

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



Programme - Tuesday 13th May 2025

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



Programme - Wednesday 14th May 2025

BB1: NTT DATA Business Solutions: Building a Talent-Driven University: Intelligent People, Empowered Teams

With **Kirsty Adamson**, Senior Account Executive; and **James Shipway**, Practice Director, Human Capital Management, both of NTT DATA Business Solutions

BB2: Reward Gateway | Edenred: Beyond Pay: How Leading Universities Use Reward to Boost Engagement and Retention

With **Colin Hodgson**, Director - Public Sector, Reward Gateway Edenred

BB3: Networked: Attracting, Developing and Supporting Effective Leaders in Good and Bad Times

With **Hamish Laing**, Managing Partner, Networked

BB4: Jisc: Embedding Staff Digital Skills CPD Supporting a Challenging Landscape and the Critical Role Human Resources Play in Institutional Digital Capability

With **Patrick Turner**, IT Systems Trainer, Leeds Trinity University; and **Becki Vickerstaff**, Higher Education Senior Consultant, Jisc

12:00 - 12:45

Business Sessions Block B

12:45 - 13:30

Lunch & Networking Carousel

LB1: Eversheds Sutherland (International) LLP: Industrial Relations In a Changing World

With **Nicola Bennison**, Partner; and **Chris Mordue**, Partner, both of Eversheds Sutherland (International) LLP

LB2: Farrer & Co LLP: How to Run Staff Investigations Efficiently and Effectively

With **Kathleen Heycock**, Partner; and **Alice Kendle**, Senior Associate, both of Farrer & Co LLP

13:30 - 14:30

Legal Sessions Block B

LB3: Browne Jacobson: Menopause – Legal Duties, Developing a Holistic Approach and Key Elements of Best Practice

With **Kate Gallagher**, Partner, Browne Jacobson LLP, **Anna Quinn**, Health and Wellbeing Project Manager, Bangor University, **Bettina Rigg**, Partner, Head of Higher Education, Browne Jacobson; and **Dr Laura Wood**, Doctor & Transformative Coach, Laura Wood Coaching

LB4: Robinson Ralph: Sexual Harassment - The New Duty

With **Keeley-joanne Hodgson**, Solicitor; and **Simon Robinson**, Partner, both of Robinson Ralph

14:30 - 14:45

Break & Networking

Plenary 4: Mental Health

With **Barbara Bassa**, Senior Consultant, Leadership and Organisational Development, Advance HE, **Richard Martin**, CEO, Mindful Business Charter; and **Amanda Mwale**, NHS Psychologist

Hosted by **Kim Frost**, Former UHR Chair

14:45 - 15:30

UHR Awards for Excellence in HR

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

15:30 - 15:45



Programme - Thursday 15th May 2025

Thursday 15th May 2025

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



Programme - Thursday 15th May 2025

WC4: Building Culture and Engagement In Hybrid Workforces

With **Gary Cookson**, Director, EPIC HR

WC5: Managing Change at a Large-scale University: Working in Partnership to Deliver a New Approach to Academic Workload Planning

With **Gareth Williams**, Associate Dean for International, Recruitment and Strategy; and **Alastair Wilson**, Associate Director - Organisational Development, both of Nottingham Trent University

10:45 - 11:30
Workshops
Block C
cont.

WC6: Compassionate People Practices – Avoiding Employee Harm

With **Andrew Cooper**, Development Director - Avoidable Employee Harm, Aneurin Bevan University Health Board; and **Julie Rogers**, CEO, HPMA

11:30 - 12:00

Break & Networking

BC1: ECC: Being an Employer of Choice Through Modernising Pay Frameworks

With **Suzanne Daley**, Member Engagement and Reward Consultant, ECC; and **Chris Mooney**, Head of Reward, University of Leeds

BC2: SocialOptic: Can Fish Climb Trees? AI-Driven Insights For Employee Experience and Culture

With **Benjamin Ellis**, CEO, SocialOptic

12:00 - 12:45
Business
Sessions
Block C

BC3: USS: Working With You to Build a Secure Financial Future For Our Members

With **Jay French**, Proposition Officer; **Stuart McLean**, Pension Policy and Stakeholder Executive; and **Joanna Rigby**, Proposition Officer, all of USS

BC4: AHEP Consulting: Keeping the “H” in HR During Turbulent Times

With **Kathryn Eade**, Lead Consultant; and **Vikki Goddard**, Lead Consultant, both of AHEP Consulting

BC5: BC5: Oracle: Trail Blazers 2025

With **Fiona Dorrington**, Equality, Diversity and Inclusion Officer, Royal College of Art; **Leatham Green LLM, MBA, ACEL**, Transformation Director, Public Service UK&I, Oracle; and **Tom Jones**, Organisational Development and Learning Manager, Teeside University

12:45 - 13:30

Lunch and Networking Carousel

LC1: Bevan Brittan LLP: Impact of the Employment Rights Bill for Higher Education

With **Siobhan Mulrey**, Legal Director, **Ashley Norman**, Partner and Head of Higher Education; and **Anne Palmer**, Legal Director, all of Bevan Brittan LLP

13:30 - 14:30
Legal Sessions
Block C

LC2: Mills & Reeve LLP: Sexual Harassment – What Should You Be Doing to Meet Your Legal Obligations and Create a Positive Working Environment For All Staff

With **Pili Fernandez-Mahoney**, Principal Associate; and **Judy Roy**, Principal Associate, both of Mills & Reeve LLP

LC3: VWV: Managing Criminal Allegations in the Workplace: Legal, Ethical and Practical Considerations for HEIs

With **Jane Byford**, Partner & Head of Higher Education, **Bob Fahy**, Partner, **Michael Halsey**, Partner; and **Katie Hurst**, Senior Associate, all of VWV



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

