

ECC[®] Educational Competencies
Consortium Ltd

REINVENTING OUR FUTURE



MAKING THE RIGHT CHOICES NOW FOR TOMORROW'S WORKPLACE

Virtual Conference | 25th November 2021



12

Speakers



7

**Workshop
Sessions**



4

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Sessions**



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Introduction



Introduction

In November 2021 we were proud to hold our second virtual Annual Conference, again featuring superb keynote speakers and a range of practical workshops. This year, mindful of what we've all had to cope with over the last 18 months, we added a Wellness Zone to the conference site. This allowed attendees to have some down time and 'recharge their batteries' through meditation, yoga or even high-intensity fitness training!

A particular highlight was the presentation of the first ECC Project of the Year Award, which went to George Watson's College for their impressive implementation of job evaluation for support staff roles.

We were delighted that nearly 130 people joined us during the day from dozens of ECC member organisations and clients, as well as key sector partners such as UCEA – the highest number of attendees we've ever had at an ECC event! Feedback was consistently excellent and we are grateful to everyone for participating.

As well as the keynote presentations and workshops the virtual format enabled us to offer a range of interactive opportunities for those attending, include online appointments, Q&A, and a networking carousel.

Video summaries and full video presentations from all the keynotes are available on our website. Links are provided on the following pages. We've also uploaded workshop videos and the minutes of the 2020/21 AGM to the Members' Area of our website.

Finally, a huge thank you from everyone at ECC to all our delegates, speakers and the support staff who made the day a success.

Nicholas Johnston



Chief Executive
ECC



Event Highlights

Attendance:

125 ECC Members attended on the day. Total users: 138

Emissions: (if the event was to be held in London)

- 4567.63 kg/Co2 saved
- 170 trees saved
- 44651 km saved

Wellness Sessions:

- HIIT Session accessed 25 times
- Meditation Session accessed 47 times
- Yoga Session accessed 57 times

Other:

- Number of chat messages: 324
- Average time spent on the platform: 3 hours, 56 minutes, 26 seconds
- The lobby had 1,207 clicks throughout the day
- Longest time spent on the platform: 8 hours, 9 minutes.

Event Highlights

The conference was a good use of my time.

95% Strongly Agree/ Agree

The conference programme was relevant and engaging.

100% Strongly Agree/ Agree

How would you rate the session content and delivery?

100% Excellent/ Good

Would you attend a virtual conference in the future?

100% Yes

Keynote Sessions

Keynote Session 1 - Higher education in turbulent political times

Nick Hillman, Director of Policy and Advocacy, HEPI

What does post-18 education policy look like in a post-Brexit, post-Covid-19 world of 'levelling up', hybrid working and funding challenges? Nick shared his insights into future policy directions in HE.



Nick Hillman, Director of Policy and Advocacy, HEPI

[Presentation summary](#)



Nick Hillman, Director of Policy and Advocacy, HEPI

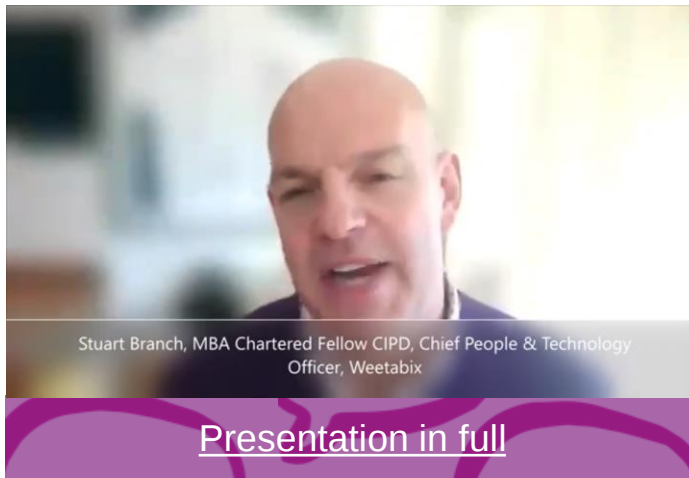
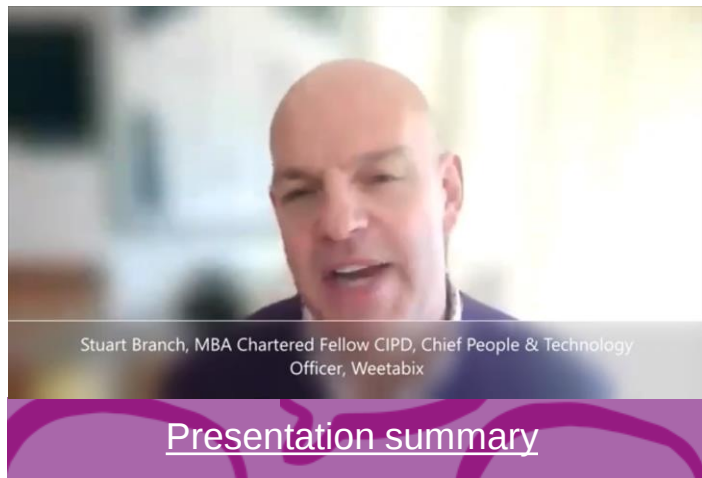
[Presentation in full](#)

Keynote Sessions

Keynote Session 2 - Inclusion without exception: individual wellbeing and positive organisational change

Stuart Branch, MBA Chartered Fellow CIPD, Chief People & Technology Officer, Weetabix

Stuart charted the journey of Weetabix from Private (family) to Private Equity (PE), through Chinese - State Owned Enterprise and now US Corporate Ownership; how these ownership structures have influenced the People, Culture, Inclusion, Diversity & Wellbeing agenda. Stuart also highlighted where, in some areas, the ownership structures really make a difference and where in other areas such as ESG & purpose the ownership structure has not influenced the organisation's path.



Keynote Sessions

Keynote Session 3 - Giving your HR programmes a makeover

Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD

In this session, Debra talked about the importance of giving your HR programmes a makeover, changing them to meet the changing needs and expectations of your people. She shared practical tips and stories of what companies are doing in a variety of areas, giving you what you need so that you can get out your scissors and razors to give your programmes the makeover they need to support your people and your business.



Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD

[Presentation summary](#)



Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD

[Presentation in full](#)

Workshop Sessions



Workshop 1A & 1B - Employment law considerations as part of the ESG agenda

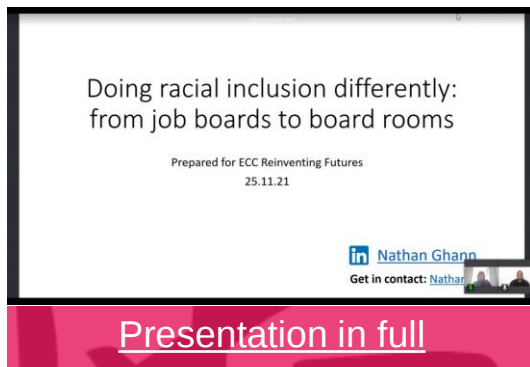
Sarah Ashcroft, *Employment Solicitor and Senior Manager, PwC*

Sarah covered the three strands of ESG (Environmental, Social and Governance), particularly focusing on social and governance in this interesting session where interactive polls were used throughout.

She explored the effects of Covid-19 on employees, students and HR practice, touching on hybrid working, diversity and inclusion, pay governance and well-being including health and safety impacts and extra demands upon HR.

Fairness was a running theme across issues of reward and recognition, the work environment and employee's characteristics and needs. Finally, Sarah explained how employment law relates to issues such as national minimum wage, holiday pay, and gender and ethnicity equality in pay.

Workshop Sessions



Workshop 2A & 2B - Doing racial inclusion differently: new approaches from job boards to boardrooms. A case for change

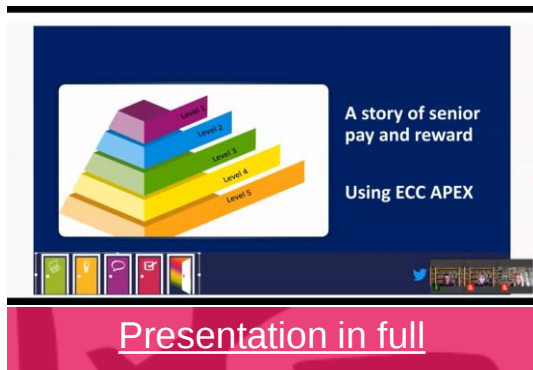
Nathan Ghann, Programmes Director, The Educate Group

In a compelling and at time sobering talk Nathan highlighted that there is still a long way to go before race equality is truly achieved in the sector, with unacceptably low representation of black role holders at the highest levels.

Nathan shared a range of evidence demonstrating the scale of the problem. For instance, 90% of BAME respondents in HE believed they faced barriers for promotion because of colour, and comparative studies of identical job applications have shown clear discrimination based on having an Islamic name.

There were examples of good practice and commitment too. 80 have signed up to the Race Equality Charter, with 15 Bronze awards to date (but no Gold or Silver). Practical steps that can help include creating inclusive job descriptions and adverts, and using an analytical, points-based process. Other ideas included co-opting independent non-executives to improve diversity.

Workshop Sessions



Workshop 3A & 3B - Excellence in senior pay and reward

Jo Hunt, HR Consultant, ECC and **Trudy Stedman**, HR Consultant, ECC

Trudy and Jo gave a very detailed presentation on Pay & Reward, explaining how ECC can help support members to tackle pay, reward and performance for senior roles by looking at our new ECC Apex service. This includes a comprehensive, flexible leadership framework and online database. The ECC Apex process involves six steps:

- 1) Diagnostic
- 2) Evaluation (Agree framework and customise)
- 3) Levelling and Mapping
- 4) Role Descriptors
- 5) Labour market analysis
- 6) Report

The presenters also discussed Labour Market Pay analysis and comparisons.

Workshop Sessions



Workshop 4A & 4B - Mental health, resilience and wellbeing

Annalie Howling, Founder, Incasa Consulting Limited

Performance coach, Annalie Howling, helped participants to reflect on their journey and emotions of the last 18 months with a series of important questions. Focusing on the marginal gains that people can take to help find positivity and purpose whilst building resiliency during these challenging times. Exploring how self-care truly is not selfish & how obligation is out and appreciation is in!

Workshop Sessions



Workshop 5B - Understanding Global Mobility like a Pro

Myrianthe Ewington, Head of Client Services, Expat Academy Limited

In a short space of time, Myrianthe took us through the Global mobility journey from an HR perspective. Attendees learned from her extensive experiences with top tips such as :

- Having tax information and sharing it with those who need to know
- The Importance of home HR and host HR liaison
- Being clear about costs (maybe three times salary of the employee)
- Talent drivers should be clear, two examples 'knowledge transfer' v 'professional development'
- Keeping in touch with assignees as it is not just about the initial onboarding and settling in of assignees
- Having senior managers on board with global mobility policy development .

Myrianthe also stressed the value of defining success indicators and then measuring success.

Speakers



Sarah Ashcroft, *Employment Solicitor and Senior Manager, PwC*

Sarah is a Senior Manager and solicitor in PwC's Legal Employment practice. Described as providing “user-friendly advice” and “invaluable insight”, Sarah delivers focussed and commercial support on contentious and non-contentious matters.

Sarah has extensive experience advising private and public sector clients on a wide range of HR and employment law issues, both at a domestic and international level. These include workforce structuring considerations as part of acquisitions, restructurings and reorganisations, as well as day-to-day employment matters such as recruitment, contracts, policies and processes, investigations, terminations and tribunal claims.

Sarah has a particular focus on equal and gender pay and regularly advises on pay governance and gender diversity in the workplace. Clients describe Sarah as being “an extremely safe pair of hands” and working “with a real sense of purpose”.



Stuart Branch, *MBA Chartered Fellow CIPD, Chief People & Technology Officer, Weetabix*

Stuart has over 15 years' executive level experience in business. His career has taken in a diverse range of sectors – from hospitality and retail, to financial services to manufacturing – where he has driven business change at an extensive scale. His customer-centric, commercially-focused approach is perfectly suited to the fast-paced world of FMCG. Now responsible for the organisation and effectiveness of people, systems, technology, culture & performance of The Weetabix Food Company creating and executing the Weetabix People, Information & Technology Agenda. His work particularly focuses on organisation design, talent & capability, employee engagement, business systems & processes, data & insight, as well as leadership development, performance and reward. He describes his role as continuing to make Weetabix a great place to do great work. He believes that both HR & IT add value through serving customers and business partnering to build individual and organisational capability – he is passionate about the fact ‘the manager makes the difference’.

Stuart joined Weetabix in the autumn of 2012, leaving Masco Corporation after 4 years serving as both the European HR and Customer Services Director.



Speakers



Debra Corey, Chief 'Pay it Forward' Officer, DebCo HR LTD

Debra Corey is a highly experienced and award-winning HR leader, consultant, world-class speaker, and three-time best-selling author. She has been named one of HR's most influential, one of the top 101 global employee engagement influencers and one of the Top Reward Industry Luminaries.

Over the last 20+ years she's worked for a variety of global companies where she's developed and delivered HR strategies in a rebellious way, pushing the boundaries and challenging the status quo to truly drive employee engagement. She continues on this mission as Chief Pay it Forward Officer at DebCo HR.



Myrianthe Ewington, Head of Client Services, Expat Academy Limited

Myrianthe has over 15 years' experience in the Global Mobility industry, both in house and as an outsource provider across a variety of industries from Banking through to Oil & Gas. Myrianthe currently uses her extensive Global Mobility knowledge and experience to bring together topical, interesting and relevant industry insights and content at the training sessions, Bite Size briefings, Huddles, Super Huddles and Conference across the globe.

Speakers



Nathan Ghann, Programmes Director, The Educate Group

Nathan Ghann is Programmes Director of The Educate Group, a social enterprise focused on increasing inclusion and improving outcomes for the least represented groups in Higher Education. Nathan has over 10 years of experience working within the sector and is currently an Associate Consultant of Equality, Diversity, and Inclusion with Advance HE. Previously he held the position of Student Success Lead at the University of Hertfordshire and was the founding Chair of the UH BAME Staff network. In his capacity as Chair, he contributed to the Race Equality Charter mark self-assessment team and worked with a range of colleagues to implement strategic change across the University. Recently, he published a chapter entitled 'Turning big data into informed action' in the title 'Doing Equity and Diversity for Success in Higher Education.'



Nick Hillman, Director of Policy and Advocacy, HEPI

Nick Hillman has been the Director of HEPI since 2014. He worked for the Rt Hon David Willetts MP (now Lord Willetts), the Minister for Universities and Science, from 2007 until the end of 2013, as Chief of Staff and then Special Adviser in the Department for Business, Innovation and Skills. Previously, he was a History Teacher and worked at the Association of British Insurers. At the 2010 general election, he was the runner-up in Cambridge.

He has written for a range of think tanks and journals. His journal articles include pieces on the Coalition's higher education reforms for the Oxford Review of Education (2016), on access to schools and selective universities for Higher Education Review (2014) and on the fifty-year history of student loans for Contemporary British History (2013). He also wrote the authoritative account of being a special adviser for the Institute of Government (2014).

His recent research for HEPI includes a history of the Universities Superannuation Scheme (USS), a piece on the likely impact of Brexit on student demand and university governance in a new age of regulation.

Websites: [HEPI website](#)



Speakers



Annalie Howling, Founder, Incasa Consulting Limited

Annalie Howling is a highly qualified performance coach with over 20 years' experience working with leaders in business, elite sportspersons (European tour, DTM, England Rugby) and members of the Armed Forces including ex-UK Special Forces. She specialises in transitional support and, through her unique approach, is able to ensure her clients overcome any self-imposed limitations to achieve their goals and move forward with confidence and a more fulfilling life.

Annalie is a sought-after speaker and experienced facilitator, author, commentator and podcast guest. Having spoken at multiple global conferences during her career. Annalie has a role as contributor to the next 'Line of Duty' DI Ray currently in production and due for release in 2022.



Jo Hunt, HR Consultant, ECC

Jo has 15 years' HR experience gained through working in the Higher Education sector. She is a Chartered Member of the CIPD.

Prior to joining ECC Jo worked for several different member universities as an HR Business Partner working closely with managers to support them to achieve their strategic objectives and manage a range of people related issues. She draws on considerable experience across the HR remit including organisational restructuring and role design, employee relations, pay and reward, HR policy development and staff recruitment and selection.

Whilst working for member universities Jo led the development and revision of local role evaluation procedures and has, for several years, been an active member of role evaluation and review panels



Speakers



Nicholas Johnston, Chief Executive, ECC

Nicholas is experienced in developing and delivering practical and successful strategies and business plans in the public, private and voluntary sectors. In his nine years as ECC's Chief Executive he has focused on growing membership, consultancy and training, and adding value for members across HE and FE.

Before joining ECC he spent a number of years as Head of Strategy and Performance at a large disability charity and has also worked in economic development and marketing. Nicholas is a Non-Executive Director of an NHS Scotland health board.



Trudy Stedman, HR Consultant, ECC

Trudy brings more than 20 years HR experience from a range of roles in both Higher Education and the private sector. She holds a CIPD accredited post graduate diploma in Human Resource Management.

In the 10 years before joining ECC Trudy worked at a Welsh University, the last 7 years spent as Associate Director of HR with specific responsibility for Organisation Design & Development. This also included managing equality and diversity and staff development.

Trudy has used HERA since 2003 so brings first-hand experience of implementing the National Framework Agreement and in using and tailoring HERA to support the full employment lifecycle. This includes developing generic profiles for recruitment and career development, introducing competencies, and designing and implementing a senior staff evaluation framework.

Since joining ECC Trudy has worked with a number of members on projects such as restructuring (both at department level and wider), Equal Pay Audits, use of generic profiles, Professorial Zoning, Senior Pay and Reward and HERA process reviews. She also led the project to develop and implement the ECC Online software and remains our software 'lead'.

Outside of ECC, Trudy is a member of her local town council, Secretary of a community woodland group and in her spare time loves cooking and spending time with her horse(s).

For more information:

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