



09.00 – 09.45	Registration & refreshments
09.45 – 10.00	Chair's opening remarks <i>Dave West, Deputy Editor, HSJ</i>
10.00 – 10.45	<u>Opening Keynote Panel</u> Priorities for resetting health and social care: A response from our workforce
10.45 – 11.30	Not just another tick-box: Embedding equality and diversity into health and social care <ul style="list-style-type: none">• Address the importance of recognising systemic racism and discrimination as a governance issue• Find out how the Workforce Race Equality Standard (WRES) is working to translate the growing awareness of racial discrimination into meaningful action• Understand the responsibility of leaders to embrace uncomfortable conversations around race and equity in pursuit of making real progress• Gain practical actions and solutions to support BAME staff and learn how you can advance the right behaviours in your organisation <p>Speakers:</p> <p><i>Dr Chaand Nagpaul, Chair, British Medical Association</i></p> <p><i>Tanya Carter, Director of People & Culture, East London NHS Foundation Trust</i></p> <p><i>Dr Habib Naqvi MBE, Interim Director, Workforce Race Equality Standard, NHS England</i></p> <p><i>Roger Kline, Research Fellow, Middlesex University</i></p>
11.30 –	Morning refreshments and networking



Learning from the COVID-19 response to support, protect and grow the workforce through long-term recovery and reset

12.00		
12.00 - 13.00	<p><u>Interactive Discussion Groups</u></p> <p>Address pertinent areas of interest and challenges in a pre-selected discussion group hosted by subject experts. To finish, all delegates will re-group and session leaders will share key takeaways discussed at their table.</p> <p>With groups limited to 12 participants per table, ensure you sign up early to secure your place.</p>	
	<p>Promoting a supportive culture to improve staff performance and wellbeing</p>	<p>Attracting the next generation of NHS workers</p>
	<p>Developing effective training to facilitate staff mobility between different care settings</p>	<p>Empowering local systems through enhanced collaboration and partnerships</p>
13.00 - 14.00	<p>Networking Lunch</p>	
	<p>Stream A:</p> <p>Making the NHS a better place to work</p> <p><i>Chaired by Dave West, Deputy Editor, HSJ</i></p>	<p>Stream B:</p> <p>Strengthening our workforce</p> <p><i>Chaired by Annabelle Collins, Senior Correspondent, HSJ</i></p>
14.00 - 14.40	<p>Ending the blame game: Building a just and restorative culture for staff</p> <ul style="list-style-type: none"> Evaluate the long-term impacts of covid-19 on cultural behaviours in the workplace 	<p>Understanding what matters most to staff: Investing in our existing workforce to drive retention</p> <ul style="list-style-type: none"> Gain insight into priorities of staff that will help drive retention and strengthen your existing workforce



	<ul style="list-style-type: none"> • Understand the importance of distinguishing between individual accountability and system flaws • Find out what support mechanisms managers can put in place to create a psychologically safe environment for staff • Learn from best practice on how you can instigate real cultural change, prioritising learning from error rather than seeking blame <p>Speakers:</p> <p>Matthew Asbrey, <i>Freedom to Speak Up Guardian, Northamptonshire Healthcare FT</i></p> <p>Thea Stein, <i>Chief Executive, Leeds Community Healthcare NHS Trust</i></p>	<ul style="list-style-type: none"> • Find out what proactive approaches you can take to make your organisation more attractive to the next generation of health and care workers • Take away creative strategies and successful solutions to prevent attrition as covid-19 pressures ease <p>Speakers:</p> <p>Professor Mark Radford, <i>Chief Nurse, Health Education England & Deputy Chief Nursing Officer for England</i></p> <p>Tracey Carter, <i>Chief Nurse & Director of Infection Prevention and Control, West Hertfordshire Hospitals NHS Trust</i></p> <p>Kathryn Halford OBE, <i>Chief Nurse and Deputy Chief Executive, Barking, Havering and Redbridge University Hospitals NHS Trust</i></p>
14.40 - 14.50	Session change	
14.50 - 15.30	<p>Creating an effective mental health and wellbeing plan to fulfil the NHS's duty of care towards its staff</p> <ul style="list-style-type: none"> • Address the unique challenges covid-19 has presented for NHS staff 	<p>Sustaining the digital revolution post-covid-19 to build a smarter NHS</p> <ul style="list-style-type: none"> • Evaluate the increased adoption of technology during covid-19 and how this can be leveraged to springboard a digital future



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<p>including morale injury, increased stress, and trauma</p> <ul style="list-style-type: none"> • Understand the importance of building long-term individual and collective resilience to mitigate mental health issues before they develop • Learn what steps you can take to promote a culture of positive health and wellbeing in your organisation, ensuring staff feel valued • Find out what is being done nationally to drive forward and prioritise mental health and wellbeing initiatives for staff in the long-term • Take back successful case studies and strategies from other industries that can be translated within a healthcare setting <p>Speakers:</p> <p>Dr Tracey Ryan-Morgan, Consultant Clinical Neuropsychologist, Regional Neurorehabilitation Unit, Neath Port Talbot Hospital</p> <p>Jenny Allen, Director of Workforce, OD & System Development Leeds Community Healthcare NHS Trust and Leeds GP Confederation</p> <p>Sarah Lavin, Senior Organisational Psychologist, Wrightington, Wigan and Leigh NHS Foundation Trust</p>	<ul style="list-style-type: none"> • Address challenges in integrating digital services across the system. What is the right combination of human and technological capabilities? • Share learnings from the move to digital-first primary care and discuss how technology can be leveraged further to reduce pressure on staff • Find out how you can advance digital literacy within the workforce so your organisation can benefit from digital integration <p>Speakers:</p> <p>Samantha Allen, Chief Executive, Sussex Partnership NHS FT</p> <p>Dr Shera Chok, Co-founder and Chair, The Shuri Network</p>
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15.30 – 16.00	Afternoon refreshments and networking
16.00 – 16.45	<p>Walking the talk as an inclusive, compassionate leader: Lessons from covid-19</p> <ul style="list-style-type: none"> • Join frontline staff, managers and chief executives for an open and candid conversation on what effective leadership looks like during times of uncertainty • Discuss ways you can improve transparency, communication and compassion as a leader to enhance staff wellbeing and performance • Understand the value of having leadership at all levels to drive change from the ground-up, and remove barriers between 'us and them' • Find out what steps you can take to ensure concerns of frontline staff align with board level priorities in your organisation <p>Speakers:</p> <p>Pete Calveley, Chief Executive Officer, Barchester Healthcare</p> <p>Chris Long, Chief Executive and Dumbor Ngaage, Consultant Cardiac Surgeon, Hull and East Yorkshire Hospitals NHS Trust</p> <p>Marie Gabriel, Chair, NEL ICS, NSFT and NHS Race and Health Observatory, NHS Confederation</p>
16.45	<p>Chair's closing remarks</p> <p>Dave West, Deputy Editor, HSJ</p>