

# Workforce Race Equality Standard (WRES)

Experts programme cohort two biographies

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January - June 2019





The aim of the NHS Constitution is clear; to treat everyone, regardless of background with kindness, respect and care. The WRES is built on the values of the constitution and aims to ensure that all members of staff regardless of background have the opportunity to be the best that they can be. The evidence is that closing the gaps on workforce race equality in the NHS improves patient care, patient safety and patient satisfaction, saves money and saves lives



Yvonne Coghill CBE

# Foreword



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I am delighted to introduce the second cohort of WRES experts that have completed the WRES experts programme. They are an unmatched resource, who will continue to support the system to embed best practice with regards to race equality.

As WRES experts they will support your organisation and the wider health economy in your area to improve race equality and fairness and in so doing, as the evidence shows improve patient care, patient satisfaction and patient safety.

We look forward to working with you to effectively embed the WRES across the NHS.

**Yvonne Coghill CBE, OBE, FRCN (Hon) Fellow KCL, Hon DUni (Bucks)**  
*Director, WRES Implementation,  
NHS England*

# The NHS Workforce Race Equality Standard

The NHS Workforce Race Equality Standard (WRES) was introduced in April 2015 to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

Through the collection of data against the nine WRES indicators, the WRES programme has helped NHS trusts to hold up a mirror with regards to their performance on this agenda. Work has been focused on enabling trusts to understand what they need to do to improve workforce race equality and embed the WRES within their organisations.

Phase one of the WRES focused on supporting the system to understand the nature of the challenge we have with regards to improving race equality. Almost one in five NHS staff in England is from a BME background. Yet research and evidence show that the treatment, representation and opportunities of BME staff in the workplace often do not match the values and principles that the NHS represents; a fair and equitable health and care system for all. This is important because overwhelming evidence shows that a valued, included and supported workforce delivers high quality patient care, improves patient satisfaction and patient safety.

Phase two of the WRES began in April 2017 with agreed priorities:

Enable people to work comfortably with race equality by developing effective communications

and engagement on the need to shift the deep-rooted cultures of race inequality in the system, learn more about the importance of equity and to build NHS capacity and capability to work positively with race.

The continuous embedding of accountability to ensure key policy levers have race equality built into their core, so that eventually workforce race becomes everyday business.

Finally, we will continue to work to evidence the outcomes of the work we have done and are doing, publishing data and intelligence and supporting the system by sharing replicable good practice. Like phase one, phase two of the WRES is built on the values of the NHS constitution, and its aim is simple, to close the gaps in workforce race equality across the NHS and in so doing improve patient care, patient safety and patient satisfaction, it will also improve staff engagement, reducing the cost of continuous rounds of recruitment and high agency costs due to people leaving the service.

The next phase of the programme focuses on sustainability of the WRES and spreading replicable good practice at local level. With those points in mind, we have developed a WRES experts programme which aims to equip NHS organisations with in-house expertise to improve workforce race equality.



# About the WRES experts programme

The WRES expert:

- is conversant and an expert on all aspects of the WRES and is equipped to share that knowledge with others to effect change.
- has a wealth of knowledge on best practice in implementing WRES and is aware of the latest evidence in what works in closing the race equality gap.
- has an in-depth understanding of how the WRES indicators were developed and how they work with your organisation and the NHS.
- has developed and improved their ability to confidently and clearly articulate the reasons for workforce race equality and implement change.
- is part of a network of professionals across the NHS who will advocate, oversee and champion the implementation of the WRES and improving the experiences of BME staff and patients.
- has increased knowledge, capacity and confidence to lead strategies for systemic and cultural change that will embed the WRES within your organisation.
- is able to explore the understanding of the psychology of individuals within organisations as a means of gaining greater understanding of individual responses to diverse existence - racial identity, multicultural competence.
- has a deep understanding cultural intelligence and competence enhancing the expert's ability and capability to work effectively in culturally diverse situations.
- has unique personal influencing and negotiating skills to use day-to-day that will inspire confidence with senior leaders and the workforce about the potential for change.



## East of England



**Name:** Fredrick Adomako-Manu

**Job Title:**

Community Psychiatric Nurse

**Organisation:** Hertfordshire Partnership NHS Foundation Trust

**Email:**  
fredrick.adomako-manu@nhs.net

Fredrick qualified as a registered mental health nurse in 2013. He secured his first job as a staff nurse in a psychiatric intensive care unit (PICU) – at Hertfordshire Partnership NHS Foundation Trust. During his time on the ward he was a make our services safe (MOSS) champion and appointed infection control lead. In 2015, he qualified as staff mentor and was awarded best mentor in 2017.

Fredrick became deputy ward manager in 2016, before joining the crisis assessment and treatment team (CATT) with the view to develop, acquire

knowledge and enhance his skills.

In 2018, he was nominated by his trust to be part of the WRES experts programme and is currently a reverse mentor to a director.

He has been active with the Duke of Edinburgh award scheme dating back to his native Ghana.

Fredrick enjoys spending time with his family, swimming, travelling and playing football.



**Name:** Ravi Seenan

**Job Title:** Head of Equalities and Engagement

**Organisation:** Norfolk and Suffolk NHS Foundation Trust

**Email:** ravi.seenan@nsft.nhs.uk

Ravi has worked in the NHS for over 14 years and qualified as a mental health nurse in January 2004. He is experienced in various settings, from inpatient

to community rehabilitation, supporting the recovery of people experiencing mental health problems.

He has always been passionate about making a difference in people's lives, whether colleagues or service users.

Ravi holds a master's degree in clinical education and has worked for several years as a practice educator, developing and leading training programmes related to a wide subject matter including diversity and inclusion.

He is currently leading his trust's equality, diversity and inclusion (EDI) agenda for staff, patients, stakeholders and local communities. He is committed to ensuring his

organisation has a positive and inclusive approach that will help improve outcomes.

His strength and interest are in driving inclusive leadership, positive and healthy cultures that improve outcome and engagement.



## London



**Name:** Arleen Elson

**Job Title:** Equality and Workforce Deputy Manager

**Organisation:** South London and Maudsley NHS Foundation Trust

**Email:** arleen.elson@slam.nhs.uk

Arleen works for South London and Maudsley NHS Foundation Trust (SLAM) and is a deputy equalities workforce manager.

Arleen has worked for SLAM since 2002 in various roles but finds this role has been her most rewarding. It permits her to work with some great people to help implement the fundamental changes around race inequalities within the organisation.

Arleen is trained in HR and also holds qualifications in business management, information and communications technology (ICT) along with leisure and tourism.

Arleen has numerous memorable achievements including organising the band, "Third World", to perform at a south London college. She recalls it being an inspiring and uplifting event for both students and staff. Another

memorable achievement was when she invited Roger Kline to do a presentation on "Snowy White Peaks" and a follow up invite to Yvonne Coghill, who did an amazing presentation and raised the temperature in the room plus solidifying the importance of WRES.

Arleen has strong values and is inspired and motivated by the Bible. Arleen describes herself as a compassionate, bold, fearless individual who whole heartedly believes and strives for equivalence.



**Name:** Charlotte Johnson

**Job Title:** Head of Development and Inclusion

**Organisation:** Whittington Health NHS Trust

**Email:** charlotte.johnson1@nhs.net

Charlotte has worked in different organisations and providers within the NHS for the past 18 years.

She previously worked for local authority organisations and is motivated and loyal to public sector working and the principles of social justice.

As Whittington Health NHS Trust's head of development and inclusion, Charlotte is a qualified Institute of Leadership and Management (ILM) level seven executive coach and leadership mentor who uses a person-centred approach and career development.

She is also a strengths finder coach, 360-degree feedback facilitator, ethical mentor and an accredited workplace mediator. Charlotte's role includes helping her trust to develop through its people; as employees are an integral asset to the success of any organisation.

She believes being passionate and compassionate about facilitating individuals to realise their potential, achieve their goals and provide excellent service delivery to colleagues, patients and service users is a great booster for dealing with the multifaceted and complex challenges faced in the field.







**Name:** Chris Barton

**Job Title:** Associate Director of HR (Employee Engagement & Opportunity)

**Organisation:** South West London and St George's Mental Health NHS Trust

**Email:** chris.barton@swlstg.nhs.uk

Chris has spent his entire

career in the NHS, starting as a nursing assistant on a psychiatric ward in 1994. He qualified as a mental health nurse in 1998 and practiced clinically within low, medium and high secure and prison mental health services.

He joined South West London and St George's in 2007, initially working at HMP Wandsworth before moving into general management of community mental health services.

In 2013, he began his transition into human resources as the trust lead for employee engagement. Over the years, his role has subsequently developed

and is now responsible for engagement, learning and development, equality and diversity and health and wellbeing.

Chris is driven by the clear evidence that motivated, engaged and valued staff who are treated fairly deliver better quality care for our patients.

As well as being a qualified nurse, Chris holds a BSc in politics and a MSc in healthcare management.

He is a father of two and spends far too much time at concerts and gigs.



**Name:** Jessica Yanwube

**Job Title:** Patient pathway/ multidisciplinary team coordinator

**Organisation:** The Royal Marsden Hospital NHS Foundation Trust

**Email:**

jessica.yanwube@rmh.nhs.uk

Jessica is 26 years old and from Ghana. She was born and raised in south London, the youngest daughter of four

girls and a proud aunty to six boys. She studied biomedical sciences at university and has been working in the NHS for around nine years.

Her first NHS experience was on a voluntary basis, before securing her first paid position.

Her heritage has always been a huge part of her life and of great pride.

This was due to going to schools with great diversity and having people around her who looked and spoke the same and shared common interests.

She strongly believes representation matters, and everyone should be able to celebrate their individualities and differences freely and proudly.

Although there have been marked improvements, she is still concerned about the data surrounding BME staff within the NHS. She hopes as a WRES expert she can help to continually address these issues in a real way.





**Name:** Jennifer Duncan  
**Job Title:** Equality Manager  
**Organisation:** South West London and St George's Mental Health NHS Trust  
**Email:**  
jennifer.duncan@swlstg.nhs.uk

In May 2018 Jennifer was appointed as her trust's

diversity lead. She is extremely passionate about equality and diversity, with her previous roles in the private and public sector providing a sound foundation to discuss confidently the complex issues of race.

Whilst working for British Telecom, Jennifer led the award winning BME staff network which had over 4,000 members. She also developed BME mentoring and leadership programmes. Jennifer is fully aware of the issues BME staff raise in regard to training, career progression, harassment and bullying as she focused her attention on these areas at BT, Defra, Lambeth Council, Brent Council and the Nursing

and Midwifery Council.

She is a fellow of the Chartered Institute of Professional Development (CIPD) and fully conversant with the human resources framework that must be enabled to support the WRES action plan. Jennifer holds a master's degree in equality and diversity. Her dissertation focused on the challenges that BME women face in being elected as councillors. She is delighted and honoured to be a participant on the WRES experts programme and looks forward to putting into action significant and long-lasting positive changes for BME staff at her trust.



**Name:** Joselyn King  
**Job Title:** Head of GP Partnerships  
**Organisation:** Imperial College Healthcare NHS Trust  
**Email:** joselyn.king@nhs.net

Jocelyn has a background in business management and human resources and is head of GP partnerships at Imperial College Healthcare NHS Trust. She has been at her trust for

four years and during that time had an eighteen-month secondment as education and training lead for West London Genomics Medicine Centre (WL GMC) as part of the nationwide NHS England 100,000 genomes project.

She recently coordinated the inaugural Black History Month recognition at her trust. Prior to her current role, Joselyn managed a counselling centre for several years while also being involved in a local council sponsored community group coordinating events throughout the borough for Black History Month each year.

Jocelyn feels passionately about equality and diversity in the workplace and believes her current substantive role, which sits within the press and

communications directorate of her trust, along with being on the equality and diversity committee, places her in an ideal position to facilitate change within her organisation as a WRES expert.





**Name:** KellyAnn Prime

**Job Title:** Clinical Nurse Educator - Cardiothoracic Surgery and Respiratory Wards / Cardiothoracic Rotation Programme

**Organisation:** Barts Health NHS Trust

**Email:** kellyann.prime@nhs.net

KellyAnn is originally from Trinidad and Tobago, moving to the UK in 1998. She trained

at St Bartholomew's School of Nursing, London in 2000, qualifying in adult nursing in 2003 and started on a cardiothoracic ward at the same hospital.

In 2006, she was published in the British Journal of Cardiac Nursing; "The management of atrial fibrillation following cardiac bypass surgery" and presented at the Society of Cardiothoracic Surgery meeting in Edinburgh.

KellyAnn obtained a bachelor of science in cardiac nursing in 2007 and embarked on a year's secondment at the British Heart Foundation. At the end of her secondment, she left Barts to join University College London Hospitals NHS Foundation Trust (UCLH) as

a clinical nurse specialist in cardiothoracic surgery.

She obtained a master's degree in nursing and gained an honorary lectureship with City University in 2011. Whilst at UCLH she became a clinical practice facilitator and transferred as a clinical nurse educator as part of the merger of the Heart hospital to become the Barts Heart Centre in 2015. That year she became an accredited Royal College of Nursing (RCN) steward.

In 2017, she was appointed co-chair for her trust's inclusion forum and the following year she was a RCN rising star nominee for Black History Month. KellyAnn enjoys singing and meeting new people.



**Name:** Kevin Croft

**Job Title:** Director of People and Organisational Development.

**Organisation:** Imperial College Healthcare NHS Trust

**Email:** kevin.croft@nhs.net

Kevin joined the NHS in 1993 and over the past 15 years has worked in or with London hospitals. He has held several roles including

new hospital workforce lead at UCLH, director of HR and organisational development at North Middlesex Hospital, director of workforce transformation across north west London and director of people and organisational development at Epsom and St Helier University Hospitals.

In August 2018, Kevin joined Imperial College Healthcare NHS Trust as director of people and organisational development. Moving from early roles in health promotion and education commissioning into mainstream human resource management and organisational development. The common thread running through Kevin's career has been facilitating and leading

behaviour change. Kevin sees improving workforce race equality as not only one of the most important challenges facing the NHS but society and was the driver for him joining the WRES experts programme.

Over and above his paid roles, Kevin served four years as the UK president of the Healthcare People Management Association, is the founder of the London Healthcare People Management Academy and the creator of the APPRECIATE approach to people management. As well as transform his own organisation Kevin hopes to use his professional networks and various leadership opportunities to address workforce race equality.





**Name:** Michelle Martin

**Job Title:** Pathology Quality and Governance Manager / Lead for Scientific Training

**Organisation:** Barking, Havering and Redbridge University Hospitals NHS Trust

**Email:** michelle.martin@bhrhospitals.nhs.uk

Michelle is the pathology quality and governance

manager and lead for scientific training at Barking, Havering and Redbridge University Hospitals NHS Trust. Her role includes managing pre Health and Care Professional Council (HCPC) registration scientist and specialising registered scientists. She is also involved in the scientific training program and higher specialist scientific training programs.

Recently Michelle took up the role of pathology quality and governance manager.

She is a biomedical scientist on the HCPC register specialising in haematology and blood transfusion. she is an innovative and goal oriented healthcare scientist with a passion for training and development of the scientific workforce. She has over 10

years' experience in the NHS and delivers career talks about healthcare scientist for various universities around the UK.

Her previous experience includes managing the training across haematology and blood transfusion across a hub and spokes model with around 85 members of staff. She was also involved in organising patient and public engagement initiatives such as 'the patients voice' for sickle cell anaemia patients.

Michelle works with her trust's lead healthcare scientist as a deputy and is involved in promoting healthcare science within the trust and externally amongst the wider healthcare science community.



**Name:** Patience McLean

**Job Title:** Workforce Equalities Manager

**Organisation:** South London and Maudsley NHS Foundation Trust

**Email:** patience.mclean@slam.nhs.uk

Patience is the workforce equalities manager for South London and Maudsley NHS Foundation Trust (SLaM). She has worked at SLaM since 2006 as; senior employee relations advisor, workforce development specialist and organisational development and engagement partner.

Patience also worked at Barking Havering and Redbridge University Hospital on secondment as an organisational development (OD) consultant. She led on several OD projects and work streams around values and behaviours, equalities diversity and inclusion, leadership development, healthy teams and organisational change.

She is part of her organisations 'Snowy White Peaks working party'; their aim is to help improve the experience of BME staff and to implement the trust's WRES action plan.

A key component of the plan is the introduction of diversity in recruitment champions (DIR's). This initiative ensures that all recruitment at band 7 and above includes a DiR as part of the recruitment process. Patience is very excited about this project because it gives BME staff the experience of being part of an interview process at senior level.

Patience is a strong believer in 'lift as you climb'. A good day for her is when she has helped



someone to achieve their own goals and desires, she loves it when they realise how good

they are. Patience describes herself as a fun loving, empowering, free spirit who is

full of laughter.



**Name:** Rebecca Gibbs

**Job Title:** Consultant in Obstetrics and Gynaecology

**Organisation:**  
Barts Health NHS Trust

**Email:**  
rebecca.gibbs@bartshealth.nhs.uk

Rebecca was born in Tower Hamlets, east London, to a St Lucian mother and a white British father. She was inspired to become a doctor by her grandfather, a gastroenterologist, who had a great deal of passion for his career.

She trained at Barts Health NHS Trust and The London School of Medicine and Dentistry. After graduating in 2006, she decided on a career in obstetrics and gynaecology, completing her specialist training in 2017. She specialises in colposcopy.

As she progressed through her career, she noticed that

she was frequently the only black person at departmental meetings. Having shied away from the issue of race in the workplace as a junior doctor, she realised that she could be part of the change regarding what a senior leader in the NHS looks like. She joined the BME network at her trust and listened to the stories of colleagues making a difference. It was this network that encouraged her to join the WRES experts programme.

Outside of work, her passions are baking, DIY and playing the violin in a local orchestra. She lives with her husband in east London and enjoys the vibrant culture (and food!).



**Name:** Tigist Teferi

**Job Title:** Business Manager for Newham Hospital Board

**Organisation:**  
Barts Health NHS Trust

**Email:**  
tigist.teferi@bartshealth.nhs.uk

Tigist's NHS career started at East London NHS Foundation Trust 19 years ago. Her first role involved raising awareness around black men with mental health issues in the NHS through a programme called Mellow. Her job included advocating for service users and education for staff, the community and firearms police officers around culture and race.

She feels privileged to be taking part in the WRES experts programme as it will support and empower her drive, skills and talent to be an improvement leader at her trust.

As her trust's BME co-chair, she believes race equality and the wider diversity agenda can and must be a major part of the solution to the challenges facing her organisation and the wider NHS.

Tigist wants to be a catalyst in Barts Health, to capitalise on the best available talent and drawing on the innovation diverse teams can bring to improve services for patients.

She believes the programme will empower her to understand what change really means and to understand how to deliver successful improvements in this tough and challenging agenda.





**Name:** Tina Jegede  
**Job Title:** Lead Nurse, Quality and Assurance  
**Organisation:** Whittington Health NHS Trust  
**Email:** tina.jegade@nhs.net

Tina has worked in healthcare since 1989. She originally

trained as a nurse and a midwife. After five years as a midwife, she moved on to a nurse practitioner role in haemoglobinopathy at Guys and St Thomas' hospital. She played a key role in ensuring that care and treatment available to individuals with sickle cell was equivalent to that available for other long terms conditions.

She completed a postgraduate management course and gained a MSc at King's College, London. She has been a key nurse leads working with Mckinsey Consultants in trust wide projects - nursing excellence and reduction in length of hospital admission stay.

In 2004, Tina moved into a management role in the renal and urology outpatient and in 2007, became a senior matron. She became lead nurse for quality and assurance in 2011.

Tina is passionate about everything pertaining to care in the community and care homes, using every opportunity to raise the profile of care home staff. She has been both instrumental in the engagement of the care sectors in cross sector thinking and developing new care models and promoting integrated care locally and internationally, in Uganda and China.

## Midlands



**Name:** Balwinder Kaur  
**Job Title:** Head of Equality and Inclusion  
**Organisation:** Midlands Partnership NHS Foundation Trust  
**Email:** balwinder.kaur@mpft.nhs.uk

Balwinder began her nurse training at New Cross Hospital

in 1987 and qualified as a general nurse in 1990. She then went on to qualify in midwifery after moving to Stoke on Trent. She is married with three children. Balwinder received a master's degree with a distinction, in the field of multicultural issues within health and social care and has been recognised for her work in community and NHS awards.

Currently as head of equality and inclusion at Midlands Partnership NHS Foundation Trust, her role enables leading change in culture behaviour, attitudes, policies and practices to promote and establish sustainable and inclusive working and care environments. Managing the interpreter and translation services enables her

ambition to provide accessible information and services for local service users across the equality and health inclusion groups.

Balwinder works very closely with diverse community based groups and organisations to support inclusion and empower communities to become involved and engaged within their local health (physical and mental) and social care services.

She joined the WRES experts programme as an opportunity to increase her knowledge on the WRES, enabling confident articulation and implementation of the changes required across the economy and to influence a close in the race equality gap.





**Name:** Bina Saini

**Job Title:** Senior Equality Diversity and Inclusion Lead

**Organisation:** Birmingham and Solihull Mental Health NHS Foundation Trust

**Email:** bina.saini1@nhs.net

Bina has an HR background and has finalised her master's dissertation on human rights. Equality and diversity has always been a personal passion. Coming up to her second year in her current role as senior equality, diversity and inclusion lead has enabled her to raise awareness on the inclusion agenda and raising awareness of the challenges that exist. She has thoroughly enjoyed the challenges the role brings and considers herself fortunate to be in a position where she can now confidently talk about race and not be afraid to say it as it is. Bina's position allows her to support her organisation in identifying

and addressing inequalities, for staff and service users but also seek solutions continuously to improve working environments, services and patient recovery.

This involves engaging with staff, service users, their families and carers to influence where necessary. She is very excited about taking part in the WRES experts programme and is sure it will support her personally but more so support the trust to reduce barriers and create a more inclusive culture for all.



**Name:** Donna Mighty

**Job Title:** Assistant Primary Care Liaison Manager

**Organisation:** Sandwell and West Birmingham NHS Trust

**Email:** d.mighty@nhs.net

Donna joined the NHS in 2008 at an acute trust as an administrative manager in the radiology department.

In 2013 she spent two years working in local authority as an office manager at a

primary school, returning to the NHS in July 2015. She joined Sandwell and West Birmingham NHS Trust in 2016 as assistant primary care liaison manager. She is co-chair of her trust's BME staff network, which was instrumental in introducing diverse interview panels for all jobs at her trust.

Donna holds a degree in business administration and spent seven years in the civil service after graduation.

She is passionate about the equality, diversity and inclusion agenda and is looking forward to becoming a WRES expert. She is committed to playing her part towards creating equity for all.





**Name:** Leona Knott  
**Job title:** Equality, Diversity and Inclusion Coordinator  
**Organisation:** Leicestershire Partnership NHS Trust  
**Email:**  
leona.knott@leicspart.nhs.uk

Leona started her career in

1995 aged 17, as a volunteer peer educator supporting teenagers across Leicester. At that time, she was a single mother and felt she could relate and 'give back' to many others in similar situations.

She had an interest in sport so when the opportunity arose, through a community project, to train as a sports coach she jumped at the chance. Through this route, Leona gained numerous qualifications and was employed in various roles; at a local primary school, local authority and a summer as a football coach in New York. During this time her main aim was to inspire young people to stay fit and healthy, by using sport as a positive outlet. Her

belief that everybody is entitled to a sporting opportunity is where her values for equality came from.

In February 2004, Leona landed her first substantive fulltime role as a sports mentor with Leicestershire Partnership NHS Trust. It was the start of a career in sport, physical activity and nutrition development. She has since had many other positions, including delivering community fitness classes as a self-employed instructor in the evenings.

She is now an equality and human rights coordinator and is very much looking to the future.

## North East and Yorkshire



**Name:** Bo Escritt  
**Job Title:** Programme Manager, National Ambulance Forum (BME focus)  
**Organisation:** North East Ambulance Services NHS Foundation Trust  
**Email:** bo.escritt@aaace.org.uk

Bo was born in Paddington,

London to Nigerian parents and is a mother to four children. In 2016 Bo and her family moved from the south to Sheffield.

She joined the NHS in 2013 and has worked for the NHS in Sheffield across various roles since she settled in the area. Bo has over 20 years' experience of working in human resources and her career has been varied; she previously worked for Amnesty International and Neal's Yard Remedies.

Working for an organisation whose values are aligned to her own is very important. At Amnesty International, Bo worked on the equality, diversity and inclusion agenda.

Bo is a practising life coach, trained at Cambridge University and was a member of the coaching service at Sheffield Teaching Hospitals NHS Foundation Trust. Bo's friends describe her as optimistic, present and positive. She is passionate about people and their potential and has always been interested in their life stories, journeys and experiences. Bo enjoys engaging, networking, connecting with people, is resilient and diligent.

She enjoys singing, dress making, walking, dancing, travelling, laughing and life.







**Name:** Claire Coe  
**Job Title:** Engagement and Inclusion Lead  
**Organisation:** Northumbria Healthcare Foundation Trust  
**Email:**  
 claire.coe@nhct.nhs.uk

Claire has worked for Northumbria Healthcare NHS Foundation Trust for the past 15 years, working

in roles within HR, training and patient experience. In July 2018 she was appointed into a newly created role as engagement and inclusion lead, working across the trust and Northumberland County Council.

Claire has responsibility for reviewing the organisational position on engagement and inclusion, developing approaches to improve employee engagement and diversity across both organisations as to help promote and extend partnership working.

Claire considers this to be an exciting time in her career. She is involved in programmes and initiatives which focus on promoting a healthy and happy workforce. In her

role she seeks equality for all, promotes inclusion and influences decisions that can improve staff experience.

Claire feels she is fortunate enough to work for two organisations that share a vision to tackle workplace inequalities. Together they aim to provide a working environment for staff which not only celebrates diversity, but enhances employee experience, values their contribution, contributes to their development and ultimately enables them to reach their full potential.

Claire has a BSc in leadership and management and has experience of project management, change management, coaching and is a competent training facilitator.



**Name:** Lisa Cole  
**Job title:** Voluntary Services Manager  
**Organisation:** Tees Esk and Wear Valleys NHS Foundation Trust  
**Email:** lisacole@nhs.net

Lisa started her career as a volunteer in her local mental health day service, whilst she

was studying for a degree in psychology. This triggered her interest and passion for helping people who experience mental ill health and shaped her future career.

After graduating Lisa became a team leader at a mental health charity, Mental Health Matters, and after four years eventually became the manager of the day centre where she volunteered.

Lisa joined the NHS in 2011, working within the staff health and wellbeing team. She set up the employee support service in Tees Esk and Wear Valleys NHS Foundation Trust, which was a unique and bespoke support service for staff. After five years

the service had expanded and was supporting hundreds of staff each year.

In 2016 Lisa became the voluntary services manager and has been working on developing the department and increasing the number of volunteers within the trust. In the last six months, Lisa has had the opportunity to undertake work within the equality and diversity and human rights team. Since then Lisa has jumped on any opportunity to develop her skills and knowledge in equality and diversity. She is extremely excited to embark on her journey to become a WRES expert.





**Name:** Mark Johns  
**Job title:** Engagement, Diversity and Inclusion Manager  
**Organisation:** North East Ambulance Services NHS Foundation Trust  
**Email:** mark.johns@neas.nhs.uk

Mark is an experienced public sector involvement, engagement, diversity and inclusion specialist who is

committed to fairness for all and equity of access.

He leads and manages the North East Ambulance Services NHS Foundation Trust (NEAS) approach to equality, diversity and inclusion. He supports the organisation to develop and deliver its legal and ethical objectives and use national frameworks such as EDS2, Stonewall WEI, Disability Confident, GPA and WRES to benchmark and measure progress. In 2018 NEAS was ranked the best health and social care organisation in the Stonewall index, an increase from 232nd in 2014.

Mark has a successful track record and well-developed influencing, leadership and

organisational skills. He has a good understanding of the needs of people from a range of diverse backgrounds and the barriers people face in relation to accessing services and employment.

He is trained in Prince2 project management methodologies and is effective at designing and delivering training for people at all levels in an organisation

He recognises there are areas he needs to develop his skills and knowledge further and looks forward to completing the WRES experts programme, meeting new people and developing new relationships.



**Name:** Mohammed Bilal  
**Job Title:** Programme Manager (Finance PMO)  
**Organisation:** Leeds Teaching Hospitals NHS Trust  
**Email:** mohammed.bilal@nhs.net

Mohammed joined Leeds Teaching Hospitals NHS Trust in 2008 as a physiotherapist working in outpatients and on the wards across multiple

sites. During this time, he completed a post graduate diploma in physiotherapy. As his clinical career progressed he started working on projects to improve physiotherapy services, as well as improving education and training for physiotherapy staff. Experiences from these projects helped him obtain a leadership fellow post with Health Education England. As a leadership fellow, he led a project to implement a gender equality charter into the NHS. Mohammed has also completed NHS Leadership Academy's Mary Seacole and Stepping Up programmes along with PRINCE2 qualifications.

He is currently a programme manager in the newly

created finance Programme Management Office (PMO) at Leeds Teaching Hospitals. He works with commissioning support units (CSUs) and provide assurance to the trust in delivering its cost improvement programme. His interest in equality and diversity started during his fellowship, which spurred him on to join his trust's staff BME network which he co-chairs.



## North West



**Name:** Gilly Lee  
**Job Title:** Active Case Manager  
**Organisation:** Manchester University NHS Foundation Trust  
**Email:** gilly.lee@mft.nhs.uk

Gilly has been a nurse for over 30 years working in large acute hospitals and community services. She has

held various nursing positions in the United Kingdom and New Zealand.

She holds a master's degree and is committed to life-long learning and development, readily sharing her expertise at conferences, workshops and forums.

Her previous roles include; ward manager, team manager, assistant director of nursing, advanced practitioner leading to her latest role as neighbourhood lead in community services. She has previously been awarded a patient choice award and an outstanding achievement award for the work she has done.

Gilly has a passion for

personalised care and coproducing services with people. She is extremely proud to be a nurse, along with believing inclusive cultures are key to quality care and outcomes. She is a founding member of her trust's BME nurses' group and is also a member of the chief nursing officer BME advisory group.

Gilly has enjoyed success throughout her career in various projects and transformation work. She has been described as, "A natural change agent who brings passion and enthusiasm to everything she does, "A woman with vision", and "A system leader who connects people and makes change happen".



**Name:** Peta Stross  
**Job Title:** Head of Integration  
**Organisation:** Manchester University NHS Foundation Trust  
**Email:** peta.stross@mft.nhs.uk

Peta originally trained as a nurse and midwife. She now helps facilitate the integration of services in Manchester and

is committed to making the best use of health and social care resources, so everyone has the greatest possible opportunity for lives that are healthy and fulfilling.

Peta is described as an eternal optimist and someone who loves to share a good idea when she finds one. She believes in the human race's innate capacity for creativity and compassion.

She believes everyone comes to work to do a good job, but sometimes organisations and wider society make it harder than it needs to be.

Peta believes race equality in

our society and workforce is critical and whilst talking 'race' can feel really challenging, that needs to change to provide the best possible services within our communities. She quotes Brene Brown; 'Sometimes the bravest thing you can do is just show up'. She joined the WRES experts programme to make a difference, to change the world, one conversation at a time.





**Name:** Terry Manyeh  
**Job Title:** Educating All Researcher  
**Organisation:** Manchester Local Care Organisation – RECLAIM Project  
**Email:** t.manyeh@reclaimproject.org.uk

Terry Manyeh is the founder of social enterprise Educating All, a higher education solution focused programme commissioned by Manchester-based social change charity, RECLAIM. It seeks to end leadership inequality. Terry

is the chair of the Greater Manchester Combined Authority (GMCA) public sector race equality steering group.

Terry has extensive knowledge and experience in student participation, access and progression as well as equal opportunities. Terry is also the co-founder of The Northern Policy Forum, a network for young people in policy making outside of London.

## South East



**Name:** Ali Khan  
**Job Title:** Education Manager  
**Organisation:** Surrey and Borders NHS Partnership Foundation Trust  
**Email:** ali.khan@sabp.nhs.uk

Ali is an education manager and chair of his trust's BME network. He provides strategic direction, thought leadership and champions the embedding of an inclusive culture by integrating diversity practice into all aspects of the organisational business.

Ali is also a member of the trust's leadership forum. He has led diversity, inclusion

and continued professional development initiatives for over twelve years, whilst working in the private and public sector. He led the BME network towards an award-winning project 'People Before Process' designed to improve the experience of BME colleagues and created more collaborative ways of working. In addition, Ali closely examines workforce diversity; specifically, the strategies organisations employ to increase the diversity of their talent pool. He also explores biases that affect the recruitment and retention of minorities in NHS organisations.

He leads on medical education and chairs the 'Doctors in Training Streamlining Project' within Surrey Heartlands sustainability and transformation partnerships (STPs).

Ali is a qualified Darzi Fellowship assessor and an England Cricket Board

qualified coach and provides voluntary coaching for children within local community clubs. He serves as an executive committee member of the Sussex Invitation Cricket League, advising on matters relating to equality and diversity.

As an exemplary role model and advocate for equality and social justice, Ali works tirelessly at refining processes, policies and programs that support an inclusive work environment. Ali is passionate about developing a culture that values human differences and similarities at every level of the organisation.





**Name:** Cassandra Blowers

**Job Title:** Equality, Diversity and Inclusion Lead

**Organisation:** Sussex Partnership NHS Foundation Trust

**Email:** cassandra.blowers@sussexpartnership.nhs.uk

Cassandra's current role is the lead for equality diversity and inclusion at Sussex Partnership NHS Foundation Trust. She is also an organisation development practitioner.

Before joining the NHS, she worked in the criminal justice system and at various international development platforms to address health inequalities and poverty reduction. She has also been an executive panel member for the Brighton and Hove Racial Harassment Forum, working towards

reducing racial and religiously motivated hate crimes in the city.

Cassandra is passionate about her work and enjoys working with teams and individuals to improve and develop services to become 'outstanding' in care by using Quality Improvement methodologies ensuring sustainable outcomes are achieved.



**Name:** James Miller

**Job Title:** Senior Commissioning Manager

**Organisation:** East Surrey Clinical Commissioning Group

**Email:** james.miller12@nhs.net

James is a senior commissioning manager at East Surrey CCG which is a member of the Central Sussex and East Surrey Commissioning Alliance. He joined the NHS in 2015 and has led on several projects including musculoskeletal, cardiology and ophthalmology pathways. James has also

been part of transformational programmes of work for stroke rehabilitation services and urgent care.

He is a registered osteopath and worked for many years in private practice, establishing a practice in the community in Kent and providing care for patients with musculoskeletal conditions and problems. Whilst working as an osteopath, James was actively involved in the training of osteopathic undergraduates in Kent.

Prior to moving into to healthcare James worked for ten years in the financial industry as a senior associate and was responsible for the compilation and delivery of performance reports. As part of his time in the financial industry, James had the opportunity to travel to India and support the establishment of reporting

and information teams by providing training and quality assurance.





**Name:** Lena Abdu

**Job Title:** Improvement and Transformation Lead

**Organisation:** First Community Health and Care

**Email:** lena.abdu@nhs.net

Lena is the improvement and

transformation lead for First Community, a social enterprise delivering community services in east Surrey.

She is a nurse, midwife and health visitor by background and took time out to complete a law degree before completing an MSc in public health.

As a novice researcher she challenged herself to publish research on the perspectives of South Asian clients regarding the health visiting service.

It was working as a health visitor that led her to develop areas of professional interest including social justice, equality and equity and how to create

a fairer NHS which produces better outcomes for all.

Working across a range of projects with different teams and partners, Lena has developed a passion for improving the experience of the entire workforce and more recently opted to take on an inclusion role. To learn more about connecting with others and practical ways to make a difference, Lena trained as an European Mentoring and Coaching Council (EMCC) coach focusing on coaching for inclusion. In 2017 Lena became a Florence Nightingale emerging leader's scholar.



**Name:** Shabir Abdul

**Job Title:** Equality, Diversity and Inclusion Manager

**Organisation:** Epsom and St Helier University Hospitals NHS Trust

**Email:** shabirabdul@nhs.net

Shabir's NHS career began in 1992 as a research assistant at Trafford General Hospital.

He has held various roles in the last 26 years, including planning officer with Salford and Trafford Health Authority for over seven

years and commissioning manager with Wigan and Bolton Health Authority, equality and diversity manager, head of equality and diversity, in commissioning and provider settings.

In addition to his professional career, Shabir has held several public positions such as independent member of Greater Manchester Police Authority (GMPA) and vice-chair of governors at a local Secondary School and a CQC equalities advisor. He has also been involved in homeless charity projects; for example, distributing food to the homeless on Christmas day.

To promote health and wellbeing within local communities, he regularly organises health awareness sessions. In 2012, he was nominated to attend Her

Majesty's the Queen's Garden Party in recognition of his contributions to the community and in 2016 he received a public health excellence award from the minister for public health at the Houses of Parliament. He is married with a family and during his spare time he enjoys playing badminton.



## Arm's Length Bodies



**Name:** Dr. Alaettin Carikci  
**Job Title:** Regional Diversity and Inclusion Project Manager  
**Organisation:** Health Education England  
**Contact:**  
 alaettin.carikci@hee.nhs.uk

Alaettin is a regional diversity and inclusion project manager at Health Education England (HEE). He embodies and champions the values of the NHS Constitution in his way of working and engaging with colleagues. He demonstrates these values in supporting his

organisation towards achieving its ambitions in furthering the values of diversity and inclusion. Alaettin is committed to creating an inclusive workplace that provides colleagues the freedom to succeed, no matter their background and circumstances.

He is best known for his inspiration and insight in relation to organisational transformation which have at its heart; equality, diversity and inclusion. BME, LGBT+ and the ethos of diversity and inclusion hold personal resonance with him. His personal commitment to diversity and inclusion inspired him to pursue a PhD. in sociology with a specialisation in the politics of race, ethnic minorities and discrimination and received his doctorate in 2016. In his former jobs in

the Netherlands, Cyprus and Turkey, he gained project management skills which involved working towards long term diversity and inclusion strategies and managing stakeholder relationships.

In his capacity as the regional diversity and inclusion lead, he supported the development of HEE's Diversity and Inclusion: Our Strategic Framework 2018-2022. He played an active role at each stage of the framework development, including engagement with staff, stakeholder relations and worked with regional directors to identify best diversity practices within HEE. He also leads on the organisation of the London regional "Advancing Health Education England Equality and Diversity" (AHEAD) group meetings.



**Name:** Georgina Young  
**Job Title:** Organisational Development Advisor  
**Organisation:** Care Quality Commission  
**Email:** georgina.young@cqc.org.uk

Georgina joined the Care Quality Commission (CQC) in

2004 having led a national team within the civil service. During her time at CQC she has held various positions including leading the team responsible for the CQC's learning programme delivery and evaluation.

She then successfully secured a role within the organisation development (OD) team and undertook an advanced Chartered Institute of Personnel and Development (CIPD) accredited course in human resource management and leadership development. As an advisor she has introduced positive changes to meet a wider OD agenda which include

the introduction of a corporate wide recognition scheme and a series of engagement products to summarise the outcomes of a corporate cultural assessment.

Georgina is passionate about inclusion and works closely with our equality network leads, senior CQC leadership and the board sponsor for inclusion, to develop and support the delivery of the organisational strategy for equality, diversity and inclusion. She is also responsible for the submission for the WRES, disability equality standard and Stonewall Workplace Equality Index.





**Name:** Ian Jackson  
**Job Title:** Director of Contract Delivery – Specialised Commissioning (North London)  
**Organisation:** NHS England  
**Email:** i.jackson@nhs.net

Ian has worked in the NHS for 15 years and his current role in specialised commissioning at

NHS England, is to oversee a contract portfolio with all trusts in London valued at £4.2bn covering 143 different services.

His career began at Islington Primary Care Trust (PCT) as a business manager before spending 10 years at Ealing PCT and clinical commissioning group (CCG) in different roles.

This served as a long commissioning apprenticeship working with primary care, mental health, community services, urgent and acute care. In 2013 he joined Ashford and Canterbury CCGs as head of contracts before moving to the acute sector at Barking Havering Redbridge University Hospitals NHS Trust in a similar role.

Ian has an interest in the treatment, prevention and stigma reduction of HIV and sits on the HIV Fast Track Cities Initiative leadership group for London. He is also the specialised commissioning link with the north east London sustainability and transformation partnerships (STP).

He strives to use his position within NHS England and as a contract holder with all trusts to enhance the WRES agenda and he hopes to work with other WRES experts to do this.



**Name:** Jazz Sehmi  
**Job Title:** Diversity and Inclusion Manager  
**Organisation:** NHS Blood and Transplant  
**Email:** jazz.sehmi@nhsbt.nhs.uk

Jazz is a diversity and inclusion manager at NHS Blood and Transplant. Part of her role is to help shine a light on the

good work at her organisation and identify the areas that need to improve.

As part of the people directorate, she counts on the support of HR business partners and organisational workforce development colleagues to help drive forward diversity and inclusion. This is done through working across operational directorates and through the training and development opportunities offered to all colleagues.

With over 20 years' experience of working within internal communications, both in the public and private sector, Jazz has been drawn on her communications skills and experience to help to promote and embed the benefits of

having a more diverse and inclusive workforce in my current role.

Jazz's people director and chair really understand the importance and value of working towards making NHS Blood and Transplant a more diverse and inclusive workplace, something that is shared by the organisations executive team.

She is a proud mum to two young adults, an incurable optimist, both in her personal and professional life and looks forward to making a difference with the WRES expert programme.







**Name:** Vinice Thomas

**Job Title:** Director of Nursing and Quality; Specialised Commissioning (London Region)

**Organisation:** NHS England

**Email:** [vinicethomas@nhs.net](mailto:vinicethomas@nhs.net)

Vinice has worked previously with the King's Fund on a

national programme, and the Department of Health as part of a national team. Her recent roles have included deputy director of nursing for NHS England Midlands and East, and deputy director of quality and patient experience for one of the largest CCGs in England.

She is a fellow of the Health Foundation having completed the highly respected Generation Q programme.

Vinice is a published author, having co-authored a Safety Toolkit for midwives, edited the Fundamental of Infection Prevention and Control and has recently published her first children's book.

Vinice is one of the four directors of nursing for specialised commissioning for NHS England where she works in the London region. She is an active member of the steering committee for the Royal College of Nursing's nurses in management and leadership forum and sits on the editorial board for the British Journal of Health Care Assistants.

She lectures regularly on implementing health policy for a MSc leadership programme.

Vinice was recently been appointed regional chair for London, CNO BME strategic advisory group.



