



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

Brighton agenda

13 November 2025

Maldron Hotel Brighton



Agenda

Time	Topic	Speaker
9am	Networking breakfast	
9:40am	Introduction and welcome	Jane Padmore Owen Chinembiri
10am	Ethnicity pay and progression gap project	Owen Chinembiri Nabeela Kajee
10:40am	Break	
11am	Becoming an anti-racist trust – an NHS trust’s journey to dismantling systemic causes of racism and racial inequality	Anna Rowen Elton Dzikiti
11:40am	The NHS Health Action Resource Platform (HARP)	Olu Akani Deji Oloko
12:20pm	Networking lunch	

Time	Topic	Speaker
1:15pm	Interactive session What should the NHS do to accelerate and sustain improvements? Evidence based and Innovative approaches to policy, people and innovation	Cavita Chapman Owen Chinembiri
2pm	Panel discussion Reflections on 10 years of Workforce Race Equality initiatives in the NHS	Heather Caudle Erk Gunce Jeanette Williams
2:40pm	Break	
3pm	From commitment to change: Closing the ethnicity pay gap through anti-racism	Ash Ellis
3:40pm	The NHS Race and Health Observatory's 'Seven Anti-racism Principles'	Habib Naqvi
4pm	Closing reflections	Jane Padmore
4:30pm to 5pm	Networking	

Introducing your speakers



Dr Jane Padmore

Chief Executive Officer,
Sussex Partnership NHS Foundation
Trust



Jeanette Williams

Regional Head of Staff Experience,
Engagement, and Equality, Diversity
and Inclusion, NHS England



Professor Heather Caudle

Senior Strategic Project Adviser,
Northern Care Alliance NHS
Foundation Trust



Erk Gunce

Equality, Diversity and
Inclusion Lead,
NHS England – South East



Dr Nabeela Kajee

Consultant,
Delta



Ash Ellis

Deputy Director for OD,
Berkshire Healthcare NHS
Foundation Trust



Olu Akani

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



Cavita Chapman

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



Anna Rowen

Director of People and Culture,
Hampshire and Isle of Wight
Healthcare Foundation Trust



Elton Dzikiti

Head of Inclusion,
Hampshire and Isle of Wight
Healthcare NHS Foundation Trust



Deji Oloko

Senior Research Manager,
NHS Race & Health Observatory



Professor Habib Naqvi MBE

Chief Executive,
NHS Race & Health Observatory



Owen Chinembiri
Workforce Director,
NHS Race & Health Observatory