




Speaker bios can be found below the programme




09:45	<i>Registration and refreshments</i>	
10:00	Welcome and opening remarks (with UHR Update)	Helen Scott , Executive Director, UHR
10:05 (15 min)	Table Icebreaker Exercise	Emma Brookes and Sophie Crouchman , Strategic Projects and Research Managers, UHR
10:20 (50 min)	Keynote Address: Prof. Elisabeth Hill, City St George's University <ul style="list-style-type: none"> Transformational Change and Organisational Culture Session format: 30 min address, 20 min Q&A 	Professor Elisabeth Hill Deputy President & Provost City St George's University
11:10 (20 min)	<i>Refreshments and Networking</i>	
11:30 (45 min)	Regional Case Study: Jon Opaye-Tetteh <ul style="list-style-type: none"> Elevating Equality Impact Assessments through an EIA Community of Practice Session format: 30 min interactive presentation, 15 min Q&A 	Jon Opaye-Tetteh Director of Equity and Inclusion, Canterbury Christ Church University Chiara Pellegrini Equity and Inclusion Consultant, Canterbury Christ Church University
12:15 (45 min)	AI and the impact on HR in HE <ul style="list-style-type: none"> Practical session on how delegates can apply AI in their own practice for efficiency and effectiveness. Session format: 20 min presentation, 5 min Q&A, 20 min group brainstorming 	Emma Brookes and Sophie Crouchman , Strategic Projects and Research Managers, UHR

13:00 (60 min)	Lunch and Networking	
14:00 (50 min)	Legal Focus Deep-dive interactive session focused on a topical subject such as freedom of speech/academic freedom, Supreme Court ruling or sexual misconduct/harassment <ul style="list-style-type: none"> Session format: 20 min presentation, 10 min Q&A, 20 min structured group discussion on implications for practice and brainstorming to mitigate impact 	Mills & Reeve Alex Russell, Partner (Employment and Immigration), Mills & Reeve Patrick Gass, Principal Associate and employment lawyer, Mills & Reeve
14:50 (15 min)	Refreshments and Networking	
15:05 (50 min)	HRD Insight Panel <ul style="list-style-type: none"> A session featuring insights from HR directors, focusing on in-depth discussion on the current challenges for HR in HE and practical takeaways for delegates Session format: 40 min discussion, 10 min Q&A 	Rob Butler, Royal Veterinary College Donna Dalrymple, University College London Joe Cooper, University of East London
15:55	What next? Summary and have a safe journey home	The UHR team

Our UHR Connects South Speakers:

	<p>Prof. Elisabeth Hill, Deputy President & Provost, City St George's University</p> <p>Professor Elisabeth Hill joined City St George's, University of London as Deputy President in September 2022, becoming the Deputy President & Provost in 2024. Elisabeth holds responsibility for the academic operation of City St George's as its chief academic officer. She has responsibility for shaping academic delivery and developments and delivering the City St George's vision and strategic plan.</p> <p>Prior to joining City St George's, Elisabeth held various leadership roles at Goldsmiths, University of London including Deputy Warden, ProWarden Academic, Head of the School of Arts & Humanities, and</p>
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	<p>Head of the Department of Psychology. Elisabeth is Professor of Neurodevelopmental Disorders, and her research focuses on neurodevelopmental disorders, particularly developmental co-ordination disorder (DCD, sometimes referred to as dyspraxia) and autism, as well as the relationship between cognitive, social, and motor development in typical and atypical populations, and their broader impacts on mental health, academic and employment outcomes.</p>
	<p>Jon Opaye-Tetteh, Director of Equity and Inclusion, Canterbury Christ Church University</p> <p>Jon Opaye-Tetteh is Director of Equity and Inclusion at Canterbury Christ Church University. A former police officer for Met Police and Sussex Police, Jon has worked for many years to champion culture change in policing. In April 2023, he joined CCCU and has been focusing on implementing their community- and data-driven Equity and Inclusion Strategy 2024-2027. In 2024, Jon introduced a re-design of CCCU's Equality Impact Assessment process, which acts as a central lever for change by empowering colleagues across the institution to proactively show compliance with the Equality Act 2010, share best practice, and embed equity and inclusion into their current and future planning.</p>
	<p>Chiara Pellegrini, Equity and Inclusion Consultant, Canterbury Christ Church University</p> <p>Dr Chiara Pellegrini is a researcher and educator working in the Higher Education sector. Her areas of expertise are EDI, narrative analysis, gender and sexuality, and contemporary culture. Chiara holds a PhD in gender studies in English literature from Newcastle University. Chiara currently works as Equity and Inclusion Adviser at Canterbury Christ Church University, where she consults on EDI strategy, develops diversity and inclusion training, leads on equality policies and processes, and organises events.</p>
	<p>Alex Russell, Partner (Employment and Immigration), Mills & Reeve</p> <p>Alex leads the Mills & Reeve Immigration team and advises employers and individuals on the full spectrum of immigration matters. Alex's clients include universities, NHS Trusts, Premiership football clubs, SMEs, and charities. Alex is also a highly experienced employment lawyer who specialises in advising higher education institutions, further education colleges, academies and private schools on the full range of employment and HR issues.</p> <p>Alex is particularly experienced in defending complex and high value Employment Tribunal claims (including regularly appearing as an advocate) and is known for his commercial and pragmatic advice. He</p>

	recently helped a university successfully defend an appeal to the court of appeal in a substantial discrimination claim.
	<p>Patrick Gass, Principal Associate and employment lawyer, Mills & Reeve</p> <p>Patrick is a specialist in the fast changing world of employment law. He specialises in helping higher education institutions and charities in all aspects of the employment relationship, from recruitment through disciplinary processes, to dismissals, including large scale restructures. As part of one of the UK's largest and most successful education teams, Patrick particularly specialises in complex employment tribunal proceedings.</p> <p>One of Patrick's significant highlights involved successfully defending a very high profile equal pay claim for a university brought against it by a senior member of staff that went to the Employment Appeal Tribunal. Patrick had to analyse complex pay data going back three decades and worked collaboratively with the university and external experts to ensure success in a case that is now referenced as very important in this complex area.</p>
	<p>Rob Butler, Royal Veterinary College</p> <p>Rob Butler is Director of Human Resources at the Royal Veterinary College, U. of London. Rob brings experience from previous roles at Queen Mary University of London, King's College London and London School of Economics. Rob Butler holds a 1997 - 1998 MSc in Development Studies from SOAS University of London.</p>
	<p>Donna Dalrymple, University College London</p> <p>Donna Dalrymple is Chief People Officer at University College London, leading the university's people strategy and the development of an inclusive, high-performing culture for more than 18,000 staff. Since joining UCL in 2016, she has shaped a modern, strategic people function that supports the institution's academic mission and leaders to navigate complex organisational and cultural challenges.</p> <p>With over two decades of senior HR experience across higher education, further education and the NHS, Donna is recognised for her calm authority, strategic insight and ability to synthesise complex issues into practical, people-centred solutions. Her work focuses on strengthening leadership capability, building sustainable talent pipelines and creating the conditions in which colleagues can thrive and contribute fully to UCL's success.</p>



Joe Cooper, University of East London

Joe Cooper joined the University of East London as the Director of People and Culture in July 2022. He brings substantial experience from a unique career path, progressing from Students' Union Chief Executive to his current leadership role in HR. Joe holds an MBA, Business Administration and Management (2005-2007) from the University of Kent.