Awareness, Reduce Stress And Promote Wellbeing**
Jakki Mills, Senior Technical Manager and Co-Founder, Break the Stigma Network, The Insolvency Service,
Richard Tunsich, Vice-Chair, The Insolvency Service
- 14:30-14:50 **Case Study: Wellbeing in the Military and Veterans Populations: What do we Know?**
Matt Fossey, Director, Veterans and Families Institute, Anglia Ruskin University
- 14:50-15:10 **Case Study: Developing An Inclusive Workplace To Improve Staff Wellbeing And Workforce Diversity**
Helen Giles, Executive Director of People and Governance, St Mungo's
- 15:10- 15:30 **Questions and Answers**
- 15:30 **Chair's Summary and Close**

*Programme Subject to Change



Speaker Biographies (A-Z)

Jessica Easterbrook

Lead Consultant MCIPD, East Sussex County Council

Jessica is passionate about transformational projects that promote positive change for organisations. Encouraging ideas without walls, Jessica challenges us to think beyond our sectors; finding progressive solutions that focus on people, irrespective of where they work. Jessica advocates that happy and healthy employees are the bedrock of any successful organisation.

Jessica's strategies placed East Sussex County Council as the top local authority in the Health and Wellbeing category at the 'HR Excellence Awards 2017'. She has been awarded LGA funding for piloting the 'mindfulness through resilience' project and Public Health England funding for the implementation of Mental Health First Aid at East Sussex County Council.

Jessica's 11 years' experience in HR spans a wealth of disciplines including OD, Wellbeing, Engagement, Employee Relations, Contract Management and Recruitment. Her current focus is responding to the challenges of COVID-19 in order to strengthen the wellbeing strategy at both East Sussex County Council and Brighton and Hove City Council.

In her spare time Jessica has worked as a trustee for the Charity 'Good Story', trained as a Citizen Advocate for the learning disability charity 'Speak Out', and more recently performed in the Brighton Fringe Festival.

Matt Fossey

Director, Veterans and Families Institute, Anglia Ruskin University

Helen Giles

Executive Director of People and Governance, St Mungo's

Helen Giles is Executive Director of People and Governance for St Mungo's the homelessness charity. Helen is a former Personnel Today HR Director of the Year and has been awarded the MBE for services to homeless people. Her particular areas of interest are organizational development and the promotion of high standards of leadership and performance management in the public and third sectors. She is a frequent speaker at conferences and has had many articles published in HR and broader press. She is currently a regular columnist for Charity Finance. She has been included in HR Magazine's Most Influential HR Practitioners listing every year since it began in 2006 and in 2015 she was listed in the Top 10 Most Influential HR Practitioners of the Decade. Helen is a dedicated advocate of diversity and inclusion: in 2016 St Mungo's won the Inclusive Workplace Culture category in the BITC Race Equality Awards, the Excellence in Diversity Award, and was listed ninth in the Top 50 Inclusive UK Employers list. In 2018 St Mungo's was highly commended in the CIPD Awards Diversity & Inclusion category and the BITC Race Equality Awards Leadership category. St Mungo's has been listed in Stonewall's Top 100 employers for LGBTQ+ inclusion for the last 8 years, and in 2019 was named as one of 14 Top Trans Employers.

Abigail Hirshman

Director, Workplace Programmes, The Charlie Waller Trust

Abigail has over twenty-five years' experience in mental health and wellbeing at work from a clinical, academic and delivery perspective. Abigail has recently joined the Charlie Waller Trust as their Director of Workplace Mental Health and Wellbeing Programmes, and prior to this was the Head of Mental Health and Wellbeing for Acas. Abigail has a master's degrees in both Psychotherapy and Psychology and extensive research experience in occupational psychology. She previously sat as topic expert for the National Institute of Clinical Excellence (NICE) guidelines on mental wellbeing at work and is an active member of several established mental health at work networks. She is regularly invited to both chair and provide keynote speeches at national conferences and has recorded a number of podcasts, videos and written articles for the national press on issues related to mental health at work. She has established relationship with global brands from the public, private and third sector providing consultancy support on the development and implementation of pragmatic tailored strategies to support mental health in the workplace.

Jakki Mills

Chief Executive, Luton Community Housing

Jackki was recently asked at an interview "What's the best thing you've ever created?". Well apart from my two children - it has to be setting up Break the Stigma (BtS) within the Insolvency Service. I'm just so proud of what we've achieved within a relative short space of time.

Having suffered from post-natal depression following the birth of my children, I realised the importance of maintain good mental wellbeing and developed my passion for learning more about it. I'm part qualified as a counsellor and wanted to do more in my workplace to help people who were



struggling to deal with their own mental health issues or those of their colleagues.

So, in 2016 with the help of a group of colleagues (now firm friends) I set up BtS to raise awareness of mental health, break down the taboos surrounding it and bust the myths. Together we have become the largest employee network in the Agency. BtS has over 80 members nationwide and we have had so many successes, e.g. had Mental Health First Aiders and Mindfulness training introduced for staff.

In 2019, BtS were successful in being shortlisted for the Guardian's Public Service Awards in the Wellbeing category.

Joy Reymond

Director, Council for Work & Health

Joy trained as a clinical psychologist in the U.S. and Australia. In addition to her clinical practice, her Australian career included research and teaching in academia and public service in Occupational Health, Safety & Welfare, and completing her MBA.

Joy's Canadian experience includes disability insurance in both public and private sector as chief Adjudication Officer and VP Disability. In the UK Joy has specialised in developing the vocational rehabilitation profession, as Head of Rehab for a major disability insurer, and trustee for the Vocational Rehabilitation. In 2015, she was awarded the Post Magazine's Rehab First Award for Outstanding Individual Achievement in Vocational Rehabilitation. Most recently she has returned to her consulting, research and analysis roots, leading an innovative programme to support gender inclusion in the workplace.

Dean Shoesmith

Director of Human Resources and Organisational Development, Lambeth Council

Dean is the Director of Human Resources and Organisational Development at the London Borough of Lambeth, having worked for the Council since 2016. He has spent 37 years working in Human Resources and has worked at director-level for 18 years.

He led the first fully shared local government HR service between the London Boroughs of Sutton and Merton in 2009.

Dean was Public Sector People Management Association national president in 2010, as well as being the national 'Skills for Life' champion for two consecutive years in 2008 and 2009. He is also a Visiting Fellow at Kingston University Business School.

Richard Tunsich

Vice-Chair, The Insolvency Service

Having experienced poor mental health all his adult life and having received support from family, friends and mental health professionals, Richard wanted to find a way to help others in a similar situation.

So in 2016 he joined the Insolvency Service's Break the Stigma mental health network as its communication lead. In the 4yrs since its inception we have made great strides in improving the discussion around mental health within our organisation.

From the creation of a network of mental health first aiders (MHFA) to mental health awareness training to mindfulness sessions, the BtS network has achieved so much to improve our culture around the mental health discussion. The culmination was to be the runner-up in the Guardian's Public Service award in the Wellbeing category.

Now as the BtS Vice-Chair and MHFA lead I am working with P&C colleagues in putting together the strands needed for our organisation to achieve the Mental Health at Work Commitment. This will help us to become a more inclusive employer for those experiencing poor mental health.

Jane Van Zyl

CEO, Working Families

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.



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Sally Wilson

Senior Research Fellow, Institute for Employment Studies

Sally is based at the Institute for Employment Studies (IES) in Brighton and has twenty years of research experience in occupational health, safety and wellbeing. In recent years she has worked with Mind, Macmillan, Epilepsy Action and the Government Inclusive Economy Partnership to inform guidance and training for employers and has just completed an evaluation for the Rail Safety and Standards Board focussing on mental health training for line managers. In a European context she has worked with EU-OSHA (the European Agency for Occupational Safety and Health) as well as the Executive Agency for Small and Medium-sized Enterprises (EASME) in Brussels.

Her expertise also extends to quality of work, work-life balance and working while caring. She led a study for the Social Care Institute for Excellence on interventions to support carers in employment and is currently co-authoring a White Paper for the European Cancer Patient Coalition addressing similar themes. Sally's background is in behavioural and health sciences having completed a PhD in neuropsychology at the MRC Cognition and Brain Sciences Unit in Cambridge. Prior to joining IES, Sally was employed by the Health and Safety Executive and the University of Sheffield.



Delegate List

Acas, HR&OD Apprentice
Age UK, Employee Relations Consultant
Age UK, People Development Coordinator
Alpha International, MENA Development Manager
Avon and Somerset Constabulary, HR Business Partner
BAE Systems PLC, Employee Relations Manager
BAE Systems PLC, Head of Employee Relations
Belfast Met, Corporate Compliance Officer
BEN, Health & Wellbeing Director
Brighton and Hove City Council, HR Consultant
Brighton and Hove City Council, HR Consultants
British Red Cross, Learning and Organisation Development Manager
Brunelpp, Corporate Services Manager
Cantium Business Solutions part of Kent County Council, Workplace Wellbeing Consultant
Cantium Business Solutions part of Kent County Council, Head of Workplace Wellbeing Services
Catalyst Housing Ltd, Organisational Development Apprentice
Catalyst Housing Ltd, Organisational Development Coordinator
Centrepoint, HR Business Partner
Chelsea and Westminster Hospital NHS Foundation Trust, Deputy Director of People and OD
City of Lincoln Council, HR Associate
Clarion Housing Group, Head of Customer Services
Combat Stress, Head of HR
Crisis, Mental health and Wellbeing Manager
Cumbria County Council Corporate, Customer and Community Services, Technical Lead Engagement
Dartford Borough Council, HR Manager
Department for Transport, Health and Wellbeing
Department for Transport, Health, Safety, Wellbeing & Workplace Adjustments Lead
DWP, CMG Disability Group Lead
DWP, CMG Wellbeing Group Lead
DWP, CMG Wellbeing Group Lead
EAST AND NORTH HERTFORDSHIRE NHS TRUST, Head of Health at Work Service
East West Railway Company Ltd, Document Controller
Epsom and St Helier University Hospitals NHS Trust, Occupational Health Advisor
Essar Oil UK Ltd, Senior Occupational Health Nurse
Essar Oil UK Ltd, Head of Employee Engagement & Reward
Essex County Fire & Rescue Service, Lead HR Business Partner
Ferndearle Childrens Care Services, Personnel Manager
Financial Ombudsman Service, Wellbeing Manager
Gateway Housing Association, Senior Human Resources Advisor
Gateway Housing Association, Head of HR
Government Legal Department, Deputy Director
Government Legal Department, Deputy Director
Hampshire County Council, Wellbeing Advisor
Hampshire County Council, HR Inclusion and Diversity Lead
Hertsmere Borough Council, HR Adviser
Hertsmere Borough Council, HR Assistant
Hestia, Director
Hexagon Housing Association, HR Manager
Hexagon Housing Association, Senior HR & Facilities Officer
Hft, Partnership Forum Lead
Jewish Care, REGISTERED MANAGER



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Leicestershire County Council, *Senior Human Resources Advisor*
Lincolnshire county council, *Public Health Program Manager*
Lloyds Banking Group Centre for Responsible Business, *Engagement & Operations Lead*
Local Government Association, *HR Officer*
London Legacy Development Corporation, *HR Advisor*
London Procurement Partnership, *HR/Admin Business Manager*
London Procurement Partnership (hosted by Guys and St Thomas), *Assistant Director for Business Services*
London South Bank University, *Staff Wellbeing Advisor*
Market Research Society, *Marketing & Sales Director*
Milton Keynes Council, *Public Health Principal*
Mines Advisory Group, *HR Officer*
Ministry of Defence, *Directors Armed Forces People Policy (D/AFP Pol)*
Ministry of Justice, *Customer Capability Lead*
MoJ, *Data Privacy Strategic Lead*
National Museum Liverpool, *Human Resources Business Partner*
NAVIGO Health and Social Care CIC, *OCCUPATIONAL HEALTH ADVISOR/RGN*
NAVIGO Health and Social Care CIC, *Head of Business Development*
Newcastle City Council, *Equality and Wellbeing Advisor*
NHS Arden & GEM CSU, *Business Manager*
NHS ENGLAND & NHS IMPROVEMENT, *Improving health and wellbeing lead*
NMC, *L&OD Business Partner*
NMC, *Head of Talent & OD*
Northamptonshire County Council, *Workplace Wellbeing Coordinator*
Nottingham Unniversity Hospital, *Practice Development Matron*
Office for National Statistics, *Wellbeing Lead*
Open University, *Specialist Project Manager (Equality, Diversity & Inclusion)*
Optivo, *Training Coordinator*
Paul Hamlyn Foundation, *HR Officer*
Peabody, *L&D Consultant*
Peabody, *Engagement Manager*
Porton BioPharma Ltd, *Senior fermentation scientist and safety coordinator*
Professional Standards Authority, *Communications Manager*
Qualifications Wales, *Head of HR*
RHS, *Director of People*
Royal Hospital for Neuro Disability, *Staff Engagement Lead*
Royal Hospital for Neuro Disability, *Senior Human Resources Business Partner*
Rushmoor Borough Council, *HR Support Officer*
Rushmoor Borough Council, *Principal HR Officer*
SAMH, *Assistant Director*
SAMH, *Work Place Development Lead*
SFCT Management Ltd, *HR Manager*
SFCT Management Ltd, *HR & Operations Manager (Gatsby Africa)*
SFCT Management Ltd, *HR Assistant (and Mental Health First Aider)*
Shepton Mallet NHS Treatment Centre, *Reception Lead*
Simon Community, *Earning & development manager*
Slough Borough Council, *CDOP Coordinator*
Social Interest Group, *Director of People & Culture*
Solihull Metropolitan Borough Council, *HR Manager*
Solihull Metropolitan Borough Council, *HR Business Manager*
South Northamptonshire Council, *Active Lifestyles Team Leader*
Southend on Sea Borough Council, *Leisure Contracts and Development Manager*
Spelthorne Borough Council, *HR Operations Advisor*
Spelthorne Borough Council, *HR Manager*
Sport England, *Diversity, Inclusion and Wellbeing Manager*
St Andrews Healthcare, *Diveristy and Inclusion Manager*
St Margaret's Hospice, *Director of Organisation & People Development*
St Margaret's Hospice, *Director of People & Organisational Development*
Stolle Europe, *HR Manager*



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Stolle Europe, *Health & Safety Manager*
Surrey Police, *Head of Occupational Health & Wellbeing*
Tavistock and Portman NHS Foundation Trust, *Health Psychologist*
The British Library, *Head of Human Resources*
The Charity for Civil Servants, *HAS Team Manager*
The Charity for Civil Servants, *Director of Help and Advice*
The Northern Care Alliance NHS Group, *Deputy Director, Capital, Estates and Facilities*
The Northern Care Alliance NHS Group, *Group Lead Nurse, Estates and Facilities*
The Open University, *Head of Health & Safety*
The Open University, *Business Services & Planning Manager*
The Yard Adventure Centre, *Director of Resources*
Thurrock Council, *Business Officer*
Together for Mental Wellbeing, *Learning and Development Manager*
United Learning, *Project Lead*
University of Exeter, *Impact and Partnership Development Officer – Society, Culture and Organisations*
University of Exeter, *Impact & Partnership Development Manager*
WAGGGS, *HR Adviser*
WAGGGS, *HR Manager*
Walsingham Support, *HR Manager*
Walsingham Support, *Training & Delivery Consultant*
Weaver Vale Housing Trust, *HR Co-ordinator*
Weaver Vale Housing Trust, *HR Business Partner*
Welsh Parliament, *Health and Safeguarding Advisor*
Welsh Parliament, *Head of Employee Services*
WEST MIDLANDS CHILDRENS SERVICES (WMCS), *STRATEGIC SUPPORT MANAGER*
Westminster City Council, *HR Advisor (Reward)*
Westminster City Council, *Senior Organisational Development Advisor*
Westminster City Council, *Senior HR Advisor*
WFHA, *Deputy CEO*
Wilton Park, *HR Advisor*
Wokingham Borough Council, *People & Organisation Development Manager*
Wokingham Borough Council, *Head of Human Resource & Organisation Development*
YHA (England and Wales), *People Business Partner*
Yorkshire Water, *Workplace Experience Manager*
Yorkshire Water, *Manager of Workplace Experience*
Yorkshire Water, *Workplace Experience Manager*



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[Health and Safety at Work Conference 2021](#)

21st January 2021, Central London

[The Race in the Workplace Conference 2021](#)

26th January 2021, Central London

[Planning for Public Health in Public Spaces](#)

25th February 2021, Central London

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



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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