

ECC[®] Educational Competencies
Consortium Ltd

REINVENTING OUR FUTURE



MAKING THE RIGHT CHOICES NOW FOR TOMORROW'S WORKPLACE

Virtual Conference | 25th November 2021



7

Speakers



5

**Workshop
Sessions**



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**Welcome to the
Conference**



Welcome to the Conference

Following the success of our first virtual Conference in 2020, we are very excited to welcome you to our second online Conference, which we hope will surpass the high standard we set last year. We have some truly fantastic speakers lined up for you, and we think it is going to be a great day.

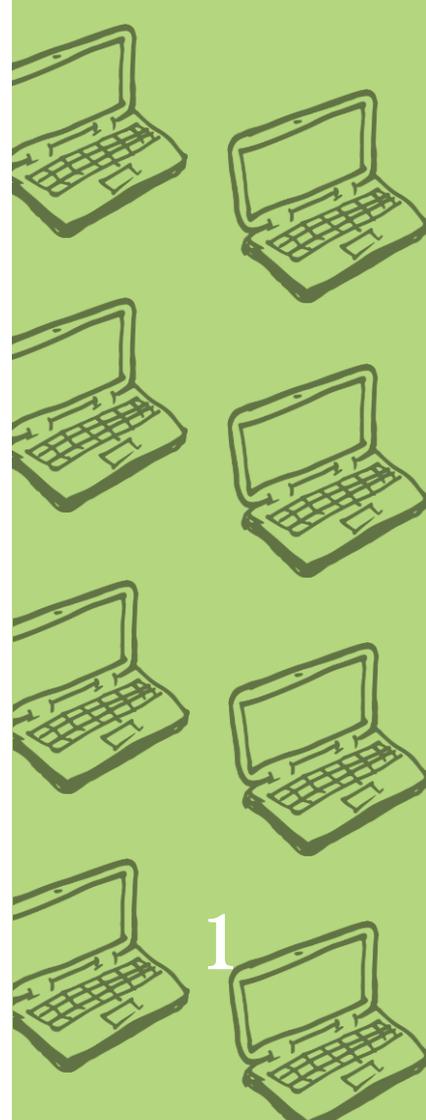
This year we have a wellbeing area on the platform including on demand HIIT, Meditation and Yoga sessions, something to suit all fitness levels.

We will also be running a few competitions again this year. Back by popular demand we will once again be on the lookout for the best Tweet of the Day. There is a luxury hamper up for grabs, so be sure to get tweeting using the hashtag #ECCNOV21! We will also be offering a luxury hamper for our “Most Active User”. You can gain user points on the platform throughout the day by attending sessions, liking content, connecting with other attendees, posting in the chat and most importantly joining the networking roulette during breaks. We will be displaying a leader board at various intervals showing the top 3 users, to appeal to the more competitive amongst you!

The AGM is scheduled to take place between 13:00 – 13:20, please try and plan time in your day to attend this – it’s your AGM and we do hope to see you there. As part of the AGM, we will also be announcing the winner of the ECC Project of The Year Award, so this is not to be missed!

We look forward to seeing you on the platform!

Nicholas Johnston, Chief Executive, ECC



Programme

09:30 - 10:00 Registration and Networking

10:00 - 10:05 **Welcome to the Conference**
Nicholas Johnston, Chief Executive, ECC

10:05 - 10:45 **Keynote Session 1 - Higher education in turbulent political times**
Nick Hillman, Director of Policy and Advocacy, HEPI

10:45 - 11:00 Break and Networking

11:00 - 11:40 **Keynote Session 2 - Inclusion without exception: individual wellbeing and positive organisational change**
Stuart Branch, MBA Chartered Fellow CIPD, Chief People & Technology Officer, Weetabix

11:40 - 12:00 Break and Networking

Workshop 1A - Employment law considerations as part of the ESG agenda
Sarah Ashcroft, Employment Solicitor and Senior Manager, PwC

12:00 - 12:40 **Workshop 2A - Doing racial inclusion differently: new approaches from job boards to boardrooms. A case for change**
Nathan Ghann, Programmes Director, The Educate Group

Workshop 3A - Excellence in senior pay and reward
Jo Hunt, HR Consultant, ECC and **Trudy Stedman**, HR Consultant, ECC

Workshop 4A - Mental health, resilience and wellbeing
Annalie Howling, Founder, Incasa Consulting Limited

12:40 - 13:00 Lunch and Networking

Programme

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- 13:00 - 13:20** **ECC AGM & ECC Award Announcement**
AGM led by **Graham Curling**, ECC Chair and Head of HR, Leeds Arts University
Awards announcement by **Nicholas Johnston**, Chief Executive, ECC and **Hazel Robinson**, Non-Executive Member of the ECC Board
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- 13:20 - 14:00** **Keynote Session 3 - Giving your HR programmes a makeover**
Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD
-
- 14:00 - 14:15** **Break and Networking**
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- Workshop 1B - Employment law considerations as part of the ESG agenda**
Sarah Ashcroft, Employment Solicitor and Senior Manager, PwC
-
- Workshop 2B - Doing racial inclusion differently: new approaches from job boards to boardrooms. A case for change**
Nathan Ghann, Programmes Director, The Educate Group
-
- 14:15 - 14:55** **Workshop 3B - Excellence in senior pay and reward**
Jo Hunt, HR Consultant, ECC and **Trudy Stedman**, HR Consultant, ECC
-
- Workshop 4B - Mental health, resilience and wellbeing**
Annalie Howling, Founder, Incasa Consulting Limited
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- Workshop 5B - Understanding Global Mobility like a Pro**
Myrianthe Ewington, Head of Client Services, Expat Academy Limited
-
- 14:55 - 15:10** **Break and Networking**
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- 15:10 - 15:20** **Conference Close**
Nicholas Johnston, Chief Executive, ECC and **Graham Curling**, ECC Chair and Head of HR, Leeds Arts University
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- 15:20 - 16:20** **Networking**
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Keynote Sessions

Keynote Session 1 - Higher education in turbulent political times

Nick Hillman, Director of Policy and Advocacy, HEPI

Thursday 25th October, 10:05-10:45

What does post-18 education policy look like in a post-Brexit, post-Covid-19 world of 'levelling up', hybrid working and funding challenges? Nick will share his insights into future policy directions in HE.

Keynote Session 2 - Inclusion without exception: individual wellbeing and positive organisational change

Stuart Branch, MBA Chartered Fellow CIPD, Chief People & Technology Officer, Weetabix

Thursday 25th October, 11:00-11:40

Stuart will chart the journey of Weetabix from Private (family) to Private Equity (PE), through Chinese - State Owned Enterprise and now US Corporate Ownership; how these ownership structures have influenced the People, Culture, Inclusion, Diversity & Wellbeing agenda. Stuart will highlight where, in some areas, the ownership structures really make a difference and where in other areas such as ESG & purpose the ownership structure really has not really influenced the organisation's path.

Keynote Session 3 - Giving your HR programmes a makeover

Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD

Thursday 25th October, 13:20-14:00

In this session, Debra will talk about the importance of giving your HR programmes a makeover, changing them to meet the changing needs and expectations of your people. She'll share practical tips and stories of what companies are doing in a variety of areas, giving you what you need so that you can get out your scissors and razors to give your programmes the makeover they need to support your people and your business.

Workshop Sessions

Thursday 25th October, 12:00-12:40 & 14:15-14:55

Workshop 1A & 1B - Employment law considerations as part of the ESG agenda

Sarah Ashcroft, *Employment Solicitor and Senior Manager, PwC*

Reviewing the key "social" and "governance" considerations for employers, including:

- Hybrid working
- Diversity and inclusion
- Pay governance

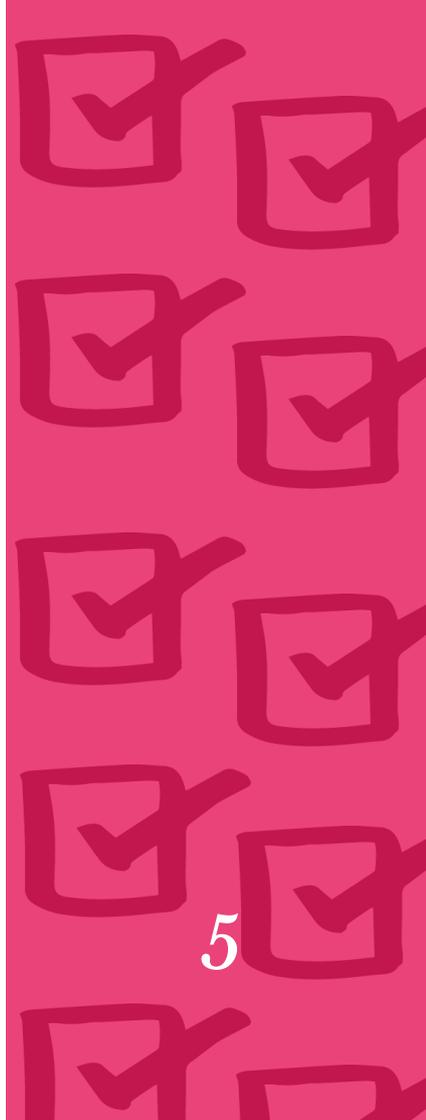
Workshop 2A & 2B - Doing racial inclusion differently: new approaches from job boards to boardrooms. A case for change

Nathan Ghann, *Programmes Director, The Educate Group*

Doing racial inclusion differently - from job boards to the boardroom, Nathan will share new perspectives in designing meaningful employee racial inclusion initiatives for Higher Education.

This session will identify the specific barriers and challenges being faced by the least represented ethnic groups in the sector, and how universities are responding to redress issues that have become commonplace.

Case studies and examples from a range of sectors will be explored to better understand the benefits and limitations in differing racial inclusion approaches. Participants will leave with practical and innovative ways to address recruitment, reward, and progression of diverse talent for both academic and professional staff members.



Workshop Sessions

Thursday 25th October, 12:00-12:40 & 14:15-14:55

Workshop 3A & 3B - Excellence in senior pay and reward

Jo Hunt, HR Consultant, ECC and **Trudy Stedman**, HR Consultant, ECC

Learn how ECC has been supporting members to tackle pay, reward and performance for senior roles, with a sneak preview of how your ECC Online database could help.

Workshop 4A & 4B - Mental health, resilience and wellbeing

Annalie Howling, Founder, Incasa Consulting Limited

Performance coach, Annalie Howling, will help you to reflect on our journey and emotions of the last 18 months with a series of important questions. Focusing on the marginal gains that we can take to help find positivity and purpose whilst building resiliency during these challenging times. Exploring how self-care truly is not selfish & how obligation is out and appreciation is in!

Workshop 5B - Understanding Global Mobility like a Pro

Myrianthe Ewington, Head of Client Services, Expat Academy Limited

When starting out delving into the world of Global Mobility and international assignments it can sometimes feel like you're drowning in paperwork and seems impossible to know where to start. Join Myrianthe in this session as she looks at the Global Mobility process and how to get started in ensuring you provide the policy and process that fits your organisation.

Speakers



Sarah Ashcroft, *Employment Solicitor and Senior Manager, PwC*

Sarah is a Senior Manager and solicitor in PwC's Legal Employment practice. Described as providing "user-friendly advice" and "invaluable insight", Sarah delivers focussed and commercial support on contentious and non-contentious matters.

Sarah has extensive experience advising private and public sector clients on a wide range of HR and employment law issues, both at a domestic and international level. These include workforce structuring considerations as part of acquisitions, restructurings and reorganisations, as well as day-to-day employment matters such as recruitment, contracts, policies and processes, investigations, terminations and tribunal claims.

Sarah has a particular focus on equal and gender pay and regularly advises on pay governance and gender diversity in the workplace. Clients describe Sarah as being "an extremely safe pair of hands" and working "with a real sense of purpose".



Stuart Branch, *MBA Chartered Fellow CIPD, Chief People & Technology Officer, Weetabix*

Stuart has over 15 years' executive level experience in business. His career has taken in a diverse range of sectors – from hospitality and retail, to financial services to manufacturing – where he has driven business change at an extensive scale. His customer-centric, commercially-focused approach is perfectly suited to the fast-paced world of FMCG. Now responsible for the organisation and effectiveness of people, systems, technology, culture & performance of The Weetabix Food Company creating and executing the Weetabix People, Information & Technology Agenda. His work particularly focuses on organisation design, talent & capability, employee engagement, business systems & processes, data & insight, as well as leadership development, performance and reward. He describes his role as continuing to make Weetabix a great place to do great work. He believes that both HR & IT add value through serving customers and business partnering to build individual and organisational capability – he is passionate about the fact 'the manager makes the difference'.

Stuart joined Weetabix in the autumn of 2012, leaving Masco Corporation after 4 years serving as both the European HR and Customer Services Director.



Speakers



Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD

Debra Corey is a highly experienced and award-winning HR leader, consultant, world-class speaker, and three-time best-selling author. She has been named one of HR's most influential, one of the top 101 global employee engagement influencers and one of the Top Reward Industry Luminaries.

Over the last 20+ years she's worked for a variety of global companies where she's developed and delivered HR strategies in a rebellious way, pushing the boundaries and challenging the status quo to truly drive employee engagement. She continues on this mission as Chief Pay it Forward Officer at DebCo HR.



Myrianthe Ewington, Head of Client Services, Expat Academy Limited

Myrianthe has over 15 years' experience in the Global Mobility industry, both in house and as an outsource provider across a variety of industries from Banking through to Oil & Gas. Myrianthe currently uses her extensive Global Mobility knowledge and experience to bring together topical, interesting and relevant industry insights and content at the training sessions, Bite Size briefings, Huddles, Super Huddles and Conferences across the globe.



Speakers



Nathan Ghann, Programmes Director, The Educate Group

Nathan Ghann is Programmes Director of The Educate Group, a social enterprise focused on increasing inclusion and improving outcomes for the least represented groups in Higher Education. Nathan has over 10 years of experience working within the sector and is currently an Associate Consultant of Equality, Diversity, and Inclusion with Advance HE. Previously he held the position of Student Success Lead at the University of Hertfordshire and was the founding Chair of the UH BAME Staff network. In his capacity as Chair, he contributed to the Race Equality Charter mark self-assessment team and worked with a range of colleagues to implement strategic change across the University. Recently, he published a chapter entitled 'Turning big data into informed action' in the title 'Doing Equity and Diversity for Success in Higher Education.'



Nick Hillman, Director of Policy and Advocacy, HEPI

Nick Hillman has been the Director of HEPI since 2014. He worked for the Rt Hon David Willetts MP (now Lord Willetts), the Minister for Universities and Science, from 2007 until the end of 2013, as Chief of Staff and then Special Adviser in the Department for Business, Innovation and Skills. Previously, he was a History Teacher and worked at the Association of British Insurers. At the 2010 general election, he was the runner-up in Cambridge.

He has written for a range of think tanks and journals. His journal articles include pieces on the Coalition's higher education reforms for the Oxford Review of Education (2016), on access to schools and selective universities for Higher Education Review (2014) and on the fifty-year history of student loans for Contemporary British History (2013). He also wrote the authoritative account of being a special adviser for the Institute of Government (2014).

His recent research for HEPI includes a history of the Universities Superannuation Scheme (USS), a piece on the likely impact of Brexit on student demand and university governance in a new age of regulation.

Websites: [HEPI website](#)



Speakers



Annalie Howling, Founder, Incasa Consulting Limited

Annalie Howling is a highly qualified performance coach with over 20 years' experience working with leaders in business, elite sportspersons (European tour, DTM, England Rugby) and members of the Armed Forces including ex-UK Special Forces. She specialises in transitional support and, through her unique approach, is able to ensure her clients overcome any self-imposed limitations to achieve their goals and move forward with confidence and a more fulfilling life.

Annalie is a sought-after speaker and experienced facilitator, author, commentator and podcast guest. Having spoken at multiple global conferences during her career. Annalie has a role as contributor to the next 'Line of Duty' DI Ray currently in production and due for release in 2022.



Jo Hunt, HR Consultant, ECC

Jo has 15 years' HR experience gained through working in the Higher Education sector. She is a Chartered Member of the CIPD.

Prior to joining ECC Jo worked for several different member universities as an HR Business Partner working closely with managers to support them to achieve their strategic objectives and manage a range of people related issues. She draws on considerable experience across the HR remit including organisational restructuring and role design, employee relations, pay and reward, HR policy development and staff recruitment and selection.

Whilst working for member universities Jo led the development and revision of local role evaluation procedures and has, for several years, been an active member of role evaluation and review panels



Speakers



Nicholas Johnston, Chief Executive, ECC

Nicholas is experienced in developing and delivering practical and successful strategies and business plans in the public, private and voluntary sectors. In his nine years as ECC's Chief Executive he has focused on growing membership, consultancy and training, and adding value for members across HE and FE.

Before joining ECC he spent a number of years as Head of Strategy and Performance at a large disability charity and has also worked in economic development and marketing. Nicholas is a Non-Executive Director of an NHS Scotland health board.



Trudy Stedman, HR Consultant, ECC

Trudy brings more than 20 years HR experience from a range of roles in both Higher Education and the private sector. She holds a CIPD accredited post graduate diploma in Human Resource Management.

In the 10 years before joining ECC Trudy worked at a Welsh University, the last 7 years spent as Associate Director of HR with specific responsibility for Organisation Design & Development. This also included managing equality and diversity and staff development.

Trudy has used HERA since 2003 so brings first-hand experience of implementing the National Framework Agreement and in using and tailoring HERA to support the full employment lifecycle. This includes developing generic profiles for recruitment and career development, introducing competencies, and designing and implementing a senior staff evaluation framework.

Since joining ECC Trudy has worked with a number of members on projects such as restructuring (both at department level and wider), Equal Pay Audits, use of generic profiles, Professorial Zoning, Senior Pay and Reward and HERA process reviews. She also led the project to develop and implement the ECC Online Software and remains our software 'lead'.

Outside of ECC ,Trudy is a member of her local town council, Secretary of a community woodland group and in her spare time loves cooking and spending time with her horse(s).



For more information:

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