

# Diversity Matters: Inspiring Inclusion in the Workplace

## Meet the Panel

Tuesday 22nd May



Keynote speaker

### Ian Andrews

Head of Engineering, Nationwide Building Society  
and Director of the Tech Talent Charter



Ian is the Head of Engineering for Nationwide Building Society and a Director of the Tech Talent Charter. He is an energetic and passionate leader who has led many technical teams throughout his career including software engineering, software development, IT delivery, IT operations, Incident & Crisis Management, UX, Digital Production and Social Customer Care. He led Nationwide's involvement in developing the Tech Talent Charter, later becoming a non-exec director of the organisation. In his spare time, he is a church leader and a keen drummer.



### Sarah Armstrong-Smith

Head of Continuity & Resilience, Distinguished Engineer  
and Diversity Champion, Fujitsu



As well as being a Distinguished Engineer, Sarah leads Fujitsu's Continuity & Resilience practice. She is a business continuity and crisis management specialist which enables her to take a holistic and strategic view of enterprise risk. Over the last year, Sarah has also focussed on data protection and is the GDPR professional services lead. She is a member of International Association of Privacy Managers, Business Continuity Institute and British Computer Society. In addition, Sarah has been a Diversity Champion for the last 3 years. In 2017, Sarah led a team of volunteers to relaunch the Women's Business Network and was instrumental in executing the strategy and plan which saw Fujitsu being recognised as a 2018 Times Top 50 Employer for Women.



### Jane Kennedy

Independent Non-Executive Director, Trustee, Business Advisor and Executive Coach

Jane is transitioning to a portfolio career following a successful executive career as COO and HRD in Financial Services, where she has worked for SAGA, Colonial life, Scottish Widows, GHL, Barclays, Partnership Assurance and JUST. She has excelled as an Experienced Financial Services Executive with roles focused on large-scale customer-facing Operations also encompassing the HR functions. She has a passion for inclusion, diversity and talent development, introducing successful initiatives to enhance culture and opportunity in companies driving positive business and customer outcomes. The establishment of a back office and client-facing operation and cultures equipped for rapid growth, a Stock Market floatation and subsequent Merger with a similar sized partner has given Jane a unique résumé.

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@jo\_lockwood1965  
@SEChangeHappen

### Joanne Lockwood

Transgender Awareness and Inclusion Specialist



In 2017, Joanne Lockwood founded SEE Change Happen, an Equality Diversity & Inclusion Practice focusing on LGBT+ and more specifically providing transgender awareness and support to organisations and businesses all over the UK. Joanne is the first openly transgender past National President of the 90-year-old 'Men's Club', The Round Table. Taking the decision in 2016 to embark on her personal rebrand, she sold her IT services business and transitioned at the beginning of 2017. Through these experiences, she delivers keynote speeches, seminars and workshops to promote and support transgender individuals breaking down misunderstandings and the fear of "getting it wrong".



@SarahMaskelluk

### Wing Commander Sarah Maskell MBE FCMI

Royal Air Force



Since joining the RAF in 1999, Sarah has completed a variety of roles in the personnel sphere, and more recently a significant role in the Employment policy arena as the Diversity and Inclusion sponsor. Sarah has worked on managing a positive change in culture and regularly engages across all levels to ensure that cultural developments underpin the current RAF Core Values and Standards. Across the D&I spectrum, Sarah has delivered various benefits including improved employee engagement, developed initiatives and policies to support increased recruitment of females and BAME personnel, and has worked tirelessly to ensure the RAF is recognised as an employer of choice. Sarah is passionate about addressing underrepresentation and has worked with WISE and Royal Aeronautical Society to focus on the challenges in securing a strong future for females in STEM and non-typical careers. Sarah was recognised in 2016 with an MBE for her contributions to Diversity and Inclusion, awarded the Head of Diversity and Inclusion at the Excellence in Diversity Awards 2016, led her team to success as 'Diversity Team of the Year' at the European Diversity Awards in 2016 and was recognised as a change agent in the Northern Power Women Powerlist 2018.



@ManojVadher\_RM

### Manoj Vadher

Head of Engineering Reliability and People Development  
Royal Mail – Central Engineering Maintenance



Manoj held various roles over 24 years' service at Royal Mail. During this time, he obtained a degree in electronics engineering and a post graduate in executive management at Aston University. Manoj currently leads on engineering reliability and people development across the business. Manoj is responsible for the asset reliability and provides critical support to the operation nationally. Manoj is keen to develop people from all backgrounds: he supports BAME groups at Royal Mail, is passionate about promoting women in engineering and jointly leads on Diversity and Inclusion in engineering at Royal Mail. He also works with schools and organisations to promote STEM subjects to inspire young talent to become future engineers, scientists and technical leaders.



### Bas Ward-Baptiste

Independent cyber security consultant

Bas spent 22 years in the RAF before embarking on a career as an independent Cyber Security Consultant. He now specialises in military resettlement into cyber and other specialist technical roles.



Closing speaker

### Pearl Noble-Mallock

Head of Product IA & Security BAE Systems



Pearl currently Head of Product Security for BAE Systems Naval Ships business unit, has a vast wealth of knowledge in technology, security and engineering management within the defence sector. This, coupled with her extensive marketing experience, has enabled her to launch and build a multi-million pound product security service in just 24 months. Pearl is a multi-award winning engineer achieving the Royal Academy of Engineering Rising Star award in 2015 for her contribution to UK engineering amongst many other awards. She is an experienced professional speaker and can be found regularly sharing her story inspiring the younger generations as a STEM ambassador, as well as talking on other topics including security, autonomy, development of management skills and engineering.