



# Wakefield Place EDI Summit

## Summit Guide

Wakefield Place is proud to present this free one day online conference exploring Equality, Diversity and Inclusion in the workforce. All staff working in Health, Social Care and the Public Sector are invited to attend.

The Wakefield Summit features some fantastic EDI speakers and D&I Specialists on a range of EDI issues, including:

- **Building a more inclusive workplace**
- **Reflecting BAME experiences during the COVID-19 pandemic**
- **Inclusive recruitment practises**
- **Trans allyship and inclusion in the workplace**

**Thursday 30th September 2021**  
**10:00 to 15:30**

**Wakefield Place** is a network of public sector and voluntary organisations that are passionate about equality and diversity, across the Wakefield District.

# Agenda

<b>10:00-10:15</b>	<b>Summit Open and Welcome</b>
<b>10:15-10:45</b>	<b>Key Note: COVID-19 and Health Inequalities</b> – Steve Turnbull (Wakefield Public Health)
Delegates will attend one of the following sessions	
<b>10.45-11:30</b>	BAME Experienced During COVID-19
	Inclusive Recruitment Practise
	Building More Inclusive Workplaces Post COVID-19
<b>11.30-11:40am Break</b>	
Delegates will attend one of the following sessions	
<b>11.40:12:25</b>	Inclusive Recruitment Practise
	Building More Inclusive Workplaces Post COVID-19
	Trans Allyship in the Workplace
<b>12:25-1:00pm Lunch</b>	
<b>13:00-13:30</b>	<b>Key Note: LGBT+ Rights in the UK and Around the World</b> – Jessica Lynn (Trans Speaker and Educator)
Delegates will attend one of the following sessions	
<b>13:30-14:15</b>	Trans Allyship in the Workplace
	Inclusive Recruitment Practise
	BAME Experienced During COVID-19
	Building More Inclusive Workplaces Post COVID-19
<b>2:15-2:25pm Break</b>	
<b>14:25-15:10</b>	<b>Harnessing the Power of Staff Forums and Delegate Networking</b> – Amrit Reyat (Wakefield CCG)
<b>15:10-15:30</b>	<b>Summit Close</b>

N.B. due to the nature of COVID-19, the speaker/workshops could differ slightly.

# What to Expect and How the Summit Works

The Wakefield Place Summit is being run via a series of Zoom meetings.

## **Accessing the workshops:**

- You will need to make sure that you switch to the correct meeting link for each of the workshops that you have booked on to.

## **What to do during the summit:**

- If possible, we would like people to keep their cameras on as this improves the experience for the speakers. However sometimes if your internet connection is bad or bandwidth is low, turning your camera off improve your connection.
- We ask that all delegates keep their microphones on mute as this will reduce echo and feedback.
- Please do not take any screenshots or photographs of the content during the summit. Where we have permission to do so, slides and content will be shared after the summit.
- Use the chat function to ask questions and share your comments.
- You can share messages and thoughts from the summit on social media using the hashtag #Wakefieldedisummit

**If you have any issues in the run up to or during the conference, please email [EDISummit21@gmail.com](mailto:EDISummit21@gmail.com)**

# Speakers and Workshops

## Key Note: COVID-19 & Health Inequalities

### Wakefield Public Health

Steve Turnbull (he/him), Public Health Consultant

#### About Steve Turnbull

Steve qualified as a Public Health Consultant in 2019 and joined the Wakefield team in the same year. A varied career encompassing roles in acute hospitals, NHS planning, community development and local government has had at its core a theme of tackling health inequalities. Over the past 18 months the focus has been on responding to the COVID pandemic – but in this the theme of health inequalities continues to prevail.

#### About Public Health Wakefield

We want people in Wakefield to have healthier, happier and longer lives with less inequality. To do this people living and working in the district need to work together. The Wakefield Health and Wellbeing Board brings together key organisations to oversee the plans for improving the health and wellbeing of the people in Wakefield.

The Board uses information from people living and working in Wakefield for its [Joint Strategic Needs Assessment](#) of the main health, wellbeing and social care issues in the District. They have produced a [Health and Wellbeing Strategy](#) for improving the six health and wellbeing priorities in the district.

The board are focussing on 4 priorities: Giving Every Child the Best Start in Life; Strengthening the Role and Impact of Ill Health Prevention; Creating and Developing Sustainable Places and Communities; and Ensuring a Healthy Standard of Living for All.

#### More Information

- Local COVID-19 Advice - <https://www.wakefield.gov.uk/about-the-council/coronavirus-information>
- NHS COVID-19 Advice - <https://www.nhs.uk/conditions/coronavirus-covid-19/>

# Inclusive Recruitment Practise

## Sheffield Hallam University

Sarah Taylor (she/her), Katie Hornby (she/her)

Sarah and Katie work as part of the wider HROD Advisory Team at Sheffield Hallam University within their specialist function of resourcing and reward. Advising managers and stakeholders on business-as-usual resourcing and reward activity, they also contribute at a strategic level towards the provision of an innovative and creative HROD service offer.

**Sheffield  
Hallam  
University**  
Knowledge Applied

Contributing to the university's EDI strategy and values, work has been done by the team to deliver inclusive recruitment including successful re-validation of the university's Disability Confident Leader Status, developing a recruitment plan to include targeted outreach activity, and piloting and implementing a positive action 'Equal Merit' initiative.

### **What is the Equal Merit Principle?**

During a recruitment exercise, if two or more candidates are judged as being of equal merit the employer can give priority to one or more candidates from an underrepresented background. For this action to be lawful, the two candidates have to perform identically during a recruitment or selection exercise e.g. score the same during an interview across all questions.

### **About Sheffield Hallam University**

Sheffield Hallam University is one of the UK's largest and most diverse universities: a community of more than 30,000 students, 4,000 staff and more than 250,000 alumni around the globe. Their mission is simple: they transform lives.

The University provides people from all backgrounds with the opportunity to acquire the skills, knowledge and experience to succeed at whatever they choose to do. As one of the UK's largest and most progressive universities, their teaching, research and partnerships are characterised by a focus on real world impact - addressing the health, economic and social challenges facing society today.

# Building More Inclusive Workplaces

## Post-Covid-19

### Enable Disability & Inclusion Consultants

Kate Dean (she/her), Director

#### About Kate Dean

Having previously been Head of Disability at one of the largest universities in the UK, Kate Dean brings 14 years' experience of identifying appropriate adjustments and enabling technologies across a wide range of disabilities and long-term conditions. Kate now supports organisations to remove barriers to high performance, provides specialist advice and training, and workplace assessments to support team members work to their strengths. Kate brings her own lived experience and the strengths of neurodiversity to her work. Kate will discuss how the pandemic has facilitated a more inclusive approach to working and how we can harness the positives of this to build a productive, sustainable future for everyone.



#### About Enable Disability and Inclusion Consultants

Enable Disability and Inclusion Consultants is a consultancy which is passionate about supporting employers to build an agile, high performing and diverse workforce. Diversity equals strength. 19% of the working-age population in the UK have a disability or long-term condition. Enable ask employers if these numbers are reflected in their organisation's profile? Are they confident that they have asked the right questions and invited their team members to share this information, rather than ask them to disclose a secret?

Enable offer a professional, pragmatic and supportive approach, enabling employees to work to their strengths.

Their aim is to help employers

Maximise satisfaction and productivity

and minimising the potential for conflict in the workplace.



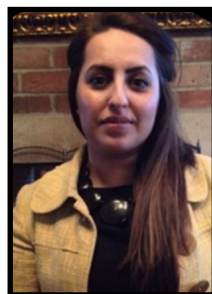
# BAME Experiences During Covid-19

Hosted by Steve Turnbull (he/him) - Wakefield Public Health  
with Amritpal Reyat (she/her) - Associate Director and  
Mudassar Panchbhaya (he/him) - Lecturer & Radiographer

This session will explore the impact that the pandemic has had on Black, Asian and Ethnic Minority Staff.

## Amritpal Reyat

As a dedicated governance and risk professional Amrit has worked in the NHS for 18 years with a drive for making positive changes to health services which includes winning a Health Stars Award in the transforming services category for making patient experience count.



Currently on the WY&H ICS Fellowship Programme as an Associate Director she worked Fatima Khan-Shah, ICS Programme Director to ensure the recommendations following the Health Inequalities Review were shared and actions embedded across the system. Now in her second placement as Associate Director she is working in the 'New Local' team as the Lead on Health Inequalities and Anchor Institutions with the Director for Public Health Anna Hartley. Amrit also chairs the Wakefield, Calderdale and Kirklees CCGs Race Equality Network.

## Mudasser Panchbhaya

Mudasser graduated with a First Class Honours Degree in Diagnostic Radiography and was a strong champion for inclusion and diversity during his studies. He juggles family life alongside a successful lecturing career at the University of Liverpool and also works as a Radiographer in private healthcare. Speaking five languages, and coaching junior cricket, Mudasser brings his unique perspective from supporting disadvantaged young people into NHS careers and a practical insight into how the pandemic has impacted on the delivery of public services.



# Trans Allyship in the Workplace

## Learnest

Louie Stafford (they/he)

### About Louie Stafford

Louie Stafford is a local social entrepreneur with a proven track record in community development and has been working with trans and wider LGBTQ communities across Yorkshire over the last ten years. Louie began his career in 2008 as a Youth Worker but sadly experienced transphobia at the hands of his employer when he came out at trans and was forced to leave his much-loved career and start over. Since that time, Louie has gone on to have a rich career supporting countless individuals and organisations to create more equitable and inclusive working environments where trans people can thrive.



### About Learnest

Louie founded Learnest in 2019. Learnest is a trans-led Community Interest Company ran by and for LGBTQ+ people. Together they navigate the world of work and create development opportunities for our LGBTQ+ members.



They offer innovative and culture-shifting consultancy & training programmes that draws on the rich lived experience and collective expertise gleamed from their intersectional team. Learnest have experience working alongside partners from across the private, public, and charitable sectors to create safer and more equitable workplaces for all. All of the profits are invested from their work back into their LGBTQ+ community programmes.

Their mission to develop meaningful opportunities that change the lives and prospects of people affected by transphobia, biphobia and homophobia in the workplace and wider society.



# Key Note: LGBT+ Rights Around the World and Lived Experiences

Kinsey Institute / [Jessicalynn.co.uk](http://Jessicalynn.co.uk)

Jessica Lynn (she/her), Speaker & Educator

Jessica Lynn is a transgender woman, originally from California but now living in Sutton Coldfield, in the West Midlands, England. A speaker and educator, Jessica has given over a thousand presentations, in 28 different countries across the globe, opening hearts and minds to a real understanding of what it means to be transgender through sharing her own experiences.



In her own words, Jessica says “I do not claim to own every experience of that journey but I do hope I am helping the taking of the first step a little bit easier for those who need to take it.” In 2016, she was appointed a global ambassador by The Kinsey Institute for Research in Sex, Gender, and Reproduction at Indiana University. Jessica is also a Stonewall Schools Role Model and maintains an advisory position at the University of Oxford, on a research project aimed towards improving health services for gender diverse youths and their families.

She works with teachers, professors, nurses, doctors, business leaders, and many others to help further the understanding of gender non-conforming communities. With the aid of colleagues from the University of Oxford, Kinsey Institute, Michigan State University, within the NHS, and many others, Jessica has developed training and educational programs for the business and medical communities. These training programs are structured to educate and give a better understanding of the history of transgender communities, social and political impacts, challenging unconscious bias, and working towards non-prejudicial and anti-discriminatory practices. I have also worked with many hospitals across the UK to help medical professionals to better understand our transgender communities.