

# Programme - Tuesday 13th May 2025

**All sessions will be on the virtual platform RingCentral**

**For full session synopses please see the conference website -**

**<https://www.uhr.ac.uk/events/annual-conference/programme-2025/>**

## Tuesday 13th May 2025

TIME	SESSION
09:00 - 09:55	Conference Registration
09:55 - 10:00	<b>Conference Welcome</b> <i>With <b>Margaret Ayers</b>, Chief People Officer, Canterbury Christ Church University and UHR Chair; and <b>Kim Frost</b>, Former UHR Chair</i>
10:00 - 10:45	<b>Plenary 1: All Change</b> <i>With <b>Perry Timms</b>, Chief Energy Officer, PTHR</i>
10:45 - 11:00	<b>Break &amp; Networking</b>
11:00 - 11:45 Workshops Block A	<b>WA1: Chatbot to Copilot: Our AI Journey So Far at UoN</b> <i>With <b>Vincent Bryce</b>, HR Continuous Improvement Programme Lead, University of Nottingham</i>
	<b>WA2: Crafting and Sustaining Inclusive Feedback Loops in the Workplace</b> <i>With <b>Zahara Chowdhury</b>, EDI Business Partner, Buckinghamshire New University</i>
	<b>WA3: Closing the Gap: Creating a Women's Health Strategy to Bridge the Gender Gap in Sickness Absence</b> <i>With <b>Vicky Bosward</b>, HR Director, <b>Corryn Brown MSc</b>, Organisational Wellbeing Manager; and <b>Hannah Smee FCIPD</b>, Lecturer in Education and PHD, all of Edge Hill University</i>
	<b>WA4: Strictly Legal: Working Hand in Hand with Your Legal Team</b> <i>With <b>James Badger</b>, Professional Services Officer, <b>Matt Hammonds</b>, Director of Human Resources; and <b>Samuel McGinty</b>, Director of Legal Services and General Counsel, Association of University Legal Practitioners, all of Loughborough University</i>
	<b>WA5: Fostering a Learning Offer That is Open to People, Places, Methods, and Ideas</b> <i>With <b>Joanne Booth</b>, Organisational Learning Experience Delivery Manager, <b>Paul Hillan</b>, Head of Organisational Learning; and <b>Victoria Martin</b>, Organisational Learning Lead, Professional Services, all of The Open University</i>
	<b>WA6: Land a New Grade Scale: Lessons Learned</b> <i>With <b>Sheila Jardine</b>, Senior HR Reward Partner; and <b>Jo Roger</b>, Director HR Partnering - Professional Services, both of University of Edinburgh</i>
11:45 - 12:15	<b>Break &amp; Networking</b>

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## BA1: People Insight: Generative AI – A Game Changer in the Way We Listen, Analyse and Respond to Our Staff Listening Activities?

With **Lisa Marie Hughes**, Senior Consultant, **Gareth Phillips**, Chief Technology Officer; and **Jane Tidswell**, Director of HEI, all of People Insight

12:15 - 13:00

Business  
Sessions  
Block A

## BA2: TalentEdu: Attracting Global Talent for UK and Overseas Campuses

With **Mark Holleran**, Managing Director, TalentEdu

## BA3: Isio Group Limited: Is Flexibility the Key to Better Outcomes for a Defined Contribution Pension Scheme?

With **Sophie Ash**, Director; and **Jonathan Gilbey**, Pension and Benefits Director, both of Isio Group Limited

## BA4: Advance HE: Micro Changes in Communication Empowering Change

With **Sarah Hubbard**, Senior Consultant, Leadership, Organisational Development & Research, Advance HE

13:00 - 13:45

## Lunch and Networking Carousel

## LA1: Shakespeare Martineau: Brave New World? Navigating the Ever Evolving Challenges of Philosophical Beliefs, Academic Freedom and Freedom of Speech in the HR Context

With **Tom Long**, Partner; and **Emma Noble**, Associate, both of Shakespeare Martineau

13:45 - 14:45

Business  
Sessions  
Block A

## LA2: Weightmans LLP: The Employment Rights Bill: Does HE Need to Worry?

With **Rachel Murphy**, Head of Human Resources (Employment and Resourcing), University of Leeds; and **Melanie Steed**, Lead Employment Lawyer for Higher Education Sector, Weightmans LLP

## LA3: Pinsent Masons LLP: Practical Insights on How HE Employers Have Been and Should Be Implementing the Requirements of the Duty to Prevent Sexual Harassment in the Workplace

With **Trish Embley**, Head of Client Training, Employment; and **Rebecca Stephen**, Legal Director, both of Pinsent Masons LLP

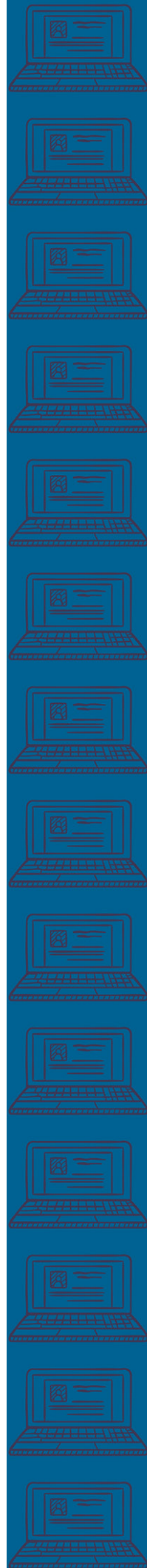
14:45 - 15:00

## Break & Networking

15:00 - 15:45

## Plenary 2: Future Sustainability of HEPs and Transformation

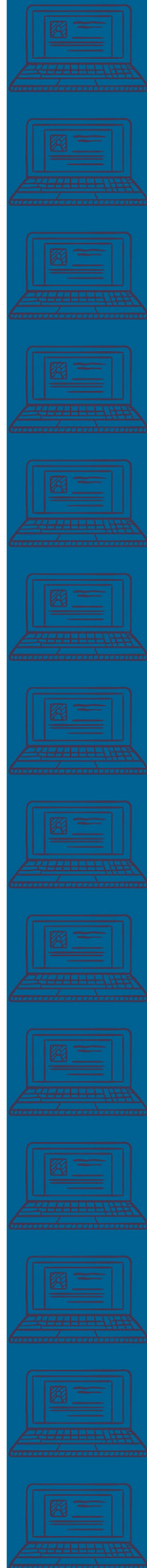
With **Margaret Ayers**, Chief People Officer, Canterbury Christ Church University, **Pam Parkes**, President, PPMA; and **Ken Sloan**, Vice-Chancellor, Harper Adams University  
Hosted by **Kim Frost**, Former UHR Chair



# Programme - Wednesday 14th May 2025

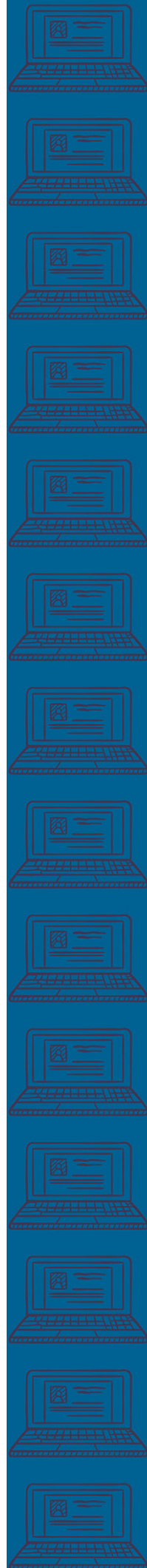
## Wednesday 14th May 2025

TIME	SESSION
09:40 - 09:45	<b>Welcome Back</b> <i>With <b>Kim Frost</b>, Former UHR Chair</i>
09:45 - 10:30	<b>Plenary 3: The Mental Health Crisis is Here - What Can Higher Education Organisations Do To Support Their People?</b> <i>With <b>Amy McKeown</b>, Workplace Health, Mental Health, Wellbeing Strategist, Consultant &amp; Mentor</i>
10:30 - 10:45	<b>Break &amp; Networking</b>
10:45 - 11:30 Workshops Block B	<b>WB1: An AI Adventure: Harnessing Artificial Intelligence for Job Evaluation</b> <i>With <b>Sonya Clarkson</b>, Executive Director of People and Culture, <b>Yanguo Jing</b>, Professor in Artificial Intelligence and Faculty Dean for Business, Computing and Digital Industries, both of Leeds Trinity University; and <b>Nicholas Johnston</b>, Chief Executive, Educational Competencies Consortium (ECC)</i>
	<b>WB2: Beyond Words: Driving Real Change with an Anti-Racism Strategy</b> <i>With <b>Lizzie Johnson</b>, Assistant Director of Equity and Inclusion, UWE Bristol</i>
	<b>WB3: Proactive Financial Management in Challenging Times: Northumbria University's Strategic Approach to Cost Efficiency</b> <i>With <b>Jane Embley</b>, Chief People Officer, <b>Louise Johnson</b>, Director of HR; and <b>Tom Lawson</b>, Deputy Vice Chancellor, all of Northumbria University</i>
	<b>WB4: Parallel Worlds Apart – Differing Approaches to Staff and Student Sexual Misconduct Cases</b> <i>With <b>Kieron Galloway</b>, Director of People and Culture; and <b>Carol Kilgannon</b>, Director of Equalities, both of University of Winchester</i>
	<b>WB5: Successfully Implementing Changes to Academic Promotions Criteria and Processes</b> <i>With <b>Louise Abrahams</b>, Reward Manager; and <b>Helen Selvidge</b>, Assistant HR Director - HR Operations, Services and Compliance, both of University of York</i>
	<b>WB6: University Culture and Conflict: HR'S Role in Creating Inclusive University Communities</b> <i>With <b>Amanda Bailey</b>, Vice President for Human Resources, Boston University, Chair-elect for the CUPA-HR Board of Directors; and <b>Dr Helena Rodrigues</b>, Senior Vice President for Human Resources, University of Arizona and at-large Director of the CUPA-HR Board of Directors</i>
11:30 - 12:00	<b>Break &amp; Networking</b>



# Programme - Wednesday 14th May 2025

12:00 – 12:45 Business Sessions Block B	<b>BB1: NTT DATA Business Solutions: Building a Talent-Driven University: Intelligent People, Empowered Teams</b> <i>With <b>Kirsty Adamson</b>, Senior Account Executive; and <b>James Shipway</b>, Practice Director, Human Capital Management, both of NTT DATA Business Solutions</i>
	<b>BB2: Reward Gateway   Edenred: Beyond Pay: How Leading Universities Use Reward to Boost Engagement and Retention</b> <i>With <b>Colin Hodgson</b>, Director - Public Sector, Reward Gateway Edenred</i>
	<b>BB3: Networked: Attracting, Developing and Supporting Effective Leaders in Good and Bad Times</b> <i>With <b>Hamish Laing</b>, Managing Partner, Networked</i>
	<b>BB4: Jisc: Embedding Staff Digital Skills CPD Supporting a Challenging Landscape and the Critical Role Human Resources Play in Institutional Digital Capability</b> <i>With <b>Patrick Turner</b>, IT Systems Trainer, Leeds Trinity University; and <b>Becki Vickerstaff</b>, Higher Education Senior Consultant, Jisc</i>
12:45 – 13:30	<b>Lunch &amp; Networking Carousel</b>
13:30 – 14:30 Legal Sessions Block B	<b>LB1: Eversheds Sutherland (International) LLP: Industrial Relations In a Changing World</b> <i>With <b>Nicola Bennison</b>, Partner; and <b>Chris Mordue</b>, Partner, both of Eversheds Sutherland (International) LLP</i>
	<b>LB2: Farrer &amp; Co LLP: How to Run Staff Investigations Efficiently and Effectively</b> <i>With <b>Kathleen Heycock</b>, Partner; and <b>Alice Kendle</b>, Senior Associate, both of Farrer &amp; Co LLP</i>
	<b>LB3: Browne Jacobson: Menopause – Legal Duties, Developing a Holistic Approach and Key Elements of Best Practice</b> <i>With <b>Kate Gallagher</b>, Partner, Browne Jacobson LLP, <b>Anna Quinn</b>, Health and Wellbeing Project Manager, Bangor University, <b>Bettina Rigg</b>, Partner, Head of Higher Education, Browne Jacobson; and <b>Dr Laura Wood</b>, Doctor &amp; Transformative Coach, Laura Wood Coaching</i>
	<b>LB4: Robinson Ralph: Sexual Harassment - The New Duty</b> <i>With <b>Keeley-joanne Hodgson</b>, Solicitor; and <b>Simon Robinson</b>, Partner, both of Robinson Ralph</i>
14:30 – 14:45	<b>Break &amp; Networking</b>
14:45 – 15:30	<b>Plenary 4: Mental Health</b> <i>With <b>Barbara Bassa</b>, Senior Consultant, Leadership and Organisational Development, Advance HE, <b>Richard Martin</b>, CEO, Mindful Business Charter; and <b>Amanda Mwale</b>, NHS Psychologist Hosted by <b>Kim Frost</b>, Former UHR Chair</i>
	<b>UHR Awards for Excellence in HR</b> <i>With <b>Margaret Ayers</b>, Chief People Officer, Canterbury Christ Church University and UHR Chair; and <b>Kim Frost</b>, Former UHR Chair</i>
15:30 – 15:45	

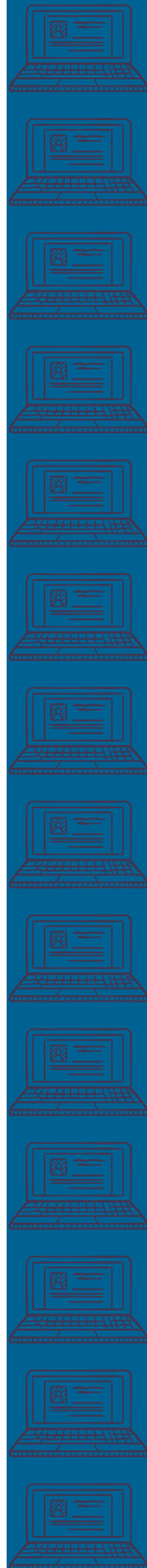




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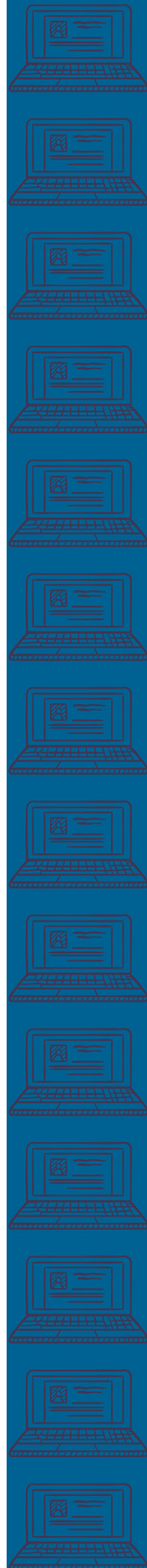
## Thursday 15th May 2025

TIME	SESSION
09:25 - 09:30	<b>Welcome back</b> <i>With <b>Kim Frost</b>, Former UHR Chair</i>
09:30 - 10:15 Special Interest Topic Discussions (Please note these sessions will not be recorded)	<b>SIG1: Isio Group Limited: Improving the Impact of Your Reward and Benefits By Giving Employees Financial Confidence</b> <i>With <b>Rachel Coles</b>, Manager - Financial Wellbeing, <b>Jen Norris</b>, Director; and <b>Alexis Parrish</b>, Director, all of Isio Group Limited</i>
	<b>SIG2: Mills &amp; Reeve LLP: Your Casual Workforce – Navigating the Tricky Issues Ahead of Legislative Change</b> <i>With <b>Siân Jackson</b>, Principal Associate; and <b>Alex Russell</b>, Partner, both of Mills &amp; Reeve LLP</i>
	<b>SIG3: Pinsent Masons LLP: Reviewing Staff Contracts to Navigate the Government's Reform of Workers' Rights</b> <i>With <b>Emma Malczewski</b>, Senior Associate; and <b>Rebecca Sulley</b>, Legal Director, both of Pinsent Masons LLP</i>
	<b>SIG4: TPP Recruitment: AI in Recruitment; Benefits, Limitations and Considerations</b> <i>With <b>Tracey George</b>, Chief Operating Officer, <b>Bita Heffernan</b>, Divisional Manager; and <b>Joanne Hodge</b>, Head of Marketing, all of TPP Recruitment</i>
	<b>SIG5: Weightmans LLP: How Can the Sector Improve Its Reputation and Culture Where Sexual Misconduct Is Concerned?</b> <i>With <b>Paul Greatorex</b>, Barrister, 11KBW, <b>Sally Ingram MBE</b>, Director of Student Health and Wellbeing Services and Interim Head of Colleague Health and Wellbeing, University of Newcastle, <b>Susan Matthews</b>, Partner, Weightmans LLP; and <b>Stephanie Reardon</b>, CEO, LimeCulture</i>
	<b>SIG6: Strengthify: Beyond Survival: Using Appreciative Inquiry to Engage Employees Amidst Industry Challenges</b> <i>With <b>Carley Brown</b>, Organisational Psychologist &amp; Consultant; and <b>Tom White</b>, Consultant, both of Strengthify</i>
10:15 - 10:45	<b>Break &amp; Networking</b>
10:45 - 11:30 Workshops Block C	<b>WC1: Intersectional Pride: Developing Grassroots Intersectionality Through Staff Network Collaboration</b> <i>With <b>Vik Brown</b>, Lifestyle Student Advisor, <b>Emily Downes</b>, Senior Student Success Tutor (Academic Skills); and <b>Saliah Hameed</b>, Equality, Diversity &amp; Inclusion Manager, all of Teesside University</i>
	<b>WC2: EDI Data: Developing a Road to Success</b> <i>With <b>Naheed Nazir</b>, Director of EDI, Manchester Metropolitan University</i>
	<b>WC3: Make Do and Mend – Making the Systems and Technology You Already Have Work Harder For You</b> <i>With <b>Charlotte Bowles</b>, HR Operations and Service Improvement Manager; and <b>Sarah Darby</b>, Deputy HR Director &amp; HR Director of the Central Staff Hub, both of University of Birmingham</i>



# Programme - Thursday 15th May 2025

10:45 - 11:30 Workshops Block C cont.	<b>WC4: Building Culture and Engagement In Hybrid Workforces</b> <i>With <b>Gary Cookson</b>, Director, EPIC HR</i>
	<b>WC5: Managing Change at a Large-scale University: Working in Partnership to Deliver a New Approach to Academic Workload Planning</b> <i>With <b>Gareth Williams</b>, Associate Dean for International, Recruitment and Strategy; and <b>Alastair Wilson</b>, Associate Director - Organisational Development, both of Nottingham Trent University</i>
	<b>WC6: Compassionate People Practices – Avoiding Employee Harm</b> <i>With <b>Andrew Cooper</b>, Development Director - Avoidable Employee Harm, Aneurin Bevan University Health Board; and <b>Julie Rogers</b>, CEO, HPMA</i>
11:30 - 12:00	<b>Break &amp; Networking</b>
12:00 - 12:45 Business Sessions Block C	<b>BC1: ECC: Being an Employer of Choice Through Modernising Pay Frameworks</b> <i>With <b>Suzanne Daley</b>, Member Engagement and Reward Consultant, ECC; and <b>Chris Mooney</b>, Head of Reward, University of Leeds</i>
	<b>BC2: SocialOptic: Can Fish Climb Trees? AI-Driven Insights For Employee Experience and Culture</b> <i>With <b>Benjamin Ellis</b>, CEO, SocialOptic</i>
	<b>BC3: USS: Working With You to Build a Secure Financial Future For Our Members</b> <i>With <b>Jay French</b>, Proposition Officer; <b>Stuart McLean</b>, Pension Policy and Stakeholder Executive; and <b>Joanna Rigby</b>, Proposition Officer, all of USS</i>
	<b>BC4: AHEP Consulting: Keeping the “H” in HR During Turbulent Times</b> <i>With <b>Kathryn Eade</b>, Lead Consultant; and <b>Vikki Goddard</b>, Lead Consultant, both of AHEP Consulting</i>
	<b>BC5: BC5: Oracle: Trail Blazers 2025</b> <i>With <b>Fiona Dorrington</b>, Equality, Diversity and Inclusion Officer, Royal College of Art; <b>Leatham Green LLM, MBA, ACEL</b>, Transformation Director, Public Service UK&amp;I, Oracle; and <b>Tom Jones</b>, Organisational Development and Learning Manager, Teeside University</i>
12:45 - 13:30	<b>Lunch and Networking Carousel</b>
13:30 - 14:30 Legal Sessions Block C	<b>LC1: Bevan Brittan LLP: Impact of the Employment Rights Bill for Higher Education</b> <i>With <b>Siobhan Mulrey</b>, Legal Director, <b>Ashley Norman</b>, Partner and Head of Higher Education; and <b>Anne Palmer</b>, Legal Director, all of Bevan Brittan LLP</i>
	<b>LC2: Mills &amp; Reeve LLP: Sexual Harassment – What Should You Be Doing to Meet Your Legal Obligations and Create a Positive Working Environment For All Staff</b> <i>With <b>Pili Fernandez-Mahoney</b>, Principal Associate; and <b>Judy Roy</b>, Principal Associate, both of Mills &amp; Reeve LLP</i>
	<b>LC3: VWV: Managing Criminal Allegations in the Workplace: Legal, Ethical and Practical Considerations for HEIs</b> <i>With <b>Jane Byford</b>, Partner &amp; Head of Higher Education, <b>Bob Fahy</b>, Partner, <b>Michael Halsey</b>, Partner; and <b>Katie Hurst</b>, Senior Associate, all of VWV</i>



# Programme - Thursday 15th May 2025

14:30 - 14:45 Break & Networking

14:45 - 15:30 **Plenary 5: What Does It Truly Mean To Be An Inclusive Leader In Today's Modern World**

With **Dr Heather Melville OBE**, Partner, Stork & May, Trustee and Senior Advisor, Entrepreneur & Chancellor of York University

15:30 **Conference Close**

With **Margaret Ayers**, Chief People Officer, Canterbury Christ Church University and UHR Chair; and **Kim Frost**, Former UHR Chair

**End of Conference Programme**

