



# Fair Futures: Regional Roadshows on Ethnicity Pay and Progression in Healthcare

**Cambridge agenda**

9 October 2025

Novotel Cambridge North



# Agenda

| Time    | Topic                                                                                                                                                                  | Speaker                             |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| 9am     | Networking breakfast                                                                                                                                                   |                                     |
| 9:40am  | Introduction and welcome                                                                                                                                               | Marcus Riddell<br>Owen Chinembiri   |
| 10am    | Ethnicity pay and progression gap project                                                                                                                              | Owen Chinembiri<br>Dr Nabeela Kajee |
| 10:40am | Break                                                                                                                                                                  |                                     |
| 11am    | Regional strategy and provider insights                                                                                                                                | Tom Warner<br>Meg Murphy            |
| 11:40am | <b>Interactive session</b><br>What should the NHS do to accelerate and sustain improvements? Evidence based and Innovative approaches to policy, people and innovation | Cavita Chapman<br>Owen Chinembiri   |
| 12:20pm | Networking lunch                                                                                                                                                       |                                     |

## Time

## Topic

## Speaker

**1:15pm**

Implementing a Shadow Board  
in Hertfordshire Community  
NHS Trust

Tinu Fakoya

**2pm**

### **Panel discussion**

Reflections on 10 years of the  
NHS Workforce Race Equality  
Standard

Rachel Wakefield  
Claudia Iton  
Tendai Nzirawa

**2:45pm**

### **Break**

**3pm**

The NHS Health Action Resource  
Platform (HARP)

Olu Akani  
Deji Oloko

**3:40pm**

The NHS Race and Health  
Observatory's 'Seven Anti-racism  
Principles'

Nandi Simpson

**4pm**

Closing reflections

Marcus Riddell

**4:30pm  
- 5pm**

### **Networking**

# Introducing your speakers



**Marcus Riddell**

Chief People Officer,  
Hertfordshire Community NHS Trust



**Claudia Iton**

Chief People Officer,  
Cambridgeshire and Peterborough  
Integrated Care System



**Tom Warner**

Equality, Diversity and Inclusion  
Lead,  
NHS England - East of England



**Tinu Fakoya**

Head of EDI,  
Hertfordshire Community NHS  
Trust



**Dr Nabeela Kajee**

Consultant,  
Delta



**Rachel Wakefield**

Regional Chief Allied Health  
Professional  
NHS England - East of England



**Tendai Nzirawa**

Maternity Clinical Improvement  
Lead,  
Health Innovation East



**Olu Akani**

Product Manager - Research  
and evidence,  
NHS Race & Health Observatory



**Cavita Chapman**

Managing Director - Inclusive  
leadership, talent and Strategy,  
C Chapman Consultancy Ltd



**Deji Oloko**

Senior Research Manager,  
NHS Race & Health Observatory



**Owen Chinembiri**

Workforce Director,  
NHS Race & Health Observatory



**Nandi Simpson**

Director - Implementation,  
NHS Race & Health Observatory