Welcome to the deaf and hard of hearing gathering for health and care colleagues
Gabriella Leon (she/her)

Gabriella is a deaf actor, writer and theatre maker.

Her main episode on Casualty contributed to the show's BAFTA for best continuing drama 2021.

Gabriella recently finished her first West End Debut run in Josie Rourke's As You Like It.

She is a huge advocate for deaf and disabled rights and representation within the arts industry and works closely with DANC (Disabled Artists Networking Community) and Triple C.
No planned fire alarms. If the fire alarm is activated, venue staff, wearing high vis vests will direct you to the nearest fire exits.

Assembly point is Brewery Place, the courtyard next to Leonardo’s Hotel.

Main room – Create
Workshop rooms – Think and Inspire
Quiet space – Engage
Networking and refreshments – Meet (directly outside this room)
Your allocated workshop room is on the back of your badge

We’ll be using Slido throughout the day. Please see QR codes on your table to access
There is also card on tables if you’d prefer to write your comments down.
Matthew James/Oakley
NHS England Head of EDI and Retention, covering North East and Yorkshire region.

Past charity director in health and education for deaf children and adults.

NHS Gateway to Leadership (2005): strategic, commissioning and service planning and reform roles on regional and national basis. Post grad qualifications incl. leader coaching

Led designation standards for Rampton Hospital (deaf secure services) and BSL interpreting guidance for the Accessible Information Standard.

Volunteer voyage crew for Ocean Youth Trust, advocating for leadership opportunities for young deaf people.

Profound deafness since age 5, received a cochlear implant 2018.
Three questions that will be explored throughout the day

1. What do you want people to know about your experience of working and being deaf or hard of hearing in the NHS?

2. What might a compassionate and inclusive future for NHS deaf or hard of hearing staff, need to include?

3. What sorts of issues, challenges and opportunities could a national deaf or hard of hearing forum like this need to address?
MIND that child—
he may be DEAF
Emma Mendes da Costa (she/her)

- Sociology degree, background in journalism, six years’ NHS experience.
- Workforce Equality, Diversity and Inclusion Lead at Sussex Partnership NHS Foundation Trust (SPFT).
- Two years’ experience as a Disability and Wellbeing Network Chair, 2019-2021.
- Current commitments include the SPFT LGBTQI+ Staff Network, acting as a Trustee for Flourish Mentors, and chairing the Southern Disability Support Network.
- Profound bilateral hearing loss. Two hearing aids, lip reading, captions and basic BSL.
Emmanuelle Blondiaux-Ding (she/her)

Works for the NHS at the Leeds Dental Institute as an IT & Systems Trainer.

EDI champion, dignity at work advisor, and health equity fellow (WY Partnership, 2022) leading a project on equal access to healthcare for the deaf and hard of hearing.

Living with a profound hearing loss for the last 20 years, and heavily involved with charities to support people living with hearing loss.

Received a cochlear implant in March 2020.
Jackie Wan is a mental health nurse specialising in deaf mental health.

Over 16 years’ experience, based at South West London and St Georges' Mental Health Trust.

She was awarded a Fulbright and British Schools and Universities Foundation Scholarship in 2020, and a pre-doctoral clinical academic fellowship in 2021 from the National Institute for Health and Care Research.
The Southern Disability Support Network

• Founded in 2020, to facilitate peer support, problem-solving and shared learning between disability staff network chairs.

• Now expanded to over 100 members, with a Twitter account, a FutureNHS workspace, and meetings with a mix of discussions, case studies and speakers.

• Used Eventbrite to ticket external online events for Disability History Month 2022, including a living library-style Storytelling Event and a history-themed Prize Quiz.
Emmanuelle Blondiaux-Ding

The support provision

Inclusion

listening to
misrecognition.
Laura Simms (she/her)

A registered nurse, with almost 35 years working with the NHS. Currently working in the National Equality and Inclusion Team at NHS England.

Beyond clinical focus, specialising in cancer, palliative, and end of life care, working with compassion and inclusion through the lenses of advocacy, health inequalities, health and wellbeing, leadership and organisational development, coaching and mentoring.


Living with some hearing impairment following Covid illness in March 2020.
Gathering insights using Slido

Laura Simms
Equality and Inclusion
System Influencer Lead
NHS England
A question to start us off…

Before we explore the three aims of the day, we would like to invite you to share your first thoughts about today with us all…
Simon Houghton (he/him)

Works as a behaviour change consultant for 25 years in a range of organisations including Oil & Gas, Travel, Public Sector, Engineering.

MSc in Sport Psychology and an MSc in Technology Management, focus on performance improvement, behaviour change, psychological safety and inclusive cultures.

Founder of #WeSupportDeafAwareness, a deaf awareness campaign designed to help organisations and staff to better communicate with the deaf and hard of hearing.
Workshop 1:

What do you want people to know about your experience of working and being deaf or hard of hearing in the NHS?
Workshop 2:

What might a compassionate and inclusive future for NHS deaf or hard of hearing staff need to include?
My own deaf identity journey and fight for access

Gabriella Leon
Actor and our host for the day
Em WilkinsonBrice (she/her)

National Director for People, NHS England. Qualified as a nurse in 1992 in Exeter. Registered Nurse. FCIPD, MSc

Appointed to NHS England in September 2019 following roles spanning over 30 years in the NHS.

Awarded Associate Professor Faculty of Health and Human Sciences at both Exeter and Plymouth Universities.


Remains a practicing nurse and has a Master’s Degree in healthcare management and became a Chartered Fellow of the Chartered Institute of Personnel Development (CIPD) in 2022.