

# Promoting a Diverse Healthcare Workforce: Tackling Discrimination & Ensuring Equality

Taking place in Zone 1 Central London (Venue TBC) | Thursday 31 Aug 2017

## 10.15 Registration & Morning Refreshments

### 11.00 Chair's Introduction

⇒ **Jagtar Singh OBE**, NHS Trust Chairman & Diversity Consultant

### 11.05 Culture Change

- Promoting an inclusive workplace culture to allow all staff to flourish
  - Achieving leadership buy-in and examining the role of HR and line managers in promoting a diverse healthcare workforce
  - Ensuring all levels are staff are committed to tackling discrimination and bullying
- ⇒ **Ricky Somal**, *Head of Engagement, Health and Wellbeing, Diversity and Inclusion, Southern Health NHS Foundation Trust*
- ⇒ **Morvia Gooden**, *Senior Programme Lead, NHS Leadership Academy*

### 12:00 Recruitment

- Engaging hard to reach communities in your recruitment process
- Ensuring that hiring panels do not recruit in their own image
- Managing and tackling unconscious bias

### 13.15 Networking Lunch

### 14.00 Employee Retention

- Identifying the reasons why certain groups leave & developing policies to address them
  - Embedding a workplace environment that is accepting, accessible and approachable
  - Creating an atmosphere where staff feel comfortable speaking up and responding appropriately
- ⇒ **Paul Deemer**, *Head of Diversity & Inclusion, NHS Employers*

### 14:45 Promotion & Leadership

- Ensuring boards and senior leadership represent the diversity of their workforce
- Managing talent pipelines to promote people regardless of ethnicity, gender, sexual orientation or disability
- Using positive action where appropriate

### 15.30 Event Close

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