

Diversity Matters Inspiring Inclusion in the Workplace: Communication is key!

Whether you have concerns you'd like answered or are simply curious, we hope that you enjoy yourself and leave this evening 'inspired'.

18:00 Event opens

18:30 'Welcome' by Outsource UK

18:45 Hear from the hosts

19:00 The floor is yours

Rosie Anderson and Claire Farrow – Outsource UK

Pearl Noble-Mallock – BAE Systems

Joanne Lockwood – SEE Change Happen

19:45 Meet the Panel

Kevin Fielder – CISO, Just Eat

Sarah Armstrong-Smith – Head of Continuity and Resilience, Fujitsu

Joseph Gwynne-Jones – Security Consultant, fluent in British Sign Language

+ more great speakers from the NCSC

20:30 Networking

21:00 Event closes

Hosted by:



National Cyber
Security Centre

a part of GCHQ

We are proud to be one of the largest independent recruitment companies in the UK, supplying highly skilled technology, change and engineering talent to clients within a range of specialist sectors.

At Outsource UK, we believe that adopting genuinely inclusive recruitment practices requires businesses to support people from all walks of life in their career searches. After all, achieving total inclusion means considering everyone, and to ensure that everyone gets a fair chance, we enable underrepresented groups to have access to equal opportunities by adapting company hiring processes.

For more information about Outsource's Insights Audit Programme, contact Claire Farrow at diversity@outsorce-uk.co.uk

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Meet the Presenters

Rosie Anderson

@LadyCyberRosie

Cyber Manager – Outsource UK

Rosie manages the Cyber Recruitment Team for Outsource UK, and is responsible for matching the best security talent with critical and often challenging projects and roles. Sourcing hard to find Senior Talent in a candidate-short market is a challenge that Rosie relishes; she works with candidates who desire to work with an agent who understands what they do, and will source the right roles for their career development. Rosie builds relationships for life, becoming a true recruitment partner, and can advise clients and candidates on a true picture of the cyber market, in terms of the talent and skills available, and what opportunities are available.

Rosie is also part of Outsource's Diversity Matters team, helping to raise awareness of Tech careers, particularly Cyber. Rosie began her 15-year recruitment career working for Omnium IT Recruitment, acquired by Outsource in 2011 and is a mum to a very energetic 3-year-old.

Claire Farrow

@CF_OutsourceUK

Diversity and Inclusion Client Partner – Outsource UK

Claire is Outsource's Diversity and Inclusion Client Partner, working with Clients to create an inclusive culture where all employees feel valued and highlighting areas for improvement in attraction and hiring processes in order to widen the candidate pool.

Claire started her career with Outsource in 2009 as a recruiter for a number of Outsource's key accounts. From there, she moved over to account manage, and then later, programme manage Outsource's two largest financial services clients, supporting with contingent, executive and permanent hiring strategies. After 8 years, in 2017, Claire set up the Diversity Matters team to highlight the worrying lack of inclusion and diversity in the technology and engineering sectors. Claire is an enthusiastic linguist in Spanish and French, loves to travel and when possible, fits in the occasional half marathon!

Rosie and Claire truly believe that 'Diversity' really does Matter and their talk will focus on the importance of the attraction, interview and hiring stages in supporting a diverse candidate pool and helping your business to grow.



@PearlMallock

Pearl Noble-Mallock

Head of Product and Cyber Security, BAE Systems Naval Ships

BAE SYSTEMS

Living with a superpower in a world of communication?

Ever wondered what it is like to have a superpower? What if most people saw that superpower as a disadvantage? Where you see grammar mistakes, some people can't spot them. But they can see connections that haven't occurred to you. Your superpower might be punctuation and grammar, theirs might be dyslexia. Yes, dyslexia IS a superpower. Everyone has a superpower, but have you uncovered yours? Pearl's talk 'Living with a superpower in a world of communication' will give you an insight on how disadvantages can actually be super powers.

Pearl Noble-Mallock, Head of Product and Cyber Security for BAE Systems Naval Ships business unit, is a dyslexia ambassador and an experienced professional speaker who 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. She believes that the strategic thinking enhanced by her Dyslexia enable her to build a multi-million pound security service made up of a diverse team located across seven UK sites. Amongst several other awards, she was awarded the Royal Academy of Engineering Rising Star award in 2015 for her contribution to UK engineering.



@jo_lockwood1965

Joanne Lockwood

Founder and CEO – See Change Happen



Joanne is a Diversity & Inclusion Consultant who specialises in Transgender Awareness and support to businesses and organisations throughout the UK, Europe and elsewhere. She is an International Keynote Conference speaker that delivers workshops and seminars, and works with organisations to develop policy & best practices to be more inclusive for all people. She is a member of The Institute of Equality & Diversity Professionals, The Rotary Club, Toastmasters International, The Professional Speakers Association and as a Fellow of the Royal Society for the encouragement of Arts, Manufactures and Commerce, she believes passionately that "people are people" and, no matter who they are, deserve to be treated with dignity and respect. Joanne lives by the mantra of "Smile, Engage and Educate" in order to promote awareness and understanding to overcome people's fear of getting it wrong!

Joanne believes that belongingness is the human emotional need to be an accepted member of a group. Whether it is family, friends, co-workers, a religion, or something else, people tend to have an 'inherent' desire to belong and be an important part of something greater than themselves. This implies a relationship that is greater than simple acquaintance or familiarity. The need to belong is the need to give and receive attention to and from others.

Often when we establish corporate cultures across large organisations this sense of belonging and being listened to can sometimes wane. How do you as a company recognise this and ensure that your teams, customers and stakeholders feel connected across different locations, countries and time zones?

seechangehappen.co.uk