

**South West Joint Partnership Conference
Diversity and Inclusion**

**Thursday, 24 November 2016 from 10am. to 4pm.
DAC Beachcroft Offices, Portwall Place
Portwall Lane, Bristol, BS1 6NA**

- 10.00 **Registration and refreshments**
- 10.15 **Introduction and Welcome**
Martin Ringrose, SW RSPF Management Side Chair and
Helen Eccles, SW RSPF Staff Side Chair
- 10:20 **Roger Kline**
NHS England Director for the Workforce Race Equality Standard and author of The Snowy White peaks of the NHS.
- 11.00 Break
- 11.15 **Clive Lewis, Globis**
My experience as a Non-Executive Director in the NHS: A Non-Executive Director from a BME background
- 11.45 **Margaret Davies, Occupational Psychologist & Director, The Glass Lift – Supporting Women in leadership - Inspiring women to progress their careers to leadership roles**
- 12.10 **Peter Hall, Employers Network for Equality & Inclusion (ENEI)**
You've got the Data, but What Does It Mean? What Next?
- 12.30 **Lunch & Networking**
- 13.30 **Workshop Sessions (workshop description sheet attached)**
Delegates to choose one workshop from each session.
- 15.30 **Closing remarks, reflections on the day and evaluation**
Martin Ringrose, SW RSPF Management Side Chair and
Helen Eccles, SW RSPF Staff Side Chair

Assured Bold Leading Expert Respect



South West Joint Partnership Conference - Diversity and Inclusion

Workshops

Delegates to choose one Workshop from Session 1
13.30pm. – 14.15pm.

1a. What does a good Equality Impact Assessment look like?
Vicky Boroughs, Unison

1b. Accelerating Difference: To support organisations to create an environment that inspires women to progress their careers to leadership roles. This workshop will provide participants with an understanding of opportunities for leadership in the NHS. Participants will take away tools to help them support colleagues consider the next steps in their career development.

Margaret Davies, Occupational Psychologist & founder, The Glass Lift

1c. Good Practice in Diversity and Inclusion – a legal perspective
This workshop will focus on what the reporting requirements will look like for gender pay gap reporting and what organisations can do to prepare themselves to meet their new obligations.
Katy Horner and Linnea Keldusild, DAC Beachcroft

Delegates to choose one Workshop from Session 2
14.30pm. – 15.15pm

2a Accelerating Difference: Supporting organisations to create an environment that inspires women to progress their careers to leadership roles. This workshop will provide participants with an understanding of opportunities for leadership in the NHS. Participants will take away tools to help them support colleagues consider the next steps in their career development.

Margaret Davies, Occupational Psychologist & founder The Glass Lift

2b. Conflict and the impact on Equality: How mediation can help
Using knowledge gained from 2 years of NHS mediation cases where Equality and Diversity features in 32.5% of cases
Clive Lewis, Business Psychologist, Mediator, Coach, Trainer, Facilitator and Author, Globis Mediation Group

2c. From data to action: Scrutinising, learning, challenging and changing.
Mayur Bhatt and Jenny Turton, Avon Wiltshire Partnership NHS Trust and Peter Hall, ENEI

Speaker Biographies



Roger Kline is co-director of the NHS Workforce Race Equality Standard implementation team and is Research Fellow at Middlesex University Business school. Roger's research interests are in workforce culture, primarily in bullying, race equality and whistleblowing. Roger is the author of *Professional Accountability in Social Care and Health: Challenging unacceptable practice and its management* (2012) and several papers on workforce race equality including *The Snowy White Peaks of the NHS* (2014).

Clive Lewis is a Business Psychologist specialising in employee and industrial relations. He is Founder of the Globis Mediation Group. Much of his work is as a consultant, mediator, trainer, investigator and coach. He is an ex-Kingfisher and Dixons executive. He has mediated and facilitated hundreds of situations and supports customers with cases ranging from one to one first level fall outs and change programmes up to high level multi party complex disputes. Each year he helps hundreds of professionals prepare for and have difficult conversations.



Margaret Davies, Occupational Psychologist & Director, The Glass Lift is a registered Occupational Psychologist with extensive experience of facilitating behavioural change in a range of organisations across industry sectors. She has particular expertise in the area of leadership and gender factors. Margaret is an associate Fellow of the British Psychological Society, an affiliate of Exeter University Business School Centre for Leadership Studies (CLS) and a business partner of Bristol Business School. She had a successful first career working as a senior marketing manager for a number of large companies including Microsoft Ltd. Margaret's experience, knowledge and drive gives her a unique insight into how to challenge mind sets and increase the number of women breaking through the glass ceiling. Margaret and The Glass Lift team have worked with the NHS Leadership Academy and other Trusts and organisations on a number of projects, including delivering the ELEVATE programme to over 30 talented and aspiring women from throughout the South West.



Peter Hall, Member Engagement Manager, Employers Network for Equality & Inclusion (ENEI) has over 15 years' experience of developing, monitoring and reviewing strategies to embed compliance and deliver diversity and equality best practice primarily across Central and Local Government Departments and agencies. Before joining enei, Peter was Senior Equalities Advisor for a local authority which was recognised as Council of the year in 2012. Peter has extensive experience of building strong, positive relationships with business and community leads. Building and sustaining these relationships has helped to sustain and enhance the reputation of organisations Peter has worked in, by helping them to be seen as inclusive and an employer of choice.





Katy Horner, DAC Beachcroft, has built strong relationships with her clients by providing both operational and strategic advice to them on their HR issues. Katy provides practical advice to clients on all aspects of complex reorganisation/restructuring programmes. A key element of Katy's work is advising on Board issues and managing executive exits. She also advises and represents clients in relation to high profile and high value claims for whistleblowing, unfair dismissal and disability, race, sex and age discrimination. Katy's expertise also extends to advising on significant sickness absence issues and doctor's conduct and performance cases. Katy regularly provides training to organisations on a variety of employment matters as well as providing in-house training to clients. Katy Horner is praised by her clients for her "high level of expertise" and impresses clients with her "healthcare-focused employment practice, offering experience of medical disciplinary cases, complex restructuring programmes, and industrial action matters involving front-line medical staff." Chambers and Partners UK 2015 Edition, Employment, South West and she is described as being 'an excellent provider of high-quality employment law advice'. Chambers and Partners UK 2014 Edition, Employment, South West. See more at: http://www.dacbeachcroft.com/people/person/?author_id=1897

Linnea Keldusild, DAC Beachcroft, specialises in employment law and has extensive experience of representing clients in both the public and private sectors. Linnea advises on both contentious and non-contentious matters. On the contentious side, Linnea has dealt with employment tribunal claims for major private companies, as well as for NHS organisations and local authorities. Many claims have included complex discrimination claims, which have required sensitive handling. On the non-contentious side, Linnea has advised on the TUPE aspects in a number of transactions. Her advice has included drafting and negotiating warranties and indemnities in business purchase agreements and outsourcing agreements, and advising on employer obligations under TUPE. In addition, Linnea drafts employment contracts and policies and provides general advice and HR guidance on how to deal with for example capability issues and redundancies. See more at: http://www.dacbeachcroft.com/en/gb/people/person/?author_id=1863

