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East Midlands Equality Inclusion & Diversity Provider Conference

Speakers

Jamilah Shah

Regional E & D Manager: Learning Skills Council

Jamilah Shah, East Midlands & Learning & Skills Council

Jamilah is the Regional Equality & Diversity Manager for East Midlands LSC and leads regional strategic development of Equality and Diversity. The Learning and Quality Directorate within which she is based also leads on ‘Inclusion’. Much of Jamilah’s work supports this responsibility and currently leads on Mental Health Well Being.

Having gained considerable years of experience in advising national and European governments and non government agencies on Inclusion, Equality & Diversity related policy, Jamilah advocates collaborative partnerships as strong agents of sustainable change. Jamilah works closely with learning and employer providers, government and non-government agencies pioneering new and creative initiatives.

To date Jamilah’s career has spanned 25 years. She has worked with 3rd Sector (Leading specialist agencies supporting female survivors of domestic violence); North Nottinghamshire Health Authority (Leading on improving health and social provision for BAME communities) and Blackburn with Darwen Local Authority (leading on Learning and Skills, Inward regeneration and Community Cohesion and Child Safeguarding).

Jamilah’s work has significantly contributed to a broad range of national agendas including Regeneration, Every Child Matters (ECM), community cohesion and neighborhood engagement; enhancing social capital and again, influencing change. She has managed externally funded projects and programmes, including a Neighbourhood Learning Centre aimed at increasing the life chances of local citizen’s in an area where 40% of the residents were under the age of 25. A significant achievement during this period of management was maximizing inward regeneration by successfully influencing national employers (B&Q, Comet and Next) to re-model recruitment practices to meet the needs of the local communities (resulting in over 600 employment opportunities matched to local residents)

Other specialist interests are in fields of politics and education (especially in relation to the underachievement and marginalisation of particular groups of young people).

Jamilah has an MBA and is currently a governor serving a Nottinghamshire based secondary foundation school/sixth form. She is a keen runner and is currently training for the 2010 London marathon.

Sue Daley

Principal, Boston College

Sue has held the post of principal at Boston College in Lincolnshire for four years, having come from a Vice Principal’s post in a large inner-city college in Birmingham – a very different proposition from Boston. Previously, she had held senior management posts in FE and sixth form colleges in the East Midlands, Oldham and Bolton, and spent three years as a full-time FEFC Inspector, concentrating on Leadership, Governance and Quality. She also spent two years in the private sector, advising governing bodies and principals.

Nationally, Sue has been, for several years, a mentor for senior leaders through the Centre for Excellence in Leadership and the Black Leadership Initiative. She is currently a member of the East Midlands Hub for Equality and Diversity which is assembling the agenda for regional developments in the public sector.



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Boston College was inspected by Ofsted in October 2008 and was judged 'good' for Equality of Opportunity with an 'outstanding' judgement for educational and social inclusion. Sue is heavily involved in local regeneration activity, being the Vice Chair of the Boston Area Regeneration Company, and is on the Executive Boards of three Local Strategic Partnerships, whose agendas feature community cohesion as a priority, given the context of the recent massive growth in the economic migrant communities.

Peter Green

HMI Inspector E&D, Ofsted

OUTSTANDING

Margaret Adjaye

Equality & Diversity Manager, LSIS

OUTSTANDING

Solat Chaudry

Executive Director, NCFD

Solat spent 12 years working for the family business (starting at the age of 10) both full and part-time.

After graduating, served for 5 years as uniformed Police Officer with Lancashire Constabulary, finishing off as Community Affairs Officer.
Founding members of Lancashire's Black Police Association.

Moved to Blackburn Racial Equality Council where his innovative work was recognised by the Home Secretary and CRE. After working for a Regeneration Company, was appointed to head up a Regeneration Partnership in Lancashire.

In 2001 moved to Learning Partnerships as Chief Executive until becoming the Director of the National Centre for Diversity in July 2005. Member of the national steering group which created and developed the 'Investors in Diversity' Standard.

Past positions:

Chairman - Asian Sports Association
Area Committee Member - North British Housing Association
Non- Executive Director - East Lancashire Health Authority
Executive Board Member - Leeds Children's Fund
Board Member - Excellence in Cities Board
Chair - Asian Business Development Network

Sarah Dennis

Vice Principal, Castle College

Sarah is currently the Vice Principal for Learning and Development at Castle College Nottingham and is the senior manager responsible for Equality and Diversity. The college was formed just over three years ago from the merger of The People's College and Broxtowe College. It is a diverse and dispersed organisation serving the learners in the city, west and east of Nottingham.

Sarah started her career as a PE teacher in North Yorkshire and then moved to become a Head of a PE Department at a secondary modern school in Devon. She moved into the



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Further Education sector in 1989 and has worked at various colleges teaching and managing Service Sector programmes. She became an Associate Inspector for OFSTED in 2000 and has been a school governor for many years.

Kathryn James

Programme Director, NIACE

Kathryn (BA, Dip.C.G, PGCE, MA) is the Programme Director – Mental Health and is concerned with linking NIACE’s work on widening participation in learning to work that addresses health inequalities. In 2008, Kathryn undertook further training in Prince 2 Project Management and attended Ashridge Business School for the Leadership Process.

A major aspect of her work at NIACE has been to lead the Partnership Project between NIACE, The National Institute of Mental Health in England (NIMHE) and the Learning and Skills Council (LSC) to promote access to Learning and Skills for people with mental health difficulties. Kathryn is responsible for leading the work on the national action plan to implement the LSC strategy, to ‘Improve services for people with mental health difficulties’.

Kathryn has also taken a lead role in advising government departments on the role of learning and skills in the promotion of recovery and social inclusion for people who experience mental health difficulties. She is currently working with Cabinet Office on PSA16 on Employment and Mental Health and with DWP on the Perkins Review on Employment and Mental Health.

Prior to working at NIACE Kathryn worked in F.E. where she set up and managed a Mental Health Support Service, which enabled mental health service users to access guidance, learning and support in a way that felt comfortable to them. The Mental Health Support Service won two national awards for innovation and inclusiveness and attracted international interest.

Kirtikumar Doshi

Regional Adviser, Equality & Human Rights Commission (EHRC)

Kirtikumar Doshi – Equality and Human Rights Commission, Regional Advisor, East Midlands Kirti joined the commission in April 2009 bringing with him a substantial range of skills and experience from his previous work with the Independent Police Complaints Commission (IPCC) as Senior Casework Manager, Business Advisor/Policy Officer with Leicester Asian Business Association (LABA), Regional Manager, Confederation of Indian Organisation (CIO). Kirti has also worked in a Senior Position with various other organisations and brings considerable experience in field of Equality.

As an elected member on Leicester City Council, he was vice-chair of Equal Opportunities and Personnel sub-committee where he saw seamless transfer of employees from Leicestershire County Council to Leicester City Council on becoming Unitary Authority. Kirti has used the skills from his experience both as Ethnic Minority Business Advisor with Leicestershire County Council and also as Director of Belgrave Business Enterprise Centre (BBEC) to work with Private Sector to make, a business case for embracing Equality within Private Sector.

Kirti has received many awards in his workplace, last being “Dignity at Work” from Independent Police Complaints Commission.

Jim Aleander

Consultant, Principal Learning Ltd

Jim Aleander runs Principal Learning Ltd, a consultancy to the learning and skills sector. Jim was formerly Principal of West Nottinghamshire College, Mansfield and City & Islington College, London.



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Jim has edited the national guidance on self-assessment for the LSC and LSIS, in the form of generic guidance (October 2008) guidance on self-assessment and health, safety and welfare (March 2009) and on self-assessment and equality & diversity (October 2009).

Jim has contributed to the development of national policy for the LSC from strategic area reviews to the Framework for Excellence. He is a governor of Portland College, a specialist residential college for people with disabilities.

Keith Nelson

Managing Director, Your Total Coach

Keith Nelson is the Managing Director of Your Total Coach, a business coaching and coach training consultancy established in the UK.

He is working with Chief Executives and Directors across a broad range of public and private sector organisations.

Keith is highly trained in coaching and organisational psychology, and worked as a Coaching Director in a FTSE 100 company before establishing the business.

His coaching meshes psychological coaching approaches with his experiences of working as a mainstream business director with accountability for large departmental teams and multi-million pound international budgets.

As well as establishing Your Total Coach as an accredited centre of the Institute of Leadership and Management (ILM) Keith is the Director of Coaching for a new Higher Education Certificate in Coaching at Cambridge University, delivered through the Professional Studies Division and accredited by the Judge Business School.

The role of coaching, mentoring and leadership to enable organisations to promote equality and diversity is currently a major area of research and development for Keith. He believes that working effectively with cultural difference is essential for organisations to retain their competitive edge globally.

He has written online books, articles, strategy documents and research papers.

Married, he lives in Northamptonshire and has two young children aged 10 and 9.

Additional bios received from:

Alison Scott works for EMFEC as a Continuous Professional Development (CPD) Manager, organising networking events, conferences and training/development opportunities for staff in the Learning and Skills sector in the East Midlands. She began her career as an English and General Studies teacher, and has strong memories of discussing equal opportunities with young male apprentices and sharing a staffroom with a pin-up calendar. 29 years in the further education sector has included developing Access provision in the East Midlands region for mature returners, a dedicated stint at People's College (now Castle College Nottingham) teaching and managing within a variety of areas, in recent years delivering Initial Teacher Training programmes and managing teams of Advanced Practitioners. She has also trained as an NLP practitioner and currently teaches a part-time Mentoring Diploma course.