Equality, diversity and inclusion ... is it a game, or is it more important than that?

London Metropolitan Branch Seminar
Thursday 25 April 2019
08.00 – 16.00
UBM UK Ltd, 240 Blackfriars Road, London, SE1 8BF

www.iosh.co.uk/events
Considerations of equality, diversity and inclusion bring balance. They encourage us to learn about different cultures and from each other. Diversity, for example, improves organisational performance, understanding of client needs, creativity and much more.

Overview
The seminar will identify problems, provide practical tools and know-how to break down barriers and make the most of diversity to improve safety and health.

At this unique event, specialists and industry representatives will provide their expert opinions and practical experience on a number of topics to improve understanding about equality, diversity and inclusion. This will include:
- what diversity means – understanding our subconscious biases
- staff appeal, engagement and retention
- lesbian, gay, bisexual, transgender and other protected characteristics in the construction sector
- digital presence
- legal update
- diversity (including gender pay gap)

When equality, diversity and inclusion are promoted in the right way, people with different approaches collaborate more, listen more and become more tolerant. Equality, diversity and inclusion encourage creativity, information-sharing and problem-solving and make us all better communicators. These are qualities that stand us in good stead in our roles as OSH professionals.

Equality, diversity and inclusion policies enable us to find and retain the best talent. A diverse organisation is more likely to have a culture of fairness and a healthy work-life balance. Healthy organisations are more likely to be productive organisations that are more profitable.

What’s in it for you
Attending this event will provide you with a range of skills and knowledge, including.
- what other professional bodies are doing to address diversity issues and make the profession more diverse and inclusive
- strategies gain the organisational benefits of diversity
- understanding the impact of birth, gender, race and sexuality on someone’s opportunities and the impact of these on a person’s health and safety
- effective communications – gaining an understanding of how we communicate differently and how to tailor communication
- the impact of inequality on the mental health of those excluded or marginalised in the workplace

Who should attend
This event will benefit both members and non-members.
- anyone with the responsibility for, or an interest in, health, safety and wellbeing including new and experienced practitioners
- people at all levels who are looking to promote a positive health and safety culture in the working environment

What you need to know
Lunch and refreshments will be provided.

The nearest tube station is Southwark Station which is a four-minute walk to UBM.

If you have any queries, please email Louise.Griffin@iosh.com (IOSH Event Co-ordinator) or call 0116 257 3373.
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## Programme information

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<th>Time</th>
<th>Session</th>
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<td>08.00</td>
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| 08.45 | Open and welcome                                                       | Anne Isaacs  
London Metropolitan Branch Chair                                                  |
| 09.00 | The next barrier, or just another one?                                 | Martin Coyd OBE  
Head of Health & Safety Construction  
MACE                                                                               |
| 09.35 | A ‘POSH IDEA’ Positive Occupational Safety and Health for Inclusivity, Diversity, Equality, Action. | Louise Hosking  
Vice President  
IOSH                                                                               |
| 10.10 | Refreshments and networking                                              |                                                                                  |
| 10.35 | Uncomfortable conversations - diversity and inclusion                   | Vivienne Aiyela  
Non Executive Director  
The London Football Association                                                        |
| 11.10 | From “LA Law” to Bedford Row; a personal look into diversity and inclusion in the professional sector | Kizzy Augustin  
Partner  
Russell Cooke Solicitors                                                            |
| 11.45 | A diverse workforce and inclusive workplace                             | Yvonne Smyth  
Group Head of Diversity and Inclusion  
Hays Specialist Recruitment                                                           |
| 12.20 | Lunch and networking                                                    |                                                                                  |
| 12.50 |                                                                          |                                                                                  |
| 13.00 |                                                                          |                                                                                  |
| 13.20 | Diversity on the front line – experiences of being a female crane driver | Katie Kelleher  
Crawler Crane Operator/AP  
Tideway London                                                                            |
| 13.55 | The C word. Social class and disadvantage in professional life          | David Travers QC  
Barrister  
Six Pump Court                                                                               |
| 14.30 | Sailing around the world, can’t open a tin!                            | Hannah Stodel  
Skipper  
Hannah Stodel Racing                                                                      |
| 15.05 | Refreshments and networking                                              |                                                                                  |
| 15.20 | What barrier is disability?                                             | Gordon Menzies  
Barrister  
Six Pump Court                                                                               |
| 15.55 | Closing address, summary, thanks                                       | Anne Isaacs  
London Met Branch Chair                                                                 |
| 16.00 | Close                                                                  |                                                                                  |
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Booking information

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Event fees
IOSH members: £45+VAT = £54
Non-members: £58.50+VAT = £70.20

Booking

Online
Please go to www.iosh.co.uk/events to find the event listing, make a booking and pay for your place online.

By email
Please send your completed booking form to bookings@iosh.com and we will contact you to arrange secure payment.

By post
Please post your completed booking form to the Bookings team, IOSH, The Grange, Highfield Drive, Wigston, Leicestershire, LE18 1NN, UK. You can either enclose a cheque with this, or we will contact you to arrange secure payment.

By phone
Simply ring the Bookings team on +44 (0)116 257 3197 and register your place using your credit or debit card.

Payment terms
Full payment must be received prior to the event to secure your place. In the event that a booking hasn’t been paid in full by Thursday 18 April 2019, the booking will be removed and your place on the event withdrawn.

Cancellation policy and refunds
Please let us know in writing if you need to cancel your booking by sending an email to bookings@iosh.com, or a letter to the Bookings team, IOSH, The Grange, Highfield Drive, Wigston, Leicestershire, LE18 1NN, UK.

Cancellations are subject to the following terms:

- Cancellations received within seven working days of booking (a ‘cooling off’ period) will receive a full refund
- Cancellations received at least eight or more weeks (40 or more working days) from the event will receive a 50% refund
- Cancellations between four and eight weeks (20–39 working days) from the event will receive a 25% refund
- Cancellations less than four weeks (19 working days) from the event will not receive a refund.

If we have to cancel an event, we will always endeavour to give a full refund of your event fee or, if you prefer, transfer your booking to a similar event. We cannot reimburse you for any associated expenses booked, eg travel, accommodation.

The full terms and conditions of our cancellation and refund policy can be found at www.iosh.co.uk/terms#Events.
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Delegate information

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Delegate details (your event/joining instructions will be sent electronically)

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<tr>
<th>Title</th>
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<td>Organisation name and address*</td>
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email (we need this for providing confirmations and event details)

Are you a member of IOSH? yes [ ] no [ ] Membership number

If you have any dietary or other special requirements, please list them

How did you hear about this event?

[ ] Brochure [ ] Connect [ ] IOSH Magazine [ ] Website [ ] email [ ] Social media [ ] Other ...........................................

Please tell us how you will pay (final payments must be received before the date of the event)

[ ] by credit/debit card [ ] by BACs

*As you want them to appear on your badge and the delegate list.

Please copy this form if you’re booking other delegates. Sorry, we can’t accept bookings after 18 April 2019.

Acknowledgment

When we’ve received your registration and taken payment in full, we’ll confirm your booking and send you more details by email. We must receive your payment at least five working days before the event. If you haven’t received your paperwork by Thursday 18 April 2019, please contact the Bookings team on +44 (0)116 257 3197 or email bookings@iosh.com.

Cancellations

If you have to cancel your booking, please let us know in writing. We apply a charge of 50 per cent of the booking price to cancellations we receive up to 14 days before the event. Sorry, but we can’t offer a refund if you cancel your place after then.

Further information

If you have any questions about the event, please call the Events team on +44 (0)116 257 3100 (option 3) or email events@iosh.com. Visit www.iosh.co.uk/events for regular updates.

IOSH will hold your personal details in its systems to administer this event booking and to tell you about forthcoming events, IOSH services or health and safety information that may be of interest to you. From time to time, we use contracted third-party agents to perform tasks on our behalf and will pass limited contact details to them for the specific contracted purposes. If you do not wish to receive such information, please tick this box. ☐

IOSH members: Your personal data contained within our systems will be used to fulfil our contractual obligations to you. Our full data protection policies can be found at www.iosh.co.uk/data-protection, or contact bookings@iosh.com for further assistance.

A photographer will be at the event and photographs may be used in future marketing. Please tick the box if you don’t want your photograph to be taken. ☐

All information provided in the programme is correct at the time of going to print. IOSH reserves the right to make appropriate changes as necessary.
IOSH is the Chartered body for health and safety professionals. With over 47,000 members in more than 130 countries, we’re the world’s largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We’re the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.