



# ALL IN - ENHANCING BUILT ENVIRONMENT BUSINESSES THROUGH INCLUSION



Delivered by **CONSTRUCTING EXCELLENCE IN THE NORTH EAST**

Supported by





Welcome to All In 2022, our first conference bringing together people from across the industry, all with different experiences, backgrounds and characteristics, to harness the power of allies in delivering better business outcomes.

To get the best out of our people, we need to understand our people. The only way to understand people who are different to us, is to listen to them, learn from them, and identify how we can be allies to help them succeed.

Today you will hear first-hand experiences of people working in construction. Take this as an opportunity to learn from their experiences and appreciate the different challenges and opportunities people have. We will also hear from regional business leaders and inclusion experts on company journeys to become more inclusive and how together we can harness the power of allies in North East England to effect positive change.

Have a fabulous day.

**‘Decisions made and executed by diverse teams deliver 60% better results and inclusive teams make better business decisions 87% of the time.’**

(Forbes)

# AGENDA

## REGISTRATION AND BREAKFAST

### WELCOME

Kathryn Gardner, Faithful+Gould

### INTRODUCTION

Kate Lloyd, Constructing Excellence North East

### MAKING IT PERSONAL

- David Burdus, Burdus Access
- Meshi Taka, Waterman Aspen
- David Ridley, RED Engineering
- Angela Carney, Carney Consultancy
- Richard Stelling, Sir Robert McAlpine
- Laura Chatwin, Arup

## BREAK AND NETWORKING

### MAKING A DIFFERENCE

- Lee Francis, Chief Executive, RE:GEN Group
- Nicky Watson, Director, JDDK Architects
- Kieran Thompson, Head of Talent, Diversity and Inclusion, Cundall

### THE POWER OF ALLIES – PANEL DISCUSSION

Chair – Grace Choi, Director, Grace Choi Architecture

- Nikunj Upadhyay, Inclusion and Diversity Director, Wates Group
- Phil Redman, Area Director, Mott McDonald
- Nusheen Hussain, Executive Director Business Development, Home Group
- Mark Thompson, Managing Partner, Ryder Architecture
- Elouise Leonard-Cross, Head of People Strategy and Experience, Northumbrian Water Group

## LUNCH AND NETWORKING

# OUR SPONSORS



Member of the SNC-Lavalin Group

## **FAITHFUL+GOULD**

A leading project and programme management company.

Faithful+Gould has had a presence in Tees Valley for over 50 years. Our footprint has grown substantially over this period, with us now operating at the forefront of the industry, infrastructure and property sectors.

Using a flexible and multi-disciplinary approach, we deliver comprehensive solutions to clients, consistently supporting them with the construction and management of their key assets, important projects and programmes.

Our long-established presence in Tees Valley means we hire and retain the best people in the local construction industry.

These dedicated people successfully deliver our core services in cost management, programme management, project management, asset management, commercial management and project controls throughout the region.

Providing our technical expertise throughout the full project lifecycle, we create spaces and buildings that transform the way our region looks and feels, so people of all ages have a brighter future.

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# OUR SPONSORS



## **RED ENGINEERING**

RED are delighted to sponsor the All In Conference on 30th March 2022, working with Constructing Excellence in the North East.

As a global company of specialist building services and ICT engineers, RED's approach is centred around listening to our clients and interacting energetically with our fellow project stakeholders. We add value with our people, client service ethos, global delivery strategy, technical ability and attitude.

We understand and appreciate the value of diverse views in delivering world class engineering and problem solving for our clients. While steps have been taken to address the imbalances within the construction industry, there is still work to be done, and RED are proud to partner with the All In Conference to drive cultural change, sustainable and inclusive opportunities within the region.

RED embraces and celebrates the diversity of our employees through our IDEA group. Driven by our core values of trust, respect, and belonging the IDEA group is helping to build an inclusive work environment regardless of your position in RED, gender, ethnicity, cultural background, physical ability, sexual orientation, nationality, or personal circumstances.

**Find out more at [red.eng.com](https://www.red.eng.com)**

# OUR SPONSORS

**CUNDALL**

## **CUNDALL**

Established in the UK over 40 years ago, we are an international multi-disciplinary consultancy, operating from 21 locations across the globe. With sustainability at the heart of everything we do, our teams of engineers deliver innovative, sustainable design solutions to address the project's whole life cycle.

Our core services are building services , sustainability, civil and structural engineering. We also cover a range of specialist services including acoustics, geotechnics, BIM, fire, and lighting design.

We are on a journey to zero carbon. We achieved carbon neutrality as a business globally in 2020 and now we're setting ourselves a new, even more ambitious goal - by 2030 every project we design will have a zero-carbon pathway.

In April 2019, Cundall published their first diversity and inclusion strategy, "Valuing Diversity", a comprehensive, robust strategy setting out specific initiatives and clear metrics against which progress will be measured.

Since then, we have made significant strides on diversity and inclusion by partnering with the Association for Black and Minority Ethnic Engineers (AFBE) and Stonewall's Diversity Champions Programme. We also launched our small-but-mighty "Inclusion Library" initiative and conducted a progressive overhaul of people-policies.

We seek to address representation and inclusion across a broad range of issues, including gender, ethnicity, sexual orientation and socio-economic background. As well as improvements to policies and processes, the work has been underpinned by a comprehensive programme of education and training for staff at all levels within the business, in an effort to drive fundamental culture change, for the benefit of both the business and the individuals who work within it. Our goal is to become "the most inclusive consultancy" in the industry.

# OUR SPEAKERS

## **KATHRYN GARDNER, FAITHFUL+GOULD**



Kathryn Gardner is Regional Director for Faithful+Gould, a world-leading integrated project and programme management consultancy. Kathryn leads the Controls and Assurance service in Teesside.

Kathryn has worked in the construction industry for nearly 30 years, undertaking roles in cost, risk, project and programme management.

## **KATE LLOYD, CONSTRUCTING EXCELLENCE NORTH EAST**



A Civil Engineer by profession, Kate has worked within the construction industry for over 20 years, starting as a Site Engineer in the North East of England. Following a couple of years teaching at Newcastle University, she worked for CITB in a variety of roles, and initiated the Fairness,

Inclusion and Respect in Construction agenda. Kate joined Constructing Excellence North East in 2017 and manages the region's OneVoice campaign.

**DAVID BURDUS,  
BURDUS ACCESS**



36 years a disability EDI strategist, David specialises in inclusive ‘user-centric’ design, employment, stakeholder engagement and Equality Act compliance working with Ministers, Government Departments, and large corporates. Design projects include Diana Princess of Wales Memorial

Fountain, Welsh Government’s new Cymru Wales font family digraphs, City of Paris wayfinding strategy & ONE (1.7km Eiffel Tower site) and FCDO King Charles Street Quad.

David presented the C4 ‘Same Difference’ disability programme, sat on DWP’s Disability Confident Sounding Board and was England’s Young Business Achiever 1994.

**MESHI TAKA,  
WATERMAN ASPEN**



Meshi is a Chartered Civil Engineer and Member of the Institution of Civil Engineers (CEng MICE), the Fairness Inclusion and Respect (FIR) for ICE NE and an Associate Director for Water and Environment at Waterman Aspen.

Meshi also recently made the Northern Power Women 2022 Future List. She is an advocate for better representation of marginalised groups and believes that inclusive dialogue and collaboration is the key to realizing sustainable diversity and inclusivity.

**DAVID RIDLEY,  
RED ENGINEERING**



David Ridley is a Chartered Mechanical Building Services Engineer and works for RED. In 15+ years of practice he has worked on a wide variety of projects, designing services for almost every type of building you can imagine, many of which are around his native North East. He is an advocate for

increasing diversity in the built environment and has chaired the Building Equality North East group since its inception in 2019.

**ANGELA CARNEY,  
CARNEY CONSULTANCY**



Angela Carney started on construction sites as a day release ONC Civil Engineer Apprentice 32 years ago and after University and working all around the UK advanced into Site Management. She has worked on Civil Engineering and Building projects ranging up to £15M projects, managing all the

trades involved in these projects. She now owns and runs her own specialist construction health and safety consultancy and training company, employing 14 people.

**RICHARD STELLING,  
SIR ROBERT MCALPINE**



Richard Stelling is employed by Sir Robert McAlpine and currently work as a Supervisor on the A19 routine operational maintenance contract for National Highways. His current role involves the supervision of various works including – soft estate management, fencing and drainage along

with undertaking the annual geotechnical visual monitoring. Over twenty plus years in industry, he has progressed through the ranks from Arborist to management positions, not always in land-based disciplines.

His next challenge is to complete a BEng in Civil Engineering and more importantly try and raise his young child to the best person they can be.

**LAURA CHATWIN,  
ARUP**



Laura moved to the North East to study Civil and Structural Engineering and joined Arup as a graduate in 2014. She has had the opportunity to work on projects around the world, from metro stations in Riyadh to bridge inspections in Teesside. She currently works on multidisciplinary

infrastructure projects, managing and coordinating designs across engineering teams. Laura is determined that all people should be able to find a home in the construction industry, and has spent time volunteering in schools for ICE, working with Arup's EDI networks and Building Equality.

**LEE FRANCIS, CHIEF EXECUTIVE,  
RE:GEN GROUP**



Lee is the Chief Executive Officer for RE:GEN Group following an impressive career in the Construction & Social Housing sectors. Lee's role is to set the group strategy and drive RE:GEN's ambitious growth plans forward. His passion for making a real difference and leaving a legacy is what

inspires his day-to-day work. This approach has enabled him to become instrumental in some of the biggest 'place shaping' and 'innovation' seen within the sector. Combined with his warm, friendly and approachable nature, Lee is an inspired leader with a proven track record for keeping his promises and outstanding delivery.

**NICKY WATSON, DIRECTOR  
JDDK ARCHITECTS**



Nicky Watson is an experienced architect and company Director, co-leading award winning architectural practice, JDDK Architects, working across a wide range of development sectors including housing, human and animal health, heritage, leisure, tourism and education. Since joining

JDDK in 1993 Nicky has worked with colleagues to embed a positive and proactive approach to inclusivity within the practice.

**KIERAN THOMPSON, HEAD OF TALENT,  
DIVERSITY AND INCLUSION, CUNDALL**



Appointed as Head of Talent, Diversity, and Inclusion at Cundall in 2019, Kieran is responsible for the delivery of their industry-leading, and award-winning, diversity and inclusion strategy. Kieran is a chartered member of the CIPD, accredited as Neurodiversity Aware®, and is currently studying an MSc in

Inequality and Society in his spare time. A prominent D&I thought-leader within the construction sector, Kieran is a tireless and vocal proponent of equality and justice inside and outside the workplace.

**GRACE CHOI, DIRECTOR,  
GRACE CHOI ARCHITECTURE**



Grace is an award winning Architect with over 20 years practice experience. She was awarded the RIAS silver medal before working for several renowned UK practices. Grace Choi Architecture was later formed in reaction to the frustrations of balancing family life, and wanting to make a meaningful

difference through architectural practice. The practice works across all sectors with an emphasis on community projects and homes. Grace is the RIBA NE chair elect, following a role as the Equality, Diversity and Inclusion champion, kick-starting the Change The Record group and popular J.E.D.I. talks. She is also a visiting reviewer and lecturer at various universities across the UK. A keen advocate for ethical practice, design and equity.

**NIKUNJ UPADHYAY, INCLUSION AND DIVERSITY DIRECTOR, WATES GROUP**



Nikunj Upadhyay is the Inclusion and Diversity Director at Wates Group, a leading privately-owned Construction, Residential Development, and Property Services business. Nikunj is responsible for the design and delivery of a multi-year strategy to help Wates be an inclusive and diverse

business and an employer of choice for talent across all communities. Prior to Wates, Nikunj worked for Accenture, Barclays, HSBC and Saint Gobain in a variety of HR roles contributing to delivery of their human capital strategy towards the achievement of business objectives.

**PHIL REDMAN, AREA DIRECTOR, MOTT MCDONALD**



Phil Redman is the Area Director for Mott MacDonald in Newcastle. Phil has been part of Mott MacDonald for twenty years and worked in their Cambridge, London, Toronto and Newcastle offices. Whilst Phil has a background in built environment engineering, Phil's main activity is

supporting clients get projects from early inception stages through to delivery. Alongside this, his other role is supporting the eighty or so Mott MacDonald staff in Newcastle who come from a diverse range of backgrounds and disciplines, but who come together to deliver fantastic outcomes for our clients.

**NUSHEEN HUSSAIN EXECUTIVE DIRECTOR  
OF BUSINESS DEVELOPMENT, HOME GROUP**



Home Group is one of UK's largest housing associations and Nusheen is responsible for the Group's corporate strategy, product development and communications. She has held several senior roles in marketing over the last 20 years, across various industry sectors including publishing,

broadcasting, energy, financial services, construction and housing.

Nusheen is an active member of Home Group's women's colleague network and also the Executive sponsor for the BAME colleague network – championing equality diversity and inclusion across the organisation. Nusheen represents Home Group externally on a wide range of diversity matters.

**MARK THOMPSON, MANAGING PARTNER,  
RYDER ARCHITECTURE**



Mark began his career in engineering at British Shipbuilders. Following the decline of the industry, he joined Ryder Architecture in 1988 and went on to study project management and business at Newcastle University before becoming a director of Ryder in 1995. As managing partner Mark

has responsibility for the strategic development of Ryder.

Mark is also vice chair of NewcastleGateshead Initiative, board member of North East England FEP and sits on the CBIs North East Regional Council and their National Construction Council.

**DR ELOUISE LEONARD-CROSS,  
NORTHUMBRIAN WATER**



Dr Elouise Leonard-Cross is Head of People Strategy & Experience for Northumbrian Water Group. A 'curious collaborator' Elouise thrives on asking and exploring the questions to help organisations be happy and healthy places to work, supporting businesses improve performance, recruit

and develop diverse talent and increase employee engagement and wellbeing.

An Occupational Psychologist by trade, Elouise started her career in retail and has worked in HR, Communications & Strategy roles. A Chartered Fellow of the CIPD and Chair of the North East of England Branch, she is passionate about the role that People Professionals play in making organisations human and successful.



## CONTACT

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OneVoice is a regional campaign facilitated by Constructing Excellence North East

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