



# Diversity and Inclusion Heroes Awards






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[WorldSkills UK Diversity and Inclusion Heroes Awards Ceremony](#)


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Dr Neil Bentley-Gockmann OBE, CEO  
WorldSkills UK

# WorldSkills UK

## About Us

We are an independent charity and a partnership between employers, education and governments. Together, we are raising standards in apprenticeships and technical education so more young people get the best start in work and life.

We inspire young people via our careers advice resources to choose excellence through apprenticeships and technical education as a prestigious career route on their path to reaching their potential, whatever their background. We develop excellence in young people by testing and assessing their skills and knowledge against their peers through our national and international competitions programmes, improving their confidence and potential. We innovate to mainstream global excellence to help improve standards of teaching, training and assessment through international benchmarking to help young people, employers and the UK economy succeed.

We are proud members of the UK Government's Apprenticeship Diversity Champions Network, a Patron of the BAME Apprenticeship Alliance, and a Disability Confident Employer.

## Why we established the Diversity and Inclusion Heroes Awards

We established these awards in 2019 in partnership with Coca-Cola European Partners because we are passionate about equity, diversity and inclusion. We believe in a society where

young people's lives are transformed by skills education and whose commitment to apprenticeships and technical education excellence is universally respected. Which is why these awards that shine a light on best practice within the sector are so important, through promoting diverse and inclusive practices across the technical education sector, organisations, and local communities, and vitally building equity for all young people in their careers and education.

### **Why we believe equity, diversity and inclusion is important in the technical education sector**

We strongly believe that all young people, regardless of their background, deserve the right to succeed through apprenticeships and high-quality technical education. We are committed to igniting the national and global movement to help more young people, regardless of their background, to have the opportunity to develop their skill set and mindset to ever higher standards and get the best possible start in work and life.

### **Our approach and commitment to equity, diversity and inclusion**

These awards are part of a much broader approach to help ensure as many young people as possible can access and benefit from our skills development programmes.

Last year we published diagnostic research with The Social Innovation Partnership setting out how to improve access to our skills competitions programmes, and to help drive this work forward, we have recently set up an advisory group with partners to help us increase our reach and impact and further embed diversity and inclusion by working together. We have also launched the Inclusivity in Excellence pilot programme, working with colleges to understand the challenges and the opportunities in accessing our skills development programmes, and to work with us to increase engagement from young people in diverse communities all over the UK.

One of our key actions from the diagnostic research was to make sure we have more representative young role models to make our work feel inclusive for all young people. The awards are an opportunity to learn about all those who are inspiring the next generation, and the nominees for the awards should be very proud of their achievements, as are we.



# Coca-Cola European Partners

## About Us

Coca-Cola European Partners (CCEP) are a soft drinks manufacturer producing some of the world's best known brands. We are a European organisation operating in 13 countries with just over 23k employees.

Within GB fundamental to our Early Careers' programme and our ways of working at CCEP is our focus on inclusivity, with huge importance placed on the value that every individual brings to the business. We feel it is important for companies to work closely with relevant organisations to ensure both inclusion and diversity are being considered across any apprenticeship initiative.

## Why we are sponsoring the Diversity and Inclusion Heroes Awards

Inclusion and Diversity for CCEP is a philosophy not a strategy, we have put it at the heart of how we do business, it's what we believe in, it is not an option, it is how we work.

We have once again chosen to partner with WorldSkills UK for the Diversity and Inclusion Heroes Awards because there is much more work and focus on diversity and inclusion that needs to happen, and by having these awards it amplifies the message of how important it is to continuously recognise and celebrate those who are making a difference every day.

## Why we believe diversity and inclusion is important in the technical education sector

Inclusion and diversity sit at the heart of our people strategy. Through ME@CCEP, we want to create a workplace where everyone's welcome to be themselves, be valued and belong. We believe that a great people experience will create a strong and positive shared future.

This should be no different whatever sector you work within, but the technical education sector should be a role model for diversity and inclusion and should live and breathe the



Sharon Blyfield,  
Senior Manager –  
People and Culture  
GB Early Careers  
and Apprenticeships,  
Coca-Cola European  
Partners (CCEP)



philosophy and set the benchmark for what young people should expect to experience in the work environment.

### **Our approach and commitment to diversity and inclusion**

Our philosophy “Everyone’s Welcome” is underpinned by our #JustBe Inclusion Ambassador Network that is made up of over 250 passionate ambassadors who advocate for creating an Inclusive culture and for all diverse groups feeling welcome. #JustBe has had an amazing impact on the business, creating awareness, educating and celebrating our differences and building an ongoing open dialogue about inclusion and diversity.

#JustBe has created a culture of story-telling of our female talent at CCEP with more of ambassadors across an intersectional range of topics, examples include our support of the #YoungAndBlack campaign (in partnership with UK Youth) amplifying some of our young black voices sharing their experiences, sharing stories of living with disabilities, caring responsibilities, sharing mental health stories and many more across our internal communication platform.

# Toyota Manufacturing UK

## About Us

Toyota Motor Manufacturing (UK) Ltd was Toyota's first manufacturing operation in Europe. There are two manufacturing plants in the UK, representing a total investment of £2.75 billion and employing approximately 3,000 members (including agency). The vehicle manufacturing plant is located at Burnaston in Derbyshire and the engine manufacturing plant is located at Deeside in North Wales. The processes at Burnaston include stamping, welding, painting, plastic mouldings and assembly and at Deeside machining, assembly and aluminium casting. Toyota is the leading company for electrified vehicle development.

## Why we are sponsoring the Diversity and Inclusion Heroes Awards

When Toyota UK was first established, key principles were adopted of 'mutual trust and respect' and fair treatment, and to this date we have operated our business based upon those principles. In our own industry we recognise the importance of improving our diversity not only for the business benefit but because it is the right thing to do, and we are committed to doing so. Through sponsorship of these awards we hope to highlight examples of best practice and to encourage and inspire others. We also want to be able to learn from others as we all work towards creating a future where diversity is the norm.

The awards celebrate the amazing activity completed within the community, recognising organisations that are making a real difference to young people's lives by raising awareness of the diverse population and promoting their inclusion.

## Why we believe diversity and inclusion is important in the technical education sector

Our Industry is dependent on a rich pipeline of talent of young people and we believe that everyone should have the opportunity to join and develop within this exciting sector. The automotive industry has been for many years a male





dominated environment and we have been working extremely hard to change this, engaging and encouraging females to join and progress within the business. This starts with giving everybody equal access to quality technical education and opportunities to develop within it, this is essential to our future development.

### **Our approach and commitment to diversity and inclusion**

Through our working group activity, we are raising the profile and engagement to pave the way for our newly developed programmes. Our new initiatives include the promotion of International Men's day, Inclusion Week, 1-2-1 mentoring and supervisor inclusion training.

Through our educational programmes and targeted recruitment campaigns, we have increased the % of females applying and subsequently hired into our apprenticeship and graduate programmes.

Within the diverse community in Derby City and Derbyshire we are promoting STEM subjects within primary and secondary schools through our educational programmes to raise aspirations and inclusion. At Toyota we have hosted STEM activity on-site for girls, female lunchtime sessions within schools and supported special educational needs schools.



Award Sponsor

## Festo

### About Us

Festo is a global supplier of industrial automation systems and Festo Didactic which is part of Festo is a global supplier of learning system for engineering and technology. We have been involved with WorldSkills since 1991 with the launch of Mechatronics competition, Festo is the sponsor of the competition. We also sponsor Automation, Industrial Control, and Industry 4.0 as an up and coming competition.

## **Why we are sponsoring the Diversity and Inclusion Heroes Awards**

We are supporting the WorldSkills UK Diversity and Inclusion Heroes Awards for the second year as it is a fantastic opportunity to recognise those who rise to the challenges and enlighten the others. Organisations and individuals who go way beyond the call of duty. There is no platform or movement better and stronger than WorldSkills UK to promote, recognise and reward diversity and inclusion. Recognition in the sense that reading the summary of what the nominees have achieved makes it very difficult to have a clear separation between most of them in their respective categories – I am saying that as this year I had the honour of being a judge and reviewing the entries.

## **Why we believe diversity and inclusion is important in the technical education sector**

Over 50 years ago, Festo Didactic was formed to address technical education. The objective was to put people and their education first and address reskilling, upskilling and overcome skills shortage. Apprenticeship is very much at the heart of our global operation. In Germany alone, we have well over 300 apprentices at any one time covering a wide range of subjects. For instance, we strongly promote STEM from primary education as well as Women in Engineering.

## **Our approach and commitment to diversity and inclusion**

Festo owns its own operation in over 60 countries. As an industrial company committed to technical education; diversity and inclusion is at the very heart of our operation. That is also one of the main reasons for our involvement at WorldSkills. Festo works closely with UN agencies to promote technical education in Africa. We are also working hard to promote WorldSkills in Africa and encourage and assist African countries to take part. That is quite an undertaking and commitment.





Award Sponsor

## NCFE

### About Us

NCFE is a registered charity which provides of a range of nationally recognised technical qualifications and educational services as part of its mission to 'promote and advance learning' for individuals, schools and colleges, employers and training providers.

For over 170 years, NCFE has been at the forefront of technical education, helping to support millions of learners into employment through its extensive portfolio of NCFE and CACHE branded qualifications. The company is an end-point assessment organisation at the cutting edge of apprenticeships, whilst also offering leading e-assessment and digital education services through Skills Forward and Peer Tutor.

### Why we are sponsoring the Diversity and Inclusion Heroes Awards

NCFE is supporting the Diversity and Inclusion Heroes Awards because we believe that every person deserves the chance

to succeed in education, work and life, regardless of any barriers in their way. We champion diversity and inclusion at NCFE and want to celebrate and shine a light on the amazing achievements of those in the sector highlighted by the awards.



David Gallagher NCFE

## Why we believe diversity and inclusion is important in the technical education sector

We strongly believe in the transformative power of education and are focused on unlocking the limitless potential that educators have to improve both personal and career outcomes. We want to facilitate people's journeys, opportunities for progression, and change lives for the better. With this in mind, our vision is to create a world where **everyone** has the right and opportunity to access the highest quality learning experiences.

## Our approach and commitment to diversity and inclusion

We understand that every learner is different and that it's important to develop a diverse and engaging offer that helps every learner achieve their full potential on their individual learning journey. Our extensive portfolio of qualifications covers a wide range of sectors for learners of all ages across many subject areas and specialisms. Through our products and services, we promote opportunity and social mobility through learning, ensuring that people from all walks of life have the means to achieve their goals.



Award Sponsor



## Air Products

### About Us

Air Products is a world leading industrial gas company. We bring together talented people to develop innovative solutions for the challenges that face us, our customers, and our world. The unique perspectives and experiences our employees bring to their work are essential to meeting our customers' needs and bringing innovation to the wide range of markets we serve, from food processing to metals processing to transportation.

### Why we are sponsoring the Diversity and Inclusion Heroes Awards

Our global mission statement states that we want to be the most diverse and inclusive industrial gas company in the world. We know that our past and future success relies on promoting collaboration among people of different cultures and backgrounds, bringing people from all walks of life together. To do this, we believe everyone deserves an equal chance to succeed and we celebrate diversity, inclusion and belonging.

### Why we believe diversity and inclusion is important in the technical education sector

We're passionate about creating an inclusive culture where people enjoy coming to work and are proud of what they do. We want people to feel that they belong and matter, and that their contribution is valued, whatever their role. We partner with organisations that support diverse talent to inspire future scientists, engineers and skilled technical workers to build a diverse pipeline today, and for the future.



## **Our approach and commitment to diversity and inclusion**

In the UK, we have a Diversity, Inclusion & Belonging Team whose vision is to drive a diverse and inclusive culture that fosters high-performing teams of engaged and committed employees who work collaboratively. This culture nurtures people to feel comfortable coming to work and be proud of what they do. We are also embedding leadership practices to foster a respectful workplace where we routinely seek out diverse thinking and where people are empowered to confidently express their viewpoints.

**We stand  
Together**





# The 5% Club

## About Us

The 5% Club was founded in 2013 as a dynamic movement of employers committed to “earn & learn” programmes (now characterised as “workplace learning”) as part of building a socially mobile, prosperous and cohesive nation. Our membership now exceeds 500 organisation who represent a workforce in excess of one million employees, with 61,000 in formal workplace learning.

## Why we are supporting the Diversity and Inclusion Heroes Awards

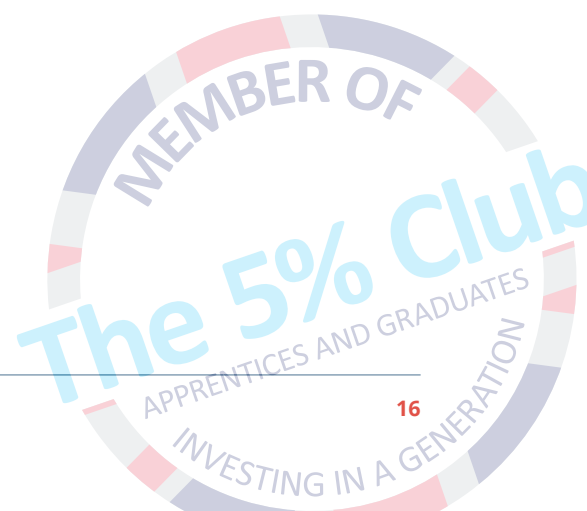
Our purpose and therefore our reason for existing is to inspire positive action for increased and accessible workplace learning for all. A key tenet is our focus on the attainment of employability skills for those at most disadvantage.

## Why we believe diversity and inclusion is important in the technical education sector

We are keen to ensure full accessibility for all workplace learning opportunities, so that all have access to the wealth of opportunity on offer to enhance skills and life chances/choices – we see this as key to enhancing and sustaining UK national prosperity.

## Our approach and commitment to diversity and inclusion

We champion a range of policies and communities that support diversity and inclusion, ensuring our Members are aware through a range of on-line content and regular seminars/webinars that raise and sustain awareness of contemporary ED&I thinking and practice.



# Judging panel



## **Ben Blackledge**

Deputy CEO, WorldSkills UK, Judging Panel Chair

Ben is responsible for driving our programme of work both in the UK and internationally. In partnership with representatives from government, industry, and education, he leads the UK-wide initiative to embed skills competitions methodology into apprenticeship and training programmes, raising standards and ensuring more young people from all walks of life are being equipped with the right skills to help businesses better compete globally.

Ben ensures that the UK remains at the forefront of international skills development in his role of Technical Delegate at WorldSkills Europe and WorldSkills International. Leading both nationally and internationally, Ben seeks to establish WorldSkills UK as a forward-thinking organisation that is striving to bring about improvements across the skills and education system in the UK and is our executive sponsor for diversity and inclusion. Ben joined WorldSkills UK in April 2014, initially to lead the content of the annual Skills Show (now WorldSkills UK LIVE) and the organisation's many local programmes. Prior to this he held a number of senior and delivery roles within government, working extensively across both skills and careers policy. Ben is an independent member of the Institute for Apprenticeships and Technical Education's quality assurance committee and sits on the WorldSkills International Competition Working Group.



## **Sharon Blyfield**

Senior Manager, People and Culture GB Early Careers and Apprenticeships, Coca-Cola European Partners (CCEP)

Sharon has been in the business for 28 years in a variety of functions and roles. She joined the HR team 17 years ago, covering all elements of the supply chain and now heading up the Coca-Cola European Partners Early Careers agenda for Great Britain.

Having spent the majority of her career developing young talent at the start of their careers, her current remit fits perfectly with her passion to create opportunities to support the next generation of young leaders. As part of her commitment, Sharon strives to work with strategic partners who challenge organisation's approach to under-representation of young people across all communities and works to create a level playing field in the recruitment process that might unconsciously deselect from those groups.

Sharon's dedication and commitment to CCEP's apprenticeship programme has been recognised by its leadership team, as well as her peers and apprentices alike. She has received praise for her outstanding leadership of the programme, which has continued to grow and expand in line with the business' Early Careers agenda. As well as recognition from the leadership team, Sharon is adored by the apprentices themselves, who see her as a trusted advisor and mentor.



### **Mandy-Jayne Evans**

Senior Specialist, Young People Education, Technical Skills Toyota & Lexus Academy, Human Resources Division

Mandy has spent her career working within human resources positions and has worked since 1991 at Toyota Motor Manufacturing UK at Burnaston in Derbyshire. During this time she has worked in various roles within HR which has provided her a wealth of knowledge of Toyota and our business practices. She enthusiastically leads the Education Team, delivering and coordinating our Young People strategy through programmes to promote STEM in an exciting and engaging way.

Through various festivals including WorldSkills UK LIVE and via local schools she delivers careers talks, advice and employability skills to young people to build their confidence and their marketability for the next stages of their life. Mandy works closely with many local Derby and Derbyshire schools working with headteachers and career leads to further link the curriculum to industry and the world of work. She is a CEC Enterprise Advisor for one of our partner schools, in addition she also works with YMCA Derbyshire to support disadvantaged young people leading a six month programme to support and promote their inclusion within our society.

Mandy is extremely passionate about supporting young people both in and out of the workplace, improving their confidence, opening their eyes to their personal potential and future opportunities. This in turn allows them to make informed choices and decisions about their educational and career journey and hopefully making a difference to their lives.



### **Dawn Baker**

Director of Innovation and Investments, NCFE

Dawn Baker is Director of Innovation and Investments at NCFE, where her main responsibilities include new product development and investments which support NCFE's charitable objectives and strategic aims. Previously she was Head of Marketing for a number of other blue chip companies including Sage (UK) Ltd.

Prior to heading up Innovation at NCFE, Dawn started out managing the marketing and merchandising for the infamous TV series Spitting Image tourist attraction in London before freelancing in the North. In the mid-90s, Dawn set up one of the first web design agencies in the North East focusing on digital marketing and innovation before becoming Head of Marketing at Sage where she stayed for 10 years.

Dawn has always made a conscious decision to work for organisations that give customers something of real worth which is what led her to join NCFE as Head of Marketing before becoming Head of Innovation almost four years ago. Since then she has gone on to become Director of Innovation and more recently had the remit of Investments added to her role.





### **Sunil Rathod**

Lead Process Engineer, EMEA, Air Products

Lead Process engineer with 20 years' experience in the industrial gases industry in design and operations. Sunil is an experience mentor to young engineers within Air Products globally and externally as part of STEM Ambassadors and The Social Mobility Foundation. Sunil is actively involved with Diversity, Inclusion and Belonging within Air Products shaping the future of DI&B within his organisation by forming the first UK&I employee resource group for under-represented ethnic groups.



### **Babak Jahanbani**

Managing Director of Didactic Services Ltd, Festo Didactic in UK and IE

Babak is the managing director of Didactic Services Ltd and represents Festo Didactic in the UK & Ireland. He is 54 years old, married with 2 children, with a background in mechanical engineering from Bradford University. Having initially worked as a manufacturing engineer, he has been in the technical education sector for nearly 27 years, whilst also having worked overseas on a number of educational projects.



### **Gill Cronin**

Director of Operations, The 5% Club

Gill has extensive experience in working in the not-for-profit/charity/fourth sector having managed and developed commercially successful memberships in a wide range of industries.

She was Director of Marketing, Press and Business Information at the British Retail Consortium and more recently was Head of Patron Membership at the London Chamber of Commerce and Industry. Additionally, she headed up the membership and marketing divisions at the Fostering Network and the Booksellers Association.

Gill has also been a charity trustee for the charity Re-Solv and was Company Secretary for the charity World Book Day.

Having gained a BA from the University of London straight after leaving school, Gill was fortunate to be offered an 'earn and learn' opportunity to gain an MBA while working full time.

# Award ceremony running order

## Welcome

Host – Kimmy Kimani  
(Apprentice of the Year – BAME Apprenticeship Awards 2020)

## Keynote speeches

Dr Neil Bentley-Gockmann OBE – CEO, WorldSkills UK  
Sharon Blyfield – Senior Manager, People and Culture GB Early Careers  
and Apprenticeships Coca-Cola European Partners (CCEP)  
Diversity and Inclusion Heroes Awards Inaugural Award Ceremony 2019 Video

## Diversity and Inclusion Heroes Awards

**Programme or Campaign of the Year – Small to Medium Employer**  
Sponsored by Toyota Manufacturing UK  
Presented by Mandy-Jane Evans – Senior Specialist, Young People Education,  
Technical Skills, Human Resources Division Toyota Manufacturing UK Ltd

**Programme or Campaign of the Year – Large Employer**  
Sponsored by Toyota Manufacturing UK  
Presented by Mandy-Jane Evans – Senior Specialist, Young People Education,  
Technical Skills, Human Resources Division Toyota Manufacturing UK Ltd

**Network of the Year – Small to medium employer**  
Sponsored by Air Products – presented by Parika Ale

**Network of the Year – Large employer**  
Sponsored by Air Products – presented by Parika Ale

## Role Model

Sponsored by Festo – presented by Babak Jahanbani – Managing  
Director of Didactic Services Ltd; Festo Didactic in UK and IE

## Rising Star

Sponsored by NCFE – presented by David Gallagher, CEO NCFE

## Competition Diversity Champion Award

Sponsored by Coca-Cola European Partners (CCEP)  
Presented by Sharon Blyfield – Senior Manager, People and Culture GB  
Early Careers and Apprenticeships Coca-Cola European Partners (CCEP)

## Closing speeches

Dr Neil Bentley-Gockmann OBE – CEO, WorldSkills UK  
Sharon Blyfield – Senior Manager, People and Culture GB Early Careers  
and Apprenticeships Coca-Cola European Partners (CCEP)

## Award ceremony close

Host – Kimmy Kimani





## Awards and Nominees

### About the Diversity and Inclusion Heroes Awards

The Diversity and Inclusion Heroes Awards are to honour, celebrate, and shine a light on individuals and organisations who are championing diversity and inclusion within their organisations and the technical education sector. Open to all students, apprentices, employees and organisations within the technical education sector, the awards are an opportunity to recognise outstanding commitment to promoting and supporting diverse and inclusive practices and celebrate those making a real difference.

# Programme or Campaign of the Year – Sponsored by Toyota Manufacturing UK

This award is to recognise organisations in technical education or apprenticeships (FE and Higher Education organisations, employers or training providers) which have shaped and launched an innovative programme or campaign, including social media, designed to promote diversity and inclusion within their respective organisation and / or the wider technical education sector.

## **Al Mu'Minun (The Believers)**

Organised and delivered an event for students and the local community on Islam, to break down barriers and cultural norms, and to challenge misconceptions.

## **Bradford College**

The college launched a campaign to address hate crime, racial injustice and inequality, through a series of activities focused around Black History Month and Hate Crime Awareness Week, including online workshops, screenings and talks by external speakers and campaigners covering understanding privilege, Bradford's Hidden Stories, democracy and influencing change for equality and racial justice.

## **Hartlepool College of Further Education**

The college has been addressing equality, to make all staff and students feel included and respected.

## **Institution of Engineering and Technology (IET) & RS Components**

A collaboration programme to deliver the Reflect event to highlight engineering and technology to young people from Black Asian Minority Ethnic groups and individuals from disadvantaged backgrounds, with employers, role models and motivational speakers.

### **Kids Planet Day Nurseries**

Working in partnership with the Fatherhood Institute, they identified key changes that were needed to ensure men were supported and engaged in education and caring roles for young children, including marketing, and male apprentices and staff also co-created a Kids Planet MITEY men's support group.

### **Leonard Cheshire**

The Can Do Programme supports people with additional learning needs into employment through developing their skills, increasing social communication and improving confidence, and has helped learners set up their own enterprise company event.

### **Royal Air Force - Diversity Allies**

The group, formed from committed volunteers to provide informal allyship across the RAF, developed 'The Diversity Allies Big Conversation', a series of events and virtual sessions, on faith, LGBT+, gender and BAME, sharing lived experiences and creating safe spaces where colleagues can bring their whole selves to work, every day.

### **Siemens**

Working with Fran Scott (CBeebies), the Girls' Schools Association and a variety of internal and external role models, a series of SeeMe live shows were delivered in schools, as well as providing GiSTEM resources for teachers, to inspire young women into STEM careers.

### **Vodafone**

Launched the #ChangeTheFace campaign to actively encourage companies and individuals across the globe to consider how they can make technology more inclusive and make a personal commitment to delivering positive change within their own companies and personal networks.

### **Weston College**

Designed and delivered an inclusive marketing campaign to sustainably and inclusively bridge the skills gap for the advanced engineering / engineering sector, to increase the number of apprentices, and also to widen participation for hard to reach groups and learners with special educational needs and disabilities.



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## Network of the Year – Sponsored by Air Products

This award is to recognise organisations in technical education or apprenticeships (FE and Higher Education organisations, employers or training providers) who are engaging and supporting one or more minority groups through innovative network activities (e.g. student, apprentices and / or employee networks etc) and demonstrating sustained value to its wider organisation.

### **Accenture**

Developed the African and Caribbean Network to address ongoing challenges around workplace inequalities which stifle talent and social mobility in the technology consulting sector, partnering with MOBO to create MOBLISE, a digital platform to connect black talent with careers in the creative and technology industries.

### **Acorn Training Ltd**

An LGBTQ+ network, providing support for young people and adults to ensure safe and secure futures to succeed in work and life, through realising their full potential, address barriers and stereotypes and misconceptions they face and ensuring equality of opportunity in education and employment, in a safe space.

### **Evenfields Careers**

Helping people set career goals, work on them, and find employment and careers opportunities through group and individual courses.

### **HS2**

Set up the Gender Balance Network amongst other existing employee networks, such as those for veteran's, disabled, LGBT and a cultural and BAME inclusion network, to address the shortage of women attracted to the industry, through the promotion of successful female role models in engineering, and through supporting the Women in Rail Mentoring Programme.

### **Kettering General Hospital NHS Foundation Trust**

Set up the BAME network within a small acute hospital in the East Midlands, to support and advocate for BAME staff, meeting monthly digitally to discuss and raise issues including advocacy, freedom to speak up and training staff on unconscious bias, inclusive recruitment and cultural awareness.

### **LM (Laing O'Rourke and J. Murphy & Sons Ltd joint venture)**

Launched Murphy's Pride Network for LGBT+ employees following the announcement that no construction companies were included in Stonewall's top 100 LGBT+ inclusive employers index for the 10th year running, and was set up to develop an even more inclusive culture at Murphy, run by volunteers, to provide support, discuss issues and challenges faced by staff, and share best practice.

### **Sky**

Launched the Sky's Multiculture@sky network and BAME Champions to advocate and celebrate diversity through events and inspiring role models, helping teams to break taboos and talk about race issues and workplace tensions, with local mentoring programmes, diversity workshops and skills sessions, along with a Graduation Inclusion Week to inspire and engage under-represented groups.

### **Sodexo**

Following the success of other employee networks, Generations and WomenWork, the Origins Network as launched to encourage inclusivity and cohesion amongst employees by celebrating everyone's cultures, heritage and beliefs, and promoting equal opportunities for all.

### **South Eastern Regional College (SERC)**

Established the Student Engagement Team as a network across the Student's Union, college committees, well-being support services, partnership development, and community and voluntary organisations, to work together to strengthen service provision, access joint funding sources, and share expertise, to support all students and apprentices who self-identify in under-represented groups such as LGBTQ+, women, disabled and BAME.

### **Uptree**

Set up a platform and activities, including workshops, newsletters and ambassador and alumni networks, where young people can start building their professional profiles online and connecting with opportunities before leaving school, and companies can use their presence to access a diverse network, educate and inspire students about their career pathways and promote events and job opportunities.







## Role Model Award – Sponsored by Festo

This award is to recognise individuals working in technical education or apprenticeships who have worked to champion, inspire, engage and empower underrepresented communities within their organisation and beyond.

### **Adeayo Sotayo – Engineer and Research Fellow, Brunel University London**

After moving from Nigeria to the UK as a teenager, and studying and working at a number of universities, he is working on a European funded project to educate and upskills young people for the additive manufacturing sector, whilst also volunteering and delivering support to BAME school learners and students.

### **Anna Hart – Graduate Electronics Engineer, Leonardo**

Having had little experience of engineering at school, I attended university before later joining the Graduate Scheme at Leonardo. I engaged in a range of activities sharing my experience as a female engineer, including volunteering for peer schemes in schools, STEM representative for first year graduates, as well as delivering 'lunchtime learner' sessions to promote careers within the organisation.

### **David Robson – Graduate Systems Engineer, Leonardo**

Entered into engineering sector as first in family to attend University, and recently completed the Systems Engineering Graduate Scheme with Leonardo, actively engaging young people in STEM careers, through careers events, workshops and accredited Work Experience Programme, including a 'Girls into Engineering' four day residential course.

### **Denise Myers – Director & Founder, The Careers Coach and Evenfields Careers Ltd**

Delivering non-judgemental career coaching to those from minority communities and socio-economic backgrounds, to nurture self-belief and maximise individuals' unique skills, gifts and talents.

### **Dr Paul Phillips – Principal and Chief Executive, Weston College**

Demonstrating role model leadership, with a long and established history of pioneering, embedding and leading inclusive practice to unlock talent and promote independence, to enable learners with special educational needs and disabilities to showcase their talent, gain sustainable employment and to share in the prosperity of the region.

### **Fareeha Usman – Founder, Being Woman**

The founder of Being Woman, focussed on empowering BAME communities through collaboration with stakeholders to promote digital and social inclusion, breaking stereotypes through a diverse and inclusive board, and believes that if we want to be diverse, we have to adopt this in our actions and not merely on paper and that equal opportunities must be created for all to build a fair and inclusive society.

### **Fiona McGarry – Engagement Manager, MAKE UK**

Working in the automotive manufacturing and engineering sector for over fourteen years, and over eighteen years' experience working within education and the community, and responsible for developing and delivering the apprentice and skills engagement strategy, ensuring that the talent pool is available so we can tackle the skills gap within and inspiring and educating all young people to consider a career in manufacturing.

### **Gareth Fallows – Managing Director, Acorn Training Ltd**

Becoming homeless as a teenager and finding support with homeless charity ARCH before undertaking their resettlement programme and support from Buttle Trust, led to him founding Acorn Training Ltd, where they play a vital role in supporting LGBTQ+ young people and adults to build safe and secure futures enabling them to succeed in life and work.

### **Haroon Bashir – Deputy Designated Safeguarding Lead, Halesowen College**

Champions and promotes all strands of equality within the college, working closely with the student body, utilising Microsoft Team to host and promote events for Ramadan, delivering training to staff on unconscious bias, with passion and desire to make a difference.

### **Hazel Thorpe – Senior Patent Examiner and Women's Network Chair, Intellectual Property Office**

Developed a range of activities to move the organisation forward in its diversity and inclusion efforts, including a guide to Inclusive Training, a Mentoring / Reverse Mentoring network, a collaborative relationship between the Women's, Men's and LGBTQ+ Network, and participated in the WISE 1 of the Million campaign to raise the profile of women in STEM.

### **Humie Webbe – Strategic Equality and Diversity Lead, National Training Federation for Wales**

Supports work-based Learning providers to develop strategies and policies to increase participation of disabled people, and Black Asian Minority Ethnic (BAME) communities into apprenticeships, to address the gender under-representation in industries, demonstrating a high-level understanding of the barriers that affect participation with a sensitive approach to reducing barriers and increasing engagement.

### **Isa Mutlib – CEO, BAME Apprenticeship Alliance**

Dedicated his career to promote inclusion and diversity, bringing together leaders across the education and skills sector to champion diversity within apprenticeships and to celebrate the successes of learners within the BAME community.

### **Jennifer Naccarato – Senior Commercial Manager, EDI Lead Committee Member, Siemens**

As the leading committee member for equality, diversity and inclusion within Siemens Mobility Customer Services, Rolling Stock, heading a team of committee members whose aim is to set the focus and agenda for EDI topics, and also led several EDI activities including the recent 'Lean In' session, to bring to the fore the topic of 'dealing with strong personalities' in both people's private and professional lives.

### **Judith Evans – Senior Administrator, Cardiff University**

Inspiring and engaging colleagues and students to help others understand the difference between equality, equity and justice, via a number of activities including presentations and debates focusing on ensuring others understand the principles of equality, diversity and inclusion and the impact of discrimination, harassment and victimisation.

### **Kavita Kalaichelvan – Senior Software Developer, Cleo AI**

A high-achiever in her professional life, she has been the lead organiser for Codebar Monthlies London running coding workshops for under-represented groups in tech, created the sell-out codebar event 'Demystifying Tech Test', and is a lead instructor for the Code First Girls Professional web development class.

### **Kim Diep – Software Engineer, Trainline**

A champion for inclusivity, positivity and self-acceptance, since qualifying as a developer, she has become an ambassador for Women in Tech Club. A volunteer Python instructor, Programme Mentor at Code First: Girls, and mentor at Girls In Tech, sharing her experiences of getting into technology and creating free resources for up and coming developers to learn.

### **Lenka Kaur – Inclusion and Diversity Coordinator, Bradford College**

Raising awareness of the needs of under-represented groups within the college through the development and implementation of awareness raising campaigns and events across the college which fully reflects the cultures, faiths and diversity of the student and staff community.

### **Maysoon Shafiq – Diversity and Inclusion Manager, Al Mu'Minun (The Believers)**

Founder of Al Mu'Minum (The Believers), completed the "Women in Mosques Development Programme" with the Muslim Council of Britain, and works with local primary schools and young people, along with the local community to enable open dialogue to break down barriers and challenge misconceptions of Islam.

### **Michelle Hickland – Deputy Head of School, South Eastern Regional College (SERC)**

Responsible for Skills for Life and Work and leading a team of 34 to bring education and training opportunities to students with special educational needs and severe learning difficulties, helping them to maximise their potential and prepare for adult life.

### **Mohammed Azeem – Personal Development Officer & Youth Work Practitioner, Bradford College**

Working with under-represented communities in Bradford through Bradford College and Bradford Youth Service, supporting young people with low aspirations, lacking positive role models, those involved in criminality, and those not in formal education or training, providing them with informed choices in one-to-one sessions as well as delivering workshops and informal education programmes.

### **Neelima Fernandes – Regulatory Governance and Enforcement Officer, Deutsche Bank**

As a working mother, she has been a diversity and inclusion champion for many years, mentoring in the workplace and through an online app, to inspire young women looking for a career in the financial services sector.

### **Puja Varsani – Associate Lecturer, Middlesex University**

A former WorldSkills competitor, achieving a Medal of Excellence competing in Robotics at WorldSkills International in London 2011, she has delivered activities to inspire and engage more BAME young people into STEM careers, both through faculty-wide annual events, and also speaking and conducting demonstrations in schools.

### **Rebecca Cackett – Head of Student Recruitment, CGI**

After achieving a First Class Degree and awarded Deputy Chair of the Digital Apprenticeship Board, she runs meetups for junior staff along with STEM camps, women in IT events, panel discussions at academic institutions, open evenings with parents, STEM events, and delivers employability workshops at schools and universities, along with supporting BAME, LGBTQ+, Capability networks.

### **Susan Livermore – Equality, Diversity & Student Engagement Officer, Dumfries and Galloway College**

Working closely with students and local communities such as LGBTQ+, Interfaith, Careers etc, delivers support to ensure all students feel included in the student body, along with delivering inclusive workshops and a gender-based violence campaign.

### **Tracey Smith – Founder, T A Smith Investments**

Founder of a small building company, a transsexual woman giving opportunities into employment for those experiencing homelessness and undertaking research and development into a new product for visually impaired people.







## Rising Star Award – Sponsored by NCFE

This award is to recognise young people in technical education or apprenticeships who are going above and beyond to drive the diversity and inclusion agenda. Nominees are students, apprentices or former apprentices, within the first three years of achieving their apprenticeship.

### **Anna Hart – Graduate Electronics Engineer, Leonardo**

Having had little experience of engineering at school, attended university later joined the Graduate Scheme at Leonardo, and engaged in a range of activities sharing my experience as a female engineer, including volunteering for peer schemes in schools, STEM representative for first year graduates, as well as delivering 'lunchtime learner' sessions to promote careers within the organisation.

### **Carmel Britto – Founder, Education Director, LPF Kiddies Club CIC**

Supports a cohort of under-represented young people in the world of STEM education and career pathways through a science club, along with creating a junior board of young people, made up of two mentors, four club members and two club ambassadors.

### **Charlotte Walton – Student, North Warwickshire and South Leicestershire College**

As a student of music following completion of her performing arts qualification, she has utilised her skills to develop and deliver activities as part of the Students Union designed to raise money for various charities, whilst also supporting the college LGBTQ+ group to plan and deliver cross-campus events.

### **Haider Ali – Management Accountancy Apprentice, Rolls Royce PLC**

As a committee member on employee resource groups supporting minority groups, influencing key initiatives within the company, working with members to focus on areas such as recruitment, internal communications, reverse mentoring and organisational culture, along with advocating for diversity in apprenticeships as a STEM Ambassador, and being a careers volunteer in primary schools.

### **Julia Rucinska – Students Campaigns and Promotions Officer, Bradford College**

Has played a crucial role in transforming the college Students Union website to make it vibrant and accessible, as well as creating tools and resources aimed at championing inclusion and diversity, along with launching activities for under-represented students so that “nobody ever feels excluded”.

### **Kiera Byland – Athlete Leader, Special Olympics**

As a special Olympics Athlete and volunteer Athlete Leader, she has launched a series of online sessions to support young people with learning disabilities, particularly through the pandemic and following the postponing of the Special Olympics, with Motivational Mondays, Wellness Wednesdays and Fitness Fridays, Strong Minds sessions and also posted daily positive quotes.

### **Narveer Toor – Digital Marketing Apprentice, BBC**

The first ever digital marketing degree apprentice working directly within the team responsible for the recruitment of early careers schemes at the BBC, created content for staff channels to promote, share and embrace the differences of the real people that work here, along with attending many open evenings and events speaking to encourage students and aid their careers within the media industry.

### **Sadaqat Hussain – Apprentice Surveyor, Cushman and Wakefield**

As events lead for Inspire (organisation diversity and inclusion programme) delivered diversity awareness days events, along with increasing further progressive actions towards creating an inclusive workforce, delivered workshops for local sixth form colleges and spoke at events, aimed at engaging BAME young people into the sector.

### **Sam Bone – Learning and Development Advisor, Leonardo**

As Chair of the Leonardo Pride Network held events on LGBTQ+ awareness days, including the first ever 'Pride in Lockdown', advocated for inclusive facilities and HR systems, writing articles and guides on pronouns, along with advocating for disability inclusion, delivering sessions on British Sign Language and Deaf Culture, microaggressions and digital empathy.

### **Samah Rafiq – Business Administration Apprentice, Coca-Cola European Partners**

In addition to her studies, and being Path Motion Insider on the companies careers website, she attends external events and programmes, and gives talks on apprenticeships to students in colleges, along with supporting senior staff during company interviews with apprentices, and acting as 'buddy' to new apprentices.

### **Sudhuf Khan – Learner and Sabbatical Officer, Cardiff and Vale College**

As a role model, her teaching placements create a safe space for learners of all ages, ethnicities and backgrounds, along with running Student Union events, activities and campaigns to create and maintain a positive learner environment for all.



## Competition Diversity Champion Award – Sponsored by Coca-Cola European Partners

This award is to recognise individuals driving awareness of, and engagement with WorldSkills UK Competitions in their organisation and beyond, inspiring and empowering under-represented communities to engage in the opportunities the skills competitions bring.

### **Cathryn Williams – Dean of Faculty, Gower College Swansea**

With a large and diverse Independent Living Skills Department with innovative practices and learner-centred approach, providing learners the opportunity to train and compete in the Inclusive Skills Competitions regionally and nationally, through incorporating the competitions into the More Able and Talented programme for learners studying at Entry Levels 1 to 3.

### **Chantelle Deek – Inclusive Tutor, Cardiff and Vale College**

Created and built upon the inclusive skills profile of the college, transforming the curriculum to incorporate skills competitions into lessons and schemes of work linking with the Gatsby principles, ensuring that learners from disadvantages backgrounds and those with additional learning needs benefit from the enhanced skill sets and aspirations that competing brings.

### **Colin Galley – College Lecturer, New College Durham**

Leading the WorldSkills UK Inclusive Skills Competitions in the college since 2015, and as UK Ambassador for the North East he has been involved in organising the IT Inclusive Skills Competitions, has created in-classroom competitions that reflect the curriculum, and developed materials for others to use to set up competitions, whilst widely promoting the benefits for SEND students that competing can bring, including independence and confidence, key skills and building resilience.

### **Lucas Rodgers – Student, North Notts College**

Leading in the Media Make-Up Team to develop knowledge, skills and behaviours of students and creating an inclusive and engaging environment, along with building skills competitions into the core teaching and learning curriculum, whilst promoting the benefits skills competitions activities provide learners, apprentices, teachers and employers by raising standards, improving outcomes and enhancing engagement.

### **Richard Hutchins – Competition Manager, The Institute of the Motor Industry**

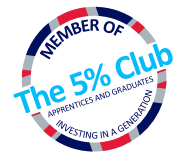
Led on challenging stereotypes in the automotive workplaces and attracting more female talent through equality campaigns and utilised female judges in the skills competitions, along with inspiring young females at an early age with an annual 'Design the Future' competition for schools, as well as IMI's 'Women in Motorsport' days in partnership with Santa Pod Raceway.

### **Sandie Griffiths – Vice Chair, Training and Education Director, British Floristry Association**

Delivering a targeted approach to engagement of competitors in 'cold spots' and areas of higher economic deprivations, with plans for further outreach activities of mini challenges to widen participation and break down perceived and real barriers to competing.



We would like to thank Coca-Cola European Partners for partnering with us on the Diversity and Inclusion Heroes Awards, and also all our sponsors and supporters:



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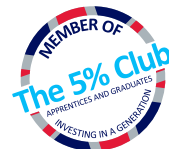
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# Diversity and Inclusion Heroes Awards 2019 Ceremony

