



**National Ambulance
BME Forum**

**Why it is important to talk to White people
about Race
Educate. Empower. Embrace**

Friday 19th October 2018

NHS Leadership Academy, Leeds



@NatAmbBME #TalkAboutRace

Programme

Time	Item	Presenters
09:00	Registration and refreshments	
09:30	Welcome and opening remarks	Rod Barnes , Chief Executive, Yorkshire Ambulance Service NHS Trust
09:40	The journey so far	Tasnim Ali , Chair, National Ambulance BME Forum and Business Manager, Yorkshire Ambulance Service NHS Trust
09:50	Ambulance Trusts - The Cultural Challenge	Yvonne Ormston , Chief Executive, North East Ambulance Service and Chair National Ambulance Diversity Forum
10.00	Workforce Race Equality Standard and the Ambulance Sector	Yvonne Coghill , Director of WRES Implementation, NHS England
10.30	Inclusion, innovation and transformation: a critical trio for the future of health and care	Helen Bevan , Chief Transformation Officer, Horizons Group, NHS England
11:00- 11.30	Refreshment break and networking	
11:30	<p>Discussion Hub One</p> <p>Group 1: WRES Experts in the Ambulance sector – Exploring and identifying best practice. Main auditorium EMA Ojiako, Deputy Director of People and Culture, East of England Ambulance Service Vicky Kypta, Specialist Paramedic, South East Coast Ambulance Service Stephanie Chadwick, HR Advisor Workforce and Equality, North West Ambulance Service.</p> <p>Group 2: The impact of Race on patient care. Room 3.1, 3rd floor Agatha Nortley-Meshe, Assistant Medical Director, London Ambulance Service</p>	
12.15	<p>Discussion Hub Two</p> <p>Group 1: The impact of Race on patient care. Main auditorium Agatha Nortley-Meshe, Assistant Medical Director, London Ambulance Service</p> <p>Group 2: WRES Experts in the Ambulance sector – Exploring and identifying best practice. Room 3.1, 3rd floor. EMA Ojiako, Deputy Director of People and Culture, East of England Ambulance Service Vicky Kypta, Specialist Paramedic, South East Coast Ambulance Service Stephanie Chadwick, HR Advisor Workforce and Equality, North West Ambulance Service.</p>	



13:00 -14:00	Lunch and Networking	
14.00	Health Education England and the inclusive forward review	Jacynth Ivey , Non-Executive Director Health Education England
14.20	Tackling bullying and harassment at Hull and East Yorkshire Hospitals NHS Trust	Chris Long , Chief Executive, Hull and East Yorkshire Hospitals Trust NHS Trust
14.50	Unkinking the Hosepipe. The micro behaviours that you weren't aware of.	Pamela Brown , Head of Diversity and Inclusion, West Midlands Ambulance Service
15.20	<p>Panel discussion and Q&A session</p> <p>Chaired by Christine Brereton, Executive Director of Workforce and Organisational Development, Yorkshire Ambulance Service NHS Trust</p> <p>Panel members Yvonne Coghill, Director of WRES Implementation, NHS England Jacynth Ivey, Non-Executive Director, Health Education England and West Midlands Ambulance Service Agatha Nortley-Meshe, Assistant Medical Director, London Ambulance Service Scott Durairaj - Head of Assurance and Delivery, NHS England Rod Barnes, Chief Executive, Yorkshire Ambulance Service NHS Trust</p>	
16.05	Plenary	Tasnim Ali Chair, National Ambulance BME Forum and Business Manager, Yorkshire Ambulance Service NHS Trust
16:15	Conference close	

** Programme may be subject to change



Biographies

Rod Barnes

Chief Executive Officer, Yorkshire Ambulance Service NHS Trust Speaker and panel member

Rod Barnes joined Yorkshire Ambulance Service as Executive Director of Finance and Performance in 2011, with responsibility for Finance, Procurement, Fleet and Estates, ICT and the non-emergency Patient Transport Service. He became Chief Executive at the Trust in May 2015 and is now also the CEO Lead of the Northern Ambulance Alliance.

He was previously Director of Finance at Great Western Ambulance Service and worked as Director of Finance at the Royal National Hospital for Rheumatic Diseases NHS Foundation Trust (FT) in Bath and Deputy Director of Finance at Taunton and Somerset NHS FT.

He is a member of the Healthcare Financial Management Association (HFMA) and Chartered Institute of Management Accountants.



Tasnim Ali

Business Manager, Yorkshire Ambulance Service NHS Trust,
National Ambulance BME Forum Chair

Chair

Tasnim is a Business Manager within the Operations Directorate at Yorkshire Ambulance Service and joined the service in 2010. She is an experienced nurse and NHS Manager that has worked in the acute sector, primary care and community services and has over 29 years' experience.

Tasnim is hugely passionate about delivering high quality patient care and to driving forward the Race equality agenda in the ambulance sector and wider health economy. A key part of this for her is raising awareness of why we need to represent the mix of the communities we serve and to look after staff that provide the care.

Although the ambulance sector is small compared to other parts of the NHS, it plays a crucial part of the patient health care journey for many patients and carers.

Tasnim was elected to the role of Chair of the National Ambulance BME Forum (NABEMF) in November 2017. She is committed to using this position to help share and embed learning and good practice not only within Yorkshire Ambulance Service but across UK NHS ambulance trusts via the forum.



Yvonne Ormston

Chief Executive Officer, North East Ambulance Service, and
Chair, National Ambulance Diversity Forum

Speaker

Yvonne Ormston is Chief Executive of North East Ambulance Service (NEAS) where she has worked since October 2014 and is also a Board Member of the Association of Ambulance Chief Executives. Whilst at NEAS Yvonne has overseen the restructuring of the organisation to become an integrated care and transport provider which was recently assessed by the CQC as achieving a Good rating. Yvonne was part of the bid team which successfully attracted Vanguard status for the North East in respect of Urgent and Emergency Care. Having spent her 30 year career in the NHS, Yvonne has significant experience of working in multi-agency partnerships, particularly across the health and social care setting.



As a certified leader in Lean accredited by the Virginia Mason Production Systems, Seattle, Yvonne has undertaken significant pathway improvement work particularly in the field of emergency care. With lead responsibility for the commissioning of a new Emergency Department (ED), this pathway redevelopment was used extensively to alter patient care processes to optimise quality, efficiency and effectiveness. This work inspired an interest in organisational development and the cultural conditions under which service innovation are optimised.

Yvonne is the national Lead Chief Executive for the Association of Ambulance Chief Executives for Equality & Diversity and is also the Lead Chief Executive for the Workforce Race Equality Scheme across Cumbria & North East Integrated Care System.



Yvonne Coghill

Director of Workforce Race Equality Standard (WRES) Implementation, NHS England

Panel Member

Yvonne commenced nurse training at Central Middlesex Hospital in 1977, qualified as a general nurse in 1980 and then went on to qualify in mental health nursing and health visiting. In 1986 she secured her first NHS management job and has since held a number of operational and strategic leadership posts.

Yvonne was appointed Director of WRES Implementation in NHS England in June 2015, and is a member of the equality and diversity council at the Institute for Healthcare Improvement (IHI) in the United States where she has helped develop their inclusion strategy.

Yvonne has delivered lectures on inclusion and diversity at Harvard University in Cambridge Massachusetts and the Johns Hopkins Hospital in Baltimore. She continues to work closely with world expert on health and race Professor D. Williams, of Harvard University School of Public Health.



In 2012, Yvonne was appointed a Magistrate to the North London bench. She has been voted by colleagues in the NHS as in the top 50 most inspirational women, the top 50 most inspirational nurse leaders, and one of the top 50 BME pioneers and in December 2017 she was included in the HSJ top 100 influential leaders list.

Yvonne was awarded an OBE for services to healthcare in 2010. This year Yvonne has been awarded a Fellowship of the Royal College of Nursing, a CBE in the Queen's birthday honours list, an honorary fellowship from Kings College University, honorary doctorates from The Middlesex and Buckinghamshire Universities and voted one of the top 70 most inspirational nurses in the NHS over the last 70 years.



Helen Bevan

Chief Transformation Officer, Horizons Group, NHS England

Speaker

Helen has been supporting quality improvement within the health and care system for nearly 30 years. She has led and facilitated many nationwide initiatives to improve care, including in cancer services, urgent and emergency care, services for people living with dementia and care in the community.

Helen has demonstrated a constancy of purpose and resilience to stay within the system over the years that is rare in internal change agents. She has managed to keep learning, growing and delivering change. Over time, her focus has shifted from managing big programmes of change to approaches that mobilise and build energy and commitment to change on a very large scale. Helen has an ability to connect directly with thousands of frontline staff and patient leaders.



She is one of the top social influencers in healthcare globally, reaching more than a million people each month through her social media connections, virtual presentations, commentaries and blogs.

Emma Ojiako

Deputy Director of People and Culture, East of England Ambulance Service NHS Trust

Discussion Hub facilitator

Emma Joined the NHS in 2015 from a private sector background in private healthcare, food retail and facilities management.

She is a strong HR generalist with a BA(Hons) in Marketing with Business Information Systems, a Master's degree in human resource management and is a Fellow of the Chartered Institute of Personnel and Development (CIPD).

Alongside her full time role Emma is also a lay member of the Employment Tribunals Service (ETS) participating alongside the judge and second lay member in the resolution of tribunal cases at public hearings.

Emma is passionate about people and seeing them reach their full potential, and given that many spend the majority of their time in the workplace, is committed to ensuring that organisations are working in ways that bring out the best in their teams.

"People are the greatest asset in any organisation, and I feel privileged in my role to be in a position of influence to drive strategy and change to make working lives better, and I'm excited about the role the equality, diversity and inclusion agenda plays in this"



Vicky Kypta

Specialist Paramedic, South East Coast Ambulance Service NHS Foundation Trust

Discussion Hub facilitator

Vicky started working for the Ambulance Service in 1997 as a Technician before becoming a Paramedic in 2000. During her career, Vicky also spent three years working as part of Kent, Surrey and Sussex Air Ambulance Service. Since then, she has qualified as a Specialist Paramedic in Urgent and Emergency Care working on a single response vehicle for five years.

Vicky now works as part of South East Ambulance (SECAmb) Service's Clinical Development Team working on Practice Development and is the Falls Lead for the Trust. In addition to this she is in her final year of studying for her Masters to become an Advanced Paramedic, and is the Trust's representative on the Workforce Race Equality Standard Expert programme.



Outside of work, Vicky and Kitty, her Newfoundland dog travel across the South East of England for water rescue displays, and to raise awareness about the Newfoundland breed. She is also a volunteer crewmember of her local RNLI Lifeboat station in Whitstable, Kent.

Agatha Nortley-Meshe

Assistant Medical Director, London Ambulance Service NHS Trust

Discussion Hub facilitator
and panel member

Agatha Nortley-Meshe is a practising GP in South London and Assistant Medical Director at London Ambulance Service (LAS) NHS Trust where she leads on integrated urgent care. She has a wealth of experience in clinical leadership, clinical governance and service redesign.

Agatha is the Chair of the LAS BME forum and is the Clinical Lead for Workforce Race Equality Standard (WRES). Her passion for race equality began over 20 years ago supporting the Southwark Diocese Race Relations Commission and African Caribbean Education and Resource Centre (ACER) organising events and workshops for young people. In 1998 - 2006, she was a member of The First Martin Luther King 12 - championing race equality and organising annual Martin Luther King Memorial Lectures. Agatha was one of the founding members of the St George's University of London African Caribbean Society (previously known as the Society for Appreciation of African and Caribbean Cultures - SAACCS) and was secretary of the African Caribbean Medical Society 2004-2008.



She is currently part of the first cohort of the NHS WRES expert programme, and is looking forward to building networks and really making a difference to BME staff experience and opportunities in the NHS.



Stephanie Chadwick

HR Advisor, Workforce and Equality, North West Ambulance Service NHS Trust

Discussion Hub facilitator

Stephanie Chadwick works as a HR Advisor for Workforce and Equality at the North West Ambulance Service NHS Trust. She has worked in HR in the NHS for 14 years with experience in supporting managers in primary care, acute hospital, mental health and now ambulance sector settings.

Stephanie's experience includes recruitment, medical staffing, HR casework and more recently, policies and workforce equality. Stephanie is responsible for ensuring the WRES data is collated and published for her organisation.

Stephanie is passionate about her organisation becoming an employer of choice for everyone and for all staff to reach their potential in the workplace.'

**Jacynth Ivey**

Non-Executive Director, Health Education England

Speaker and panel member

Jacynth Ivey has over 25 years of NHS experience, starting her career as a nurse, midwife, and health visitor. She progressed throughout her career to become an executive director of clinical leadership within a Primary Care Trust and acting Director of Nursing within a Strategic Health Authority.

Jacynth has been an active member of the Royal College of Nursing (RCN) gaining membership to several key policy committees and representing the Region the National Council. Jacynth chairs Health Education England's (HEE's) Equality, Diversity & Inclusion (EDI) Committee, working with staff from across the organisation to develop and deliver HEE's EDI Strategy.

Additionally, Jacynth is a Non-Executive Director of the West Midlands Ambulance Service NHS Foundation Trust and a Special Adviser to the Care Quality Commission.



Chris Long

Chief Executive, Hull and East Yorkshire Hospitals Trust NHS Trust

Speaker

Chris served for 12 years in the Army as an infantry officer before coming into NHS management in 1991.

He worked in a variety of roles before being appointed Chief Executive of one of the first Primary Care Trusts (PCTs) in 2002. He moved to Hull PCT as Chief Executive in 2004, where he stayed until PCTs were abolished in 2013.

Following a brief spell in NHS England he was then appointed as Chief Executive of Hull and East Yorkshire Hospitals NHS Trust in October 2014. Chris joined the Trust, following the removal of the previous Chief Executive after the CQC uncovered a culture of bullying within the organisation.

**Pamela Brown**

Head of Diversity and Inclusion, West Midlands Ambulance Service NHS Foundation Trust

Speaker

Pam Brown is currently Head of Diversity and Inclusion at WMAS and holds a BA (Hons) in American History/Lit/Politics and an MA in Criminology.

She has extensive experience of implementing strategies to embed equality, diversity and inclusion within public and private organisations, having worked as an independent consultant and in diversity and inclusion roles for over 30 years. Additionally, she has previously held a number of senior positions, including; Chair of the Housing Association Ombudsman Service for 5 years; a Non-Executive Directorship for Kings College Hospital; Member of the Sentencing Advisory Panel; Member of the Investment Industry Diversity Project and worked on the United Bermuda Party election manifesto.

Pam has published a training book on Tackling Racism in the Workplace as well as contributing to other books on race relations.



Christine Brereton

Executive Director of Workforce and OD, Yorkshire Ambulance Service NHS Trust

Panel Chair

In a career spanning 25 years as an HR professional, Christine Brereton has a particular interest in staff health and wellbeing and engagement. She joined Yorkshire Ambulance Service NHS Trust in 2017 from North Cumbria University Hospital Trust where she was HR and Organisational Development Director. She successfully implemented a number of improvements there including the introduction of a comprehensive health and wellbeing strategy, and the development and implementation of a workforce and organisational development strategy.

Christine has a wealth of experience gained while working in a variety of senior HR operations and organisational development roles across the public sector, including Greater Manchester Police, the National Probation Service and Lancaster University.



She is a Fellow Member of the Chartered Institute of Personnel and Development.

Scott Durairaj

Head of Assurance and Delivery, NHS England

Panel Member

Scott started his healthcare career in 1991 in the ambulance service working part time in the Patient Transport Service (PTS). Within the emerging paramedic programme he successfully trained as an Ambulance Technician later that same year, and then passed his Paramedic pre-entry exam in 1992 before qualifying as the first BME paramedic in Mersey Regional Ambulance in 1993.

Scott worked a variety of roles in the ambulance service, including as a Trainer, a Control Room Manager and a Major Incident Manager. Having this previous clinical experience made him appreciate the value of remaining connected to the frontline, and continues to inform his decision-making.



In 2001, he left the NHS to work on Commission for Racial Equality funded work with the police, fire service and criminal justice service to support their inclusive talent management agendas. He returned to the NHS in 2003, working in mental health services, and then for the Department of Health in 2007, before relocating to Sussex and returning to mental health.

Scott started working for NHS England in 2013 initially as Head of Patient Experience for Mental Health and Learning Disability. He was one of just four BME ESM's at NHS England before being appointed as Head of Assurance and Delivery at NHS England for Kent, Surrey and Sussex.

Scott is a father by adoption of two amazing children.



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Supporters

The conference would not have been possible without the support, and financial assistance of the Yorkshire Ambulance Service and Health Education England. The National Ambulance BME Forum Network is very grateful for all the assistance that has been provided.

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The National Ambulance BME Forum would like to thank CPDMe who have supported the delivery of our first conference, issuing attendees with event badges and providing CPD certificates. CPDMe will also make the recordings of the conference available following the event for delegates to access.

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We would like to thank Steve Bray and the staff at SP Services who have supported the conference by providing the conference 'goodies'.



We would also like to thank NHS Leadership Academy, Leeds for all their help and support in facilitating our first conference.

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Useful contacts

Each individual NHS Ambulance Trust has appointed up to two representatives to work as part of the National Ambulance BME Forum. For more information about the activities of the forum, or to get more involved, we have provided a list of contact information to help you get in touch with representatives in your Trust.

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