

SIA Consultants

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**Schools'
Inclusion
Alliance**

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Claire Harvey

Claire Harvey is an experienced senior leader, inclusion expert and Paralympian. Previously working as Head of inclusive leadership at KPMG, Claire is now recognised as a world leader in diversity, inclusion and culture, incorporating change management and leadership behaviours into impactful programmes.

Claire's strong interpersonal skills combines with her style as a pro-active and personable leader to empower individuals to take ownership and implement meaningful change. She is an excellent speaker and facilitator and always leaves participants inspired, moved and reflective.

Claire has a strong professional background in both the public and private sector. Educated at Liverpool John Moores and then Cambridge University, she has worked within the criminal justice system, notably as a Prison Governor, managing a resettlement prison and as a riot commander. In 2008, an accident changed the course of her life and left her with a disability. Unable to be operational in a prison, she returned to work as Young Adult Offender Policy Lead in the Ministry of Justice, making radical and significant improvements to the system. She also took on the role as the Equality and Diversity Lead, and later joined the FSA (the UK financial regulator) as Head of Corporate Responsibility and Culture; embedding inclusion, ethical leadership and positive culture into the supervisory framework.

As Head of Inclusive Leadership at KPMG, she led the implementation of a new culture strategy, introduced proportional representation in decision making and realigned the staff networks to add value to the strategy implementation. Within 18 months, the organisation rose over 300 places in the Stonewall Workplace Equality Index to 10th and was in the top tier of all of equality benchmarks (gender, race, part time workers and disability). Claire also supported the development of the Global UN Women's Equality Principles toolkit, working with global NGOs, UN Women and global corporations to create a toolkit that met the needs of all stakeholders and accelerated progress in a meaningful but flexible way.

In 2017 Claire took on the CEO role for a small charity Diversity Role Models and within an 18-month period, turned it around to a growing, award winning position with increased impact, profile and reach.

Prior to acquiring her disability, Claire had played Rugby Union at premiership level. After taking part in a disability sport talent finder event, Claire took up the sport of Sitting Volleyball in 2010 and in 2012 Captained the first ever Paralympics GB Women's Sitting Volleyball team. In 2014 she extended her sporting achievements to representing GB in the Athletics World Championships (in the seated throws events) and was selected for TeamGB Rio 2016, but had to withdraw due to injury. She is still a core part of the GB Sitting Volleyball team as they pursue a place in the next Paralympics.

In 2017, Claire was awarded an MBE for both her services to Sport and also to inclusion.

Since 2018 Claire has been working as an independent consultant under her own brand Anatta.org.uk and has supported global large organisations, government agencies, NGOs, charities, universities and schools.



Chris Gibbons

Chris Gibbons is Director of Inside Inclusion and has over 15 years' experience developing and delivering inclusion and anti-discrimination strategies across a range of industries in the private, public and voluntary sectors in the UK and around the world. From boardrooms to classrooms, he has helped organisations put diversity and inclusion at the heart of what they do and understand the moral, commercial and legal benefits of creating an inclusive culture.

Chris is well-versed in exploring diversity, inclusion and discrimination in complex and diverse business cultures – for example, addressing the issues around faith and sexual orientation; how to navigate personal identity when working in countries and cultures where they might be considered taboo or unacceptable; and the line between free speech and personal / professional responsibility. Chris' work has taken him to Australia, Kenya, Nigeria and Pakistan and he has lived in El Salvador (Central America) and Martinique (French West Indies). Chris regularly works with Boards of Trustees and senior leadership teams, as well as colleagues in all other functions, customers and clients.

Chris' strengths lie primarily in helping businesses gain an understanding of the benefits of inclusion, ensuring leadership buy-in, and developing practical action plans – partly informed by data but also by other business priorities (in particular policy, practice and procedure) – for which everyone can feel a sense of ownership and responsibility, and which will bring about short, medium and long-term measurable change.

Chris is also an experienced trainer on issues relating to inclusion and anti-discrimination and has trained over 10,000 employees at all levels and across all functions of business, as well as over 20,000 teachers and trainee teachers, with overwhelmingly positive feedback. In particular, Chris has extensive knowledge and expertise on LGB&T (lesbian, gay, bisexual and transgender) and disability inclusion. Prior to establishing Inside Inclusion, Chris spent ten years working in the voluntary and non-governmental sectors.

Established in 2016, Inside Inclusion has worked with over 30 clients with a UK and/or global remit, including Adam Smith International, The Anti-Bullying Alliance, Beano Studios, The British Council, Chelsea FC, the Department for International Development, Diversity Role Models, Ministry of Defence, National Children's Bureau, The Oil & Gas Authority, RBS, The Football Association, Sport Scotland and University of Bristol.



Mark Gervais

Mark is a highly regarded consultant, coach and facilitator with extensive experience in stakeholder engagement, inclusive leadership, diversity, conflict resolution, relationship management, independent advice and personal impact. He works with global and local clients in a diverse range of sectors including financial services, government, technology, professional services, education, policing/armed forces, housing, broadcasting, construction and aerospace. Known for being engaging, challenging and inclusive, Mark has delivered at all levels from trainee to the most senior in corporate and public organisations.

Example engagements

- § "Leading an inclusive culture" workshops, and championing the link between inclusion and productivity, in a global bank
- § Advisor to CERN in Switzerland, on the development of an organisational diversity strategy
- § Consultant to Houses of Parliament on inclusion; Independent Advisor to British Army on bullying, diversity and harassment
- § "Communicating with Confidence" and "Critical Thinking" modules, for leaders transitioning to VP roles, within one of the world's largest independent financial advisory groups
- § Speaking engagements on inclusion for the BBC, RBS and CIPD
- § Facilitating an inclusion programme with an international trade association in the Middle East
- § Programmes on "Best Version of Self" for emerging leaders in a major engineering and construction company
- § "It's Only Banter" workshops with supervisors, in local authorities, to enhance awareness of bias and adopt appropriate workplace practices
- § Creating a culture of growth mindset and empowerment, in a leading global design consultancy
- § Coaching in personal impact and influence for senior managers, from different countries, in a worldclass technology and management consultancy
- § "Let's Talk about Race" webinars, and consulting to Heads on inclusion, in independent schools
- § Presenting at the annual inclusion conference of a global pioneer in the aerospace industry, at their headquarters in Europe



Hayley Bennett

Hayley Bennett is a multi-award-winning Diversity and Inclusion Consultant and equality campaigner. She specialises in delivering workshops on race fluency, allyship and Inclusive Leadership. She is experienced in developing mentoring and leadership programmes, equipping ERGs/networks and facilitating change in workplace culture.

Hayley has been providing advice and consultancy to some of the world's largest employers and global brands. She has achieved results in partnering with businesses to improve gender equality, race equality and employee wellbeing.

Hayley has a passion and determination for promoting diversity and inclusion in sport. She started her career at Kick It Out, English football's equality and inclusion organisation, where her work involved empowering football's future leaders and educating stakeholders in the game on D&I. Her passion for inclusion in sport led her to create Nutmegs, a football community for women of colour and non-binary people of colour. In its first year, she has successfully collaborated with Chelsea FC and spoke at the global Ethnic Minority Women in Football roundtable at the 2019 FIFA Women's World Cup in France.

Hayley studied Politics at the School of Oriental and African Studies, University of London. She is a visiting lecturer on Race and Sport at University of Bolton and has been published in Routledge. She was chosen to be on the first Commonwealth Women's Mentoring programme and was a team member at the 4th annual Commonwealth Debate on Sport and Sustainable Development in 2019. She has served on committees for Anti-Bullying Alliance and Spirit of 2012.



Chico Chakravorty

Chico Chakravorty (he/him) has over 15 years professional leadership experience across various sectors including insurance, health, not-for-profit and consulting. His key specialisms are strategy, business growth, commercial relationship management and international business.

Prior to establishing Doing Diversity Differently, he consulted as the Managing Director of a Diversity and Inclusion firm to make a difference to both clients and candidate experience around D&I initiatives. Through Doing Diversity Differently, he helps organisations approach D&I through innovative and agile means.

Through his career, he has always found inventive solutions to fundamental company problems that constrained the ability to grow, whether at a strategic thinking level or during the implementation of multi-million pound programmes of work. Chico has consulted for organisations including Houses of Parliament, Cambridge University, Accenture, AstraZeneca, Snap, MetLife, Shawbrook Bank, Music Masters, Warwick University, Durham University and many more.

Chico completed his MBA at Durham University Business School focusing on Management Consultancy and Leadership Culture. A keen violinist, Chico plays with different chamber groups and orchestras (including as a leader), chairs the board of trustees for an orchestra and a South Asian Dance Company, is on the strategic advisory board of a start-up LGBT+ organisation, and volunteers for various charities.

