**Valuing Diversity – Building Inclusive NHS Communities**

**2024 Theme: Sexism in the Workplace**

## Thursday 14 March 2024

### Venue: Explorer House, Adanac Drive, Southampton, SO16 0AS (Solent Theatre)

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| **08.30** | **Registration** |
| 09.00 | Welcome and Introductions  *- Dr Phil Rushton, Deputy Dean, Wessex and Thames Valley* |
| 09.10 | Sexism In Surgery*- The Active Bystander Training Company* |
| **10.40** | **Refreshments** |
| 11.10 | Presentation of the Report by the Working Party on Sexual Conduct in Surgery - [*Dr Greta McLachlan*](#_Greta_McLachlan)*, co-Author; Higher Surgical Trainee, KSS* |
| 12.00 | Sexism and Intersectionality – Considering the relationship between Gender and Relational Safety in the Workplace – [*Dr Kuljit Bhogal*](#_Kuljit_Bhogal)*, Consultant Psychiatrist and Project Lead for The Open Minds Project* |
| 12.50 | Morning Q&A panel and Comments from the Audience  |
| 13.00 | **Lunch and Networking** |
| 13.50 | Overcoming the challenges of sexism – personal accounts and perspectives*-* [*Dr Zehra Mehdi*](#_Zehra_Mehdi)*, Stroke Consultant, Hampshire Hospitals NHS Foundation Trust;**-* [*Dr Lara Alloway*](#_Lara_Alloway)*, Chief Medical Officer, Hampshire and Isle of Wight ICB; Consultant in Palliative Medicine.*  |
| 14.50 | **Refreshments**  |
| 15.15 | Sexism and gender discrimination, the NHS perspective - [*Dr Jo Mountfield*](#_Jo_Mountfield)*, Director of Education and Workforce and Consultant Obstetrician**University Hospital Southampton* |
| 15.50 | Afternoon Q&A Panel and discussion  |
| 16.20 | **Closing Comments** |
| **16:30** | **Depart** |

**Please note that this is a provisional programme and details are subject to change.**

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| Biographies |  |
| Greta McLachlanDr Greta McLachlanco-Author Report by the Working Party on Sexual Conduct in SurgeryHigher Surgical Trainee, KSSMember of Women in Surgery ForumCo Founder Women Speakers In Healthcare | Greta McLachlan is a higher general surgical trainee based in Kent Surrey and Sussex deanery. She is a member of the Women in surgery forum (WINs) at the Royal College of Surgeons England and trainee lead of the Working Party on Sexual Misconduct in Surgery.She is an inaugural member of the Pride In Surgery Forum (PRISM) under the RCS Eng provision. She spent two years at a National Medical Directors Clinical Fellow, where she worked at the BMJ, GMC, Cleveland Clinic London and during the COVID 19 pandemic NHS England. During this time she was a co founder of Women Speakers in Healthcare, a grass roots organisation aiming for every healthcare event to have balanced gender representation.During her training she has spoken at international events on diversity, inclusion and equity, as well as sexual misconduct in surgery. She has written on topics including sexual misconduct in surgery, clinical leadership and gender discrimination in surgery.She is currently studying an Executive Masters in Healthcare leadership and management at Bayes Business school. She enjoys listening to podcast and hanging out with her wife and son. |
| Kuljit BhogalA person wearing glasses  Description automatically generated with medium confidenceDr Kuljit Bhogal Consultant Psychiatrist for People with Intellectual Disabilities The East Hampshire Learning Disability Team, Southern Health NHS Foundation Trust Project Lead for The Open Minds Project, supporting LGBTQ+ People with South Asian heritage | Kuljit is a part-time consultant psychiatrist for people with intellectual disabilities and the project lead for the Open Minds Project (OMP), a community group that he set up for LGBTQIA+ people with South Asian heritage.He has been designing and facilitating peer support spaces for the OMP since 2019 using principals of co-design and community consultation. He is also an interdisciplinary artist, coach, and experienced educator. |
| Zehra MehdiA close-up of a person smiling  Description automatically generatedDr Zehra Mehdi Consultant in Stroke Medicine, Elderly Care and General Medicine | Zehra is a Consultant Physician in Stroke Medicine, Elderly Care and General Medicine at Hampshire Hospital NHS Foundation Trust. I am Clinical Lead for the Stroke Service, Training Programme Director for Stroke Medicine in Wessex, Associate Clinical Sub-Dean for Southampton Medical School, and I lead the Wessex Stroke Network Education and Workforce committee. I am also a mentor for trainees returning to work as part of the suppoRTT programme. My undergraduate training was at Liverpool Medical School, and my postgraduate training has been in Liverpool, Manchester, London and at various hospitals in Wessex. I live in Romsey with my husband and three children. |
| Lara AllowayAn imageDr Lara AllowayChief Medical Officer, Hampshire and Isle of Wight ICB Consultant in Palliative Medicine.  | Lara is a consultant in palliative medicine, she worked as a consultant in palliative medicine in Hampshire Hospitals NHS Foundation Trust (HHFT) from 2005 until 2023.  During her time in HHFT she had a number of leadership roles, with the Trust including clinical lead for end of life care, Clinical Director for Cancer Services, Divisional Medical Director for Medical Services and became the Trust’s Chief Medical Officer in 2019. She left this role and the Trust in Summer 2023 to become the Chief Medical Officer for Hampshire & Isle of Wight Integrated Care Board.  |
| Jo MountfieldDr Jo MountfieldConsultant Obstetrician and Director of Education University Hospital Southampton and Clinical lead workforce tool RCOG. | Jo is a consultant obstetrician in Southampton also working in education. Her specialisms include supporting women negotiating substance misuse in pregnancy and she is also Director of Education and Workforce at her hospital. She demitted office as Vice President at the RCOG just over a year ago where she led the workforce agenda at the college including the introduction of initiatives such as the certificate of eligibility for locums in O&G, the review of the advance and subspecialty curricula and the development of a benchmarking workforce tool.Jo has a long-standing interest in workplace behaviour. She was the first workplace behaviour advisor at the RCOG, working collaboratively with the RCM, RCSEd and other colleges to address the challenges posed by poor behaviour and has published work undertaken both regionally and nationally in this area.  |