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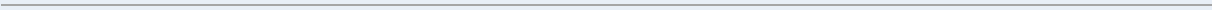
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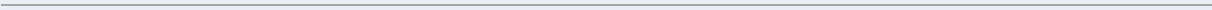
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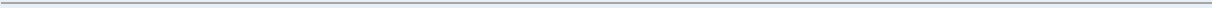
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from Positive Psychology, Appreciative Inquiry, and Solutions focused approaches to help clients unlock the capacity in their own minds.

Sara co-research, and is a regular contributor to journals and books including BBC Radio, Forbes, Psychologies Magazine, Belfast Telegraph, HR Magazine, and People Development.

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David Hull-Watters is an Inclusion and Wellbeing Specialist who covers topics such as Neurodiversity in the Workplace, Disability Confident Practice, LGBTQ+ Awareness, Psychological Safety, Inclusive Leadership, and Inclusive Language.

Originally a Specialist Educational Needs and Trauma Informed educator, David champions the right of every individual to achieve their fullest potential, both personally and professionally, so that they are not held back by the limiting labels imposed upon them by others.

He has won several awards for this work in diversity and inclusion, a Vodafone World of Difference Award, a National Diversity Award 2014, shortlisted for a European Diversity Award: Education Sector at The Excellence in Diversity Awards 2017, and Corpora

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Sophie Ford is a Diversity and Inclusion Specialist who has recently joined the RCN Equity and Inclusion Team to support the implementation of the member facing EDI strategy. Sophie joined the RCN with a wealth of experience leading workforce and patient EDI within an NHS trust and within the wider public and private sectors previously with a background working in operational HR. Sophie has spent many years building up staff networks to become real powerhouses of an organisation using psychological safety as the grounding principle to enabling people to feel safe enough to be part of staff networks and speak up.

She won the NHE East Midlands Leadership Academy Award, Inclusive Leader of the year, in 2014 for her work on leading the procurement of a fit for purpose interpretation and translation service to ensure all patients were able to access the required services when needed through communicating in a language they understood, particularly in urgent care, as well as supporting the staff networks. Sophie led her Trust twice to be a Top 100 Stonewall Workplace Equality Index employer from being ranked 285<sup>th</sup> in 2015 to 77<sup>th</sup> in 2019, and 68<sup>th</sup> in 2024.

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