

# NHS FINANCE INCLUSION CONFERENCE

## DISABILITIES

Thursday 16<sup>th</sup> November 2023, 12:00 – 16:30, MS Teams

### AGENDA

**12.00 Welcome and Introduction**

*John McLuckie, Director of Strategic Resourcing, Mersey and West Lancashire Teaching Hospitals NHS Trust*

**12.05 Keynote Address**

*Karen Jarvill, Associate Director of Finance, Royal Cornwall Hospitals NHS Trust*

In this session we will hear from Karen Jarvill who chairs the South West Inclusion & Diversity Ambassador Network, who will be linking into the National EDI Action Plan, and updating on what the I&D Ambassador Network has been doing to promote inclusivity.

**12.30 Supporting disabilities in the workplace**

*Ian Dean, Deputy Director of Finance, Royal Cornwall Hospitals NHS Trust and Marc Cain, Finance Apprentice, Royal Cornwall Hospitals NHS Trust*

Hear from Marc Cain, and Ian Dean, whose unique experiences and perspectives shed light on the importance of inclusion in the workplace, particularly for autistic individuals.

**13:00 The recruitment process**

*Muhammad K Barkat, Head of Finance – Mental Health, NHS Greater Manchester Integrated Care*

Muhammad Barkat is the Lead for Fairness in Recruitment at Greater Manchester Integrated Care. Their Good Recruitment Guide ensures that they attract the most diverse talent. Hear about key areas that you can implement, including job descriptions, interview processes, and inductions, to help you build a more diverse and accessible workforce.

**13.30 Lunch**

**14.00 Flexible working and reasonable adjustments**

*Alison Akanno, Head of HR Business Partnerships, City of London Police*

Discover the power of flexible working arrangements and reasonable adjustments in creating an inclusive workplace for individuals with disabilities and long-term health conditions. In this session, we'll explore the benefits and significance of accommodating diverse needs through flexible work arrangements and the provision of reasonable adjustments.

**14:30 Disabilities Network**

*John McLuckie, Director of Strategic Resourcing, Mersey and West Lancashire Teaching Hospitals NHS Trust – Chair of the Disabilities Network*

Hear from the chair of the National Disabilities Network about how the network is taking a leading role in developing a more inclusive NHS Finance function for colleagues living with a disability, struggling with mental health and who are caring for people.

**14:50 AXS Passports**

*Lilit Movsisyan, Workplace Partnerships Officer, D&A (Diversity and Ability)*

D&A is an award-winning social enterprise, led by and for disabled people. D&A support individuals, organisations, and social justice projects to create inclusive cultures. Learn about the social model of disability and the core concepts around an anticipatory approach to inclusion, before then exploring how the AXS Passport can facilitate this inclusive approach.

**15:50 Inclusivity and accessibility across the NHS**

*Paul Deemer, Head of Diversity and Inclusion, NHS Employers*

Delve into how other areas of the NHS are implementing policies and initiatives which will promote inclusivity and accessibility across the NHS.

**16:20 Closing Remarks**

*John McLuckie, Director of Strategic Resourcing, Mersey and West Lancashire Teaching Hospitals NHS Trust*

**16:30 Close**