



## Professional profile

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I have over twenty years' experience in the public sector, from front line delivery to strategic development and oversight. My work has always involved working in partnership with a range of organisations such as local and national government, policing bodies, health providers and the third sector.

My expertise is in community safety having started my career in the early years of the Crime and Disorder Act and being involved the strategic development of a nationally recognised, highly functioning Community Safety Partnership.

In recent years I have developed my expertise further in the Office of the Police and Crime Commissioner for Gloucestershire (OPCC), from Policy Officer (recruited in 2015) to Deputy Chief Executive (promoted in 2020). In this role I have gained a thorough understanding of the many functions and responsibilities, including statutory, of Police and Crime Commissioners and their office.

I have a proven track record of delivery of the highest standard. I am loyal, committed and enthusiastic about taking on this challenge.

## Core skills

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- Analysis
- OPCC experience and expertise
- Organisational leadership and team development
- Partnership working
- Planning
- Political acumen
- Problem solving
- Public service
- Strategic development

## Career summary

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**Jul 2019 - Present**

**Gloucestershire OPCC, Gloucestershire**

Head of Policy, Performance and Strategy and then Deputy Chief Executive

### Outline

As Deputy Chief Executive of Gloucestershire OPCC, my role is varied, multi-faceted and fast paced. I take a lead on the development and implementation of the Police and Crime Prevention Plan, on matters relating to performance, I liaise with national Government and local partners on behalf of the PCC and I deputise for the Chief Executive.

I also manage office development issues with the purpose of ensuring the OPCC is able to meet the priorities outlined by the PCC in his Plan and the statutory expectations of the office.

### Key Responsibilities

- Act as part of the senior management team for the OPCC and deputise for the Chief Executive as necessary
- Lead on policy development and performance oversight for the OPCC including writing the Police and Crime Prevention Plan
- Represent the PCC at strategic partnerships, boards and meetings such as the Chief Constable's Performance Board
- Oversee office management issues including ensuring business continuity during the Covid-19 pandemic
- Lead on key time-focused areas of business for the OPCC such as the PCC elections
- Lead on the development of funding applications (bids) on behalf of the OPCC with the OPCC Head of Commissioning

- Direct line management of the Policy and Research Team and the Contact and Complaints Team in the OPCC
- Managing the budget consultation and advising the PCC of public opinion with regards to budgetary plans
- Providing effective, creative problem solving in a fast-paced, high pressure political environment
- Ensuring and providing quality, trusted advice to the PCC and Deputy PCC in all areas of business

### Key Achievements

- Since May 2021, jointly secured over £3million in Safer Streets Funding to tackle anti-social behaviour, neighbourhood crimes and violence against women and girls - all priority areas for the Commissioner in his Police and Crime Prevention Plan.
- Led on all election related matters linked to the 2021 PCC election. This included liaising with candidates in a fair and transparent manner, providing information as required on behalf of the OPCC and Constabulary. This also involved managing the transition and induction of the new PCC following the election in May 2021 and ensuring the roles and responsibilities of the role are understood and delivered.
- Reinstated the Emergency Services Collaboration Governance Board to facilitate the strategic oversight of better ways of working with our blue light partners.
- Developed the new Police and Crime Prevention Plan which recognised the PCC's political commitments, ensuring the right advice regarding policy and consulting with stakeholders including the public.

Aug 2015 - Jul 2019

Gloucestershire OPCC  
Policy Officer

### Outline

A new role in the OPCC providing policy support to the PCC. This included overseeing the OPCC response to the Policing and Crime Act 2017, which included the mandatory adoption of elements of the complaints process and an exploration into a potential change in Fire and Rescue Service governance. This latter work led to the submission of a business case to the Home Office in 2019. The role also included the development of a community-based Commissioner's Forum to advise the PCC in his decisions and functions and the development of the Child Friendly approach in Gloucestershire, the management of the 2016 PCC election and recruitment of the current Chief Constable.

Jan 2004 - Aug 2012

Tameside Metropolitan Borough Council  
Principal Community Safety Policy Advisor then Community  
Safety Service Unit Manager

### Outline

Deputy role to the Head of Community Safety Services which included the development and oversight of a borough-wide CCTV monitoring contract, management of 60+ community wardens, Integrated Offender Management, Drug and Alcohol Action Team (DAAT) and direct line management of a multi-agency Anti-Social Behaviour Team and Community Safety team. The role also included strategic development and oversight of the Community Safety Partnership (CSP) which included the amalgamation of the Local Criminal Justice Board and DAAT with the CSP, responsibility for performance management, all CSP related public consultation and commissioning of analytical products. Lead for strategy development including an alcohol harm reduction strategy that was recognised as best practice by Dept. of Health National Support Team and a reducing reoffending strategy which was adopted as best practice in the North West region.

Dec 2002 - Apr 2004

New East Manchester (part of Manchester City Council)  
Community Safety Coordinator

### Outline

Local point of contact for the community and partners for all community safety related activity in an area in receipt of significant national and European regeneration funds. The post involved community and key stakeholder liaison, project delivery including capital funded schemes such as 'Alleygating' and coordination of case intervention groups to discuss early intervention and enforcement relating to anti-social behaviour.

## Outline

Graduate trainee position in a Local Authority in the Community Safety Team. Following a successful integration into the team which involved the writing of the local crime and disorder audit to inform the CSP plan, the post became a permanent Community Safety Officer role.

## Education

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- **BA (Hons) Politics with History: 2.1** | Manchester Metropolitan University
- **A-Levels: 1xC 2xD 1xE** | Beaufort Community School, Holmleigh Park, Tuffley Gloucester
- **GCSEs: 2xA 4xB 3xC** | Severn Vale School, School Lane, Quedgeley, Gloucester

## Continuous professional development

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- Gloucestershire Constabulary (GC): Supportive Leadership
- NCALT: Managing Information (modules 1 & 2)
- NCALT: Data Protection (foundation level)
- GC Corporate Induction (1&2)
- GC / Glos. OPCC: Recruitment Interview Techniques
- GC / Glos. OPCC: Presenting with Confidence
- Tameside Metropolitan Borough Council (TMBC): Continual Improvement
- Greater Manchester Police: Introduction to iBase
- MapInfo Foundation Course
- Manchester City Council: Project Fundamentals
- Government Office North West: Introduction to the Data Protection Act and the Human Rights Act
- TMBC: Emergency Planning (Managers)
- TMBC: FOI Act Fundamentals
- TMBC: Safeguarding adults (Managers)
- Gloucestershire Cricket Board: Safeguarding Children
- Gloucestershire Cricket Board: Safe Hands

## Additional

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### Hobbies & Interests

Running, walking, body boarding

### Awards

OPCC staff member of the year 2021

## References

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### **Richard Bradley** (current line manager)

Chief Executive, Office of the Police & Crime Commissioner for Gloucestershire



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### **Lisa Lees** (line manager at Tameside MBC)

Strategic Planning Manager, Greater Manchester Combined Authority



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