

Curriculum Vitae

Summary

A highly experienced Diversity Policy & Strategy Performance Consultant. Track record of initiation of key Diversity Strategic projects within the Public, Statutory and Voluntary Sector. e.g. Diversity - Consultation and Involvement programmes for Black and Minority Ethnic and Disabled communities; Race Equality Scheme, Review of Service Delivery, Developing of Staff Strategies, International Nursing Strategy, Clinical Governance, Development of Mentoring and Apprenticeship Schemes, and Delivery of Service Enhancements for Ethnic communities nationally.

A strong transformational leader with ability to motivate and innovate. Presents a strong positive image and role model. Experienced in managing and influencing change with strong interpersonal and project management skills. An excellent communicator, demonstrating clarity of thought. A talented strategic thinker with national level networks

Qualified Executive MBA 2003 (Ashridge)

Current Post:

Policy & Strategy Performance Consultant

Date	Consultancy Projects & Achievements	Client
2006	Development & Successful implementation of the Delivering Race Equality FIS in Mental Health Facilitation and Development of a Black & Minority Ethnic Staff Network Strategy	Partnership Mental Health Trust
2005-06	Diversity and Disability Policy Development: included Development of a Race Equality Strategy: Functions and Policies and Impact Assessment	NHS Foundation Trust
2004-06	Strategy Development Black & Minority Ethnic Staff Networks: Developed a toolkit for the National Housing Sector	Housing Corporation
2006	Facilitation and Development of a Black & Minority Ethnic Staff Network Strategy	Mental Health NHST
2006	Diversity Training for Board Members	PCT
2005	Diversity & Community Engagement Consultation East Hampshire District. Council	District Council
2005-06	Facilitation and Development of a Black & Minority Ethnic Staff Network Strategy BME Staff Policy & Strategy Development included awayday facilitation as well as	Hospitals NHST & PCTs,

	production of a Strategic document	
2005	Facilitation and Development of a Black & Minority Ethnic Staff Network Strategy BME Staff Policy & Strategy Development included awayday facilitation as well as production of a Strategic document	NHS and Primary Care Trust
2004-05	Intermediate Care Services Review: successfully interviewed all Service staff and made recommendations for effective deployment of staff	Primary Care Trust
2004-06	Delivery of Cultural Diversity Training for Personal Advisers every 3 months	Connexions
2004	Delivery of Cultural Diversity Training for Management Trainees	NHS Management Trainee Scheme

Key National Achievements

- 2006 Developed a Black and Minority Ethnic Staff forum toolkit for the Housing Corporation & Sector
- 2005 Awarded a Black & Minority Ethnic Best Consultant by the Federation. of Black Housing Organisations
- 2001 Awarded an OBE for services to minority ethnic staff and patients in the Queen's New Year's Honour List
- 2000 Recipient of Royal College of Nursing Standard Millenium Leadership Award winner
- 2000 Chaired a DoH Committee on development and implementation of NHS Black and Ethnic staff networks
- 2000 Twice directly involved in briefing Prime Minister on Modernisation of Nursing and future health service delivery.
- 1998 Member of DoH group, chaired by John Denham, Health Minister on BME staff issues.
- 1998-9 Set up a Management Development Leadership programme for SW Region BME Managers

October 1999 to December 2003

Deputy Executive Director of Nursing, Head of Policy & Strategy, NHS Trust

- Successfully developed and implemented the Trust's Nursing and Midwifery Strategy.
- Through this successfully achieved trust-wide co-ordination of nursing and midwifery staff within clinical directorates.
- Achieved commitment of all staff groups and Trust Board to the 'development of a robust policy and practice framework for nursing and midwifery throughout the Trust.
- Co Project lead for Essence of Care principles project received CHI recognition as an area of good practice.
- Ensured Clinical Governance and risk management is central to nursing.

- Implemented an urgent recruitment drive to sustain a viable service by ensuring nurses are adequately trained to deliver high standards of care to patients.
- Achieved commitment of all staff groups and Trust Board to shared leadership' (staff involvement) concept for introducing and leading nursing/midwifery developments
- Set up highly successful 6 reference groups of staff (including a culture, communication and understanding committee) to keep the Director of Nursing informed of their needs in relation to employment and career aspirations.

Assistant Director of Nursing/Clinical Governance, NHS Trust secondment commenced May 2001-June 2002 for 12 months.

- Appointed to develop a clinical governance strategy and implementation of key principles Trust wide. Successfully implemented strategy into Clinical Directorates.
- Provided the nursing support to the Director of Nursing and Trust Nurses in preparation for Commission of Health Improvement review and contributed to a good CHI report.
- Managed Litigation and ensured compliance with NHS Clinical Negligence CNST Level 1 requirements.
- Maintained a strategic perspective on all above subjects including Complaints and Risk management.

Earlier Career

Service Planning Manager , (Contracts) Hospitals,	1998
Customer Services Manager (Equality Officer) Hospitals	1995
Project Nurse, IS (Information Systems), NHST	1993
Senior Sister, Co-ordinator ICU	1988

Other Activities

Chair of Mothertongue a Multicultural Counselling Voluntary Organisation,

Trustee, Community First Voluntary Services,

School Governor Infant School,

Previous Member of South East Region Recruitment and Selection Task Force

Chaired Department of Health Black and Ethnic Staff Networks

Charity Work

Member NHS Confederation & Royal College of Nursing BME Leadership Forum

Education and Professional Qualifications

- Executive MBA, Business College, 2002
- Leadership & Strategy 2000
- BSc Nursing Degree, 1993

