

# Public Document Pack



## NOTICE OF MEETING

**Date and Time** Friday, 6th October, 2017 at 11.30 am

**Place** Ashburton Hall, Elizabeth II Court, The Castle, Winchester

**Enquiries to** [members.services@hants.gov.uk](mailto:members.services@hants.gov.uk)

## FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast by the press and members of the public.

## AGENDA

**1. APOLOGIES FOR ABSENCE**

**2. DECLARATIONS OF INTEREST**

To enable Members to declare to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or personal interests in any such matter that Members may wish to consider disclosing.

**3. QUESTIONS AND DEPUTATIONS**

To receive any questions or deputations in line with Rule 31 and 31A of the Panel's Rules of Procedure.

**4. CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF DEPUTY POLICE AND CRIME COMMISSIONER (Pages 5 - 24)**

Following notification from the Hampshire Police and Crime Commissioner of his intention to appoint the preferred candidate, Ms Flick Drummond, to the role of Deputy Police and Crime Commissioner, for the Hampshire Police and Crime Panel to hold a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

**5. EXCLUSION OF THE PRESS AND PUBLIC**

To resolve that the public be excluded from the meeting during the following item of business, as it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during that item there would be disclosure to them of exempt information within Paragraph 3 of Part I Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person (including the authority holding the information) and, further, that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. While there may be a public interest in disclosing this information, namely openness in the deliberations of the Panel in determining its recommendation regarding the proposed appointment, it is felt that, on balance, this is outweighed by other factors in favour of maintaining the exemption, namely enabling a full discussion regarding the merits of the proposed appointments.

**6. CLOSED SESSION TO DISCUSS THE PROPOSED APPOINTMENT TO THE ROLE OF DEPUTY POLICE AND CRIME COMMISSIONER**

Following notification from the Hampshire Police and Crime Commissioner of his intention to appoint to the role of Deputy Police and Crime Commissioner, for the Hampshire Police and Crime Panel to hold a closed session to agree its recommendations.

**ABOUT THIS AGENDA:**

This agenda is also available on the 'Hampshire Police and Crime Panel' website ([www.hants.gov.uk/hampshire-pcp](http://www.hants.gov.uk/hampshire-pcp)) and can be provided, on request from 01962 847336 or [members.services@hants.gov.uk](mailto:members.services@hants.gov.uk), in alternative versions (such as large print, Braille or audio) and in alternative languages.

**ABOUT THIS MEETING:**

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please call the telephone number/use the e-mail address above in advance of the meeting so that we can help.

Appointed Members of the Police and Crime Panel attending this meeting qualify for travelling expenses in accordance with their Council's 'Member's Allowances Scheme', as set out in the agreed Police and Crime Panel Arrangements.

## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date considered:</b>	6 October 2017	<b>Item:</b>	4
<b>Title:</b>	Confirmation Hearing Process for the role of Deputy Police and Crime Commissioner		
<b>Contact:</b>	Scrutiny Officer to the Panel		
<b>Tel:</b>	01962 847336	<b>Email:</b>	<a href="mailto:members.services@hants.gov.uk">members.services@hants.gov.uk</a>

### 1. Executive Summary

- 1.1. This document explains the process to be followed by the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of the preferred candidate to the role of Chief Executive.
- 1.2 This document summarises the Confirmation Hearing protocol agreed by the Panel at their 8 July 2016 meeting.

### 2. Powers of the Hampshire Police and Crime Panel

- 2.1. The Panel have the functions conferred by Schedule 1 Part 10 of the Police Reform and Social Responsibility Act 2011 (Scrutiny of Senior Appointments). This enables them to:
- (i) Review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given. A 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;
  - (ii) Make a report to the Commissioner on the proposed senior appointment;
  - (iii) Include a recommendation to the Commissioner as to whether or not the candidate should be appointed;
  - (iv) Publish the report to the Commissioner made under (ii).

### 3. Confirmation Hearing for the role of Deputy Police and Crime Commissioner

#### *Prior to the Hearing*

- 3.1 The Panel received formal notification from the Hampshire Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Deputy Police and Crime Commissioner on 26 September 2017.

3.2 This appointment is a permanent appointment, and therefore it is subject to the public scrutiny that is required as part of a proposed senior appointment within the meaning of Schedule 1 of the Police Reform and Social Responsibility Act 2011<sup>1</sup>.

3.3 In order to assist the Panel in reviewing the suitability of the preferred candidate, the Commissioner has provided the following documentation:

- Name of the preferred candidate;
- Statement/report from the Commissioner stating why the preferred candidate meets criteria of role;
- Application form or CV or personal statement of preferred candidate;
- Terms and conditions of appointment.

#### *At the Hearing*

3.4 The first part of the meeting will be conducted in public and structured as follows:

- a. The candidate will be welcomed to the meeting.
- b. The Commissioner will have the opportunity to make any comments on the candidate and the proposed appointment.
- c. The candidate will have an opportunity to present to the Panel his/her understanding of the role.
- d. The Panel will have the opportunity for to ask questions of the candidate.
- e. The candidate will be given opportunity to clarify any answers given during the hearing and ask questions of the Panel about the next stage of the process.

3.5 The Panel will ask questions of the candidate which relate to his/her professional competence and personal independence, the answers to which will enable the Members to evaluate their suitability for the role. Lines of enquiry will be made available to the Panel from the Chairman prior to the 6 October meeting.

#### *On the Close of the Hearing*

3.6 The Panel will hold a closed session in order to decide on its recommendations to the Commissioner regarding the appointment of the preferred candidate to the role of Deputy Police and Crime Commissioner at the end of the Confirmation Hearing session.

3.7 The Panel will discuss the following:

- Whether the candidate has the professional competence to exercise the role as set out in the role profile.
- Whether the Panel feels that the candidate has the personal independence to exercise the role.

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<sup>1</sup> <http://www.legislation.gov.uk/ukpga/2011/13/schedule/1/enacted>

- 3.8 Where a candidate meets the standards expected by the Commissioner for the political appointment of Deputy Police and Crime Commissioner, but there is still cause for concern about his or her suitability, it may be appropriate to outline those concerns in the Panel's response to the Police and Crime Commissioner.
- 3.9 Where a candidate does not meet the minimum standards in the areas set out in paragraph 3.7, this would suggest a significant failure in the appointments process undertaken by the Commissioner. If the Panel believes that there has been a significant failure in the appointments process, the Panel may choose to not recommend the candidate to the role of Deputy Police and Crime Commissioner.

*Following the Confirmation Hearing*

- 3.10 The recommendations relating to the outcomes of the Confirmation Hearing will be communicated to the Commissioner in writing by the next working day.
- 3.11 It is suggested that a period of three working days should elapse before the embargo is lifted and the recommendations of the Panel are made public, in line with the Panel's Confirmation Hearing protocol.

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## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date Considered:</b>	6 October 2017	<b>Item:</b>	4
<b>Title:</b>	Proposed appointment of Deputy Police and Crime Commissioner		
<b>Contact name:</b>	Richard Andrews – Acting Head of Governance and Policy		
<b>Tel:</b>	01962 871595	<b>Email:</b>	<a href="mailto:opcc@hampshire.pnn.police.uk">opcc@hampshire.pnn.police.uk</a>

#### 1. Executive Summary

- 1.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the deputy police and crime commissioner for that area.
- 1.2 Under Schedule 1, paragraph 9, of the Act, the Police and Crime Commissioner must notify the Police and Crime Panel (“the Panel”) of his proposed appointment to the post of ‘Deputy Police and Crime Commissioner’.
- 1.3 The Commissioner must also notify the Panel of the following information:
- a) The name of the person whom the commissioner is proposing to appoint (“the candidate”)
  - b) The criteria used to assess the suitability of the candidate for the appointment
  - c) Why the candidate satisfies those criteria
  - d) The terms and conditions on which the candidate is to be appointed.
- 1.4 Under paragraph 10 of Schedule 1, the Panel must review the proposed appointment and make a report to the Commissioner on the proposed appointment, including a recommendation to the Commissioner as to whether or not the candidate should be appointed, within a period of three weeks beginning with the day on which the Panel receives notification from the Commissioner of the proposed appointment.
- 1.5 The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation of the Panel.

#### 2. Recommendation

- 2.1 That the Police and Crime Panel agree the appointment of Flick Drummond as Deputy Police and Crime Commissioner.

### **3. Background**

- 3.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area may appoint a person as the Deputy Police and Crime Commissioner (DPCC) for that area. The PCC can also arrange for them to exercise any of their functions, except for the issuing of a Police and Crime Plan, appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief Constable to retire or resign, or calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
- 3.2 Making use of the power in section 18(1), the proposal is to appoint Flick Drummond to the post of DPCC for Hampshire.
- 3.3 Flick Drummond has declared that she is aware of the provisions of the Act as regards eligibility to be appointed. Attached at Appendix A are the relevant extracts from the Act concerning disqualification of a person from appointment to the post of DPCC which have been provided to Flick Drummond.
- 3.4 Flick Drummond has declared that, to the best of her knowledge and belief, she is eligible for appointment and is not subject to a relevant disqualification (candidate declaration attached as appendix B).
- 3.5 Under section 18(10) of the Act, the DPCC is a member of the PCC’s staff. The DPCC for Hampshire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC’s staff. This is attached as appendix C.
- 3.6 The PCC has purposefully not appointed a deputy during his first year, notwithstanding the allowance within the legislation for such a post. The frequent expression by individuals and community groups during his election campaign that they did not support additional political appointments of a Deputy or Assistant PCCs informed this first decision.
- 3.7 In assessing that an appointment is now appropriate, he has taken into account:
- a) The community expectation of engaging with the PCC more frequently than is realisable by one individual;
  - b) The community expectation that a Deputy for the PCC would be able to engage with the full range of duties, responsibilities and representational areas appropriate for the PCC;
  - c) That any additional appointment should be tested against added value to the democratic engagement and delivery of the mission to keep us SAFER;
  - d) That as a new appointment, the role should be limited in the first instance to a commitment to a year, with renewal dependent upon realising added-value as described above.



#### **4. Issues for consideration**

##### **4.1 Name of candidate**

The name of the person the Commissioner is proposing to appoint to the post of DPCC for Hampshire is Flick Drummond.

##### **4.2 Criteria used to assess the suitability of the candidate for the appointment**

In selecting a preferred candidate, the Commissioner chose someone who can satisfy the following criteria:

- High-level communication and presentation skills;
- Forms excellent working relationships with partner organisations;
- Takes a co-operative approach to achieving priorities, including proposing effective collaboration initiatives with relevant organisations;
- Builds relationships, influences and negotiates with high ranking officials;
- Excellent awareness of political structures, procedures and policies at both a local and national level;
- Has a pre-existing network of contacts that will facilitate the PCC in being more effective in his role;
- Available to begin in post with immediate effect.

##### **4.3 Why the candidate satisfies those criteria**

Although the DPCC is a member of the PCC's staff (s18(10) of the Act), under paragraph 8(4) of Schedule 1 of the Act the appointment of a DPCC is exempt from the requirement of Section 7 of the Local Government and Housing Act 1989, that all staff appointments should be made on merit. There is therefore no requirement for the open recruitment process that would normally apply when recruiting staff to the PCC's office, appointments which are made by the Chief Executive.

Please see appendix D for the CV of Flick Drummond, which demonstrates the breadth and strength the skills that she can bring to the position, and is the evidence of how she satisfies the criteria for the role.

##### **4.4 The terms and conditions on which the candidate is to be appointed**

The summary of the terms and conditions can be found at appendix C of this document. The terms generally reflect those of other members of the Commissioner's staff.

**5. Starting date**

- 5.1 Mrs Drummond is able to begin in this position with immediate effect, should the Commissioner choose to confirm the appointment following receipt of the Panel's considerations.

**Section 100 D - Local Government Act 1972 - background documents**

**The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)**

<u>Document</u>	<u>Location</u>
Appendix A – Legislative extracts	Attached
Appendix B – Declaration of eligibility	Attached
Appendix C – Terms and Conditions	Attached
Appendix D – CV of preferred candidate	Attached

**DEPUTY POLICE AND CRIME COMMISSIONER  
– DISQUALIFICATION CRITERIA**

**Extracts from the Police Reform and Social Responsibility Act 2011**

**S18(3) The Deputy Police and Crime Commissioner**

The Police and Crime Commissioner may not appoint a person listed in subsection 6 as the deputy police and crime commissioner.

- (6) The persons referred to in subsections (3)(a) and (c) and (5) are—
- (a) a constable (whether or not in England and Wales);
  - (b) a police and crime commissioner;
  - (c) the Mayor’s Office for Policing and Crime;
  - (d) the Deputy Mayor for Policing and Crime appointed by the Mayor’s Office for Policing and Crime;
  - (e) the Mayor of London;
  - (f) the Common Council of the City of London;
  - (g) any other person or body which maintains a police force;
  - (h) a member of the staff of a person falling within any of paragraphs (a) to (g).

**Sch 1(8) Relevant extracts from paragraph 8, Schedule 1, of the Police Reform and Social Responsibility Act 2011**

(1) This paragraph applies to a person appointed under section 18 by a police and crime commissioner to be the deputy police and crime commissioner.

(2) None of the following may be appointed as the deputy police and crime commissioner-

- a) a person who has not attained the age of 18 on the day of the appointment;
- b) a person who is subject to a relevant disqualification;
- c) a Member of the House of Commons
- d) a Member of the European Parliament
- e) a Member of the National Assembly for Wales
- f) a Member of the Scottish Parliament
- g) a Member of the Northern Ireland Assembly

(3) The terms and conditions of a person who is appointed as the deputy police and crime commissioner must provide for the appointment to end not later than the day when the current term of office of the appointing police and crime commissioner ends.

(4) Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the deputy police and crime commissioner.

(5) In this paragraph “current term of office”, in relation to the appointment of a deputy police and crime commissioner by a police and crime commissioner, means the commissioner’s term of office which is running at the time the appointment is made.

(6) For the purposes of this paragraph, a person is subject to a relevant disqualification if the person is disqualified from being elected as, or being, a police and crime commissioner under-

- a) section 65(1) (police officers, police-related employment etc), other than paragraph (e)(ii); or
- b) section 66(1), 3(a)(iii) or (iv), 3(c) or 3(d) (citizenship, bankruptcy, criminal convictions & corrupt or illegal election practices)

### **S65 Disqualification from election or holding office as police and crime commissioner: police grounds**

Relevant extracts from Section 65(1) of the Police Reform and Social Responsibility Act 2011

- 65 (1) A person is disqualified from being elected as, or being, a police and crime commissioner if the person-
- a) is disqualified from being a member of the House of Commons under section 1(1)(d) of the House of Commons Disqualification Act 1975 (members of police forces for police areas in the United Kingdom);
  - b) is a member of-
    - (i) the British Transport Police Force
    - (ii) the Civil Nuclear Constabulary
  - c) is a special constable appointed-
    - (i) under section 27 of the Police Act 1996 for a police area or the City of London police area;
    - (ii) under section 25 of the Railways and Transport Safety Act 2003 (British Transport Police Force)
  - d) is a member of staff of the chief officer of police of any police force maintained for a police area;
  - e) is a member of staff of-
    - (i) a police and crime commissioner;
    - (ii) the Mayor’s Office for Policing and Crime;
  - f) is the Mayor of London;

- g) is a member of the Common Council of the City of London or a member of staff of that Council in its capacity as a police authority;
- h) is a member (including a member who is chairman or chief executive), or a member of staff, of-
  - (i) the British Transport Police;
  - (ii) the Civil Nuclear Police Authority;
  - (iii) the Independent Police Complaints Commission;
  - (iv) the Serious Crime Agency;
  - (v) The National Policing Improvement Agency;
- i) holds any employment in an entity which is under the control of-
  - (i) a local policing body;
  - (ii) any body mentioned in paragraph (h);
  - (iii) the chief officer of police for any police force maintained for a police area or the City of London police area;
  - (iv) the chief officer of police for any police force mentioned in paragraph (b).

**S66 Disqualification from election or holding office as police and crime commissioner: other grounds**

Relevant extracts from Section 66 of the Police Reform and Social Responsibility Act 2011

66

(1) A person is disqualified from being elected as, or being, a police and crime commissioner unless the person satisfies the citizenship condition (see section 68).

(3) A person is disqualified from being elected as, or being, a police and crime commissioner if-

- (a) the person is the subject of-
  - (iii) a bankruptcy restrictions order under paragraph 1 of Schedule 4A to that Act;
  - (iv) a bankruptcy restrictions interim order under paragraph 5 of that Schedule;
- (c) the person has been convicted in the United Kingdom, the Channel Islands, or the Isle of Man, of any imprisonable offence (whether or not sentenced to a term of imprisonment in respect of the offence); or
- (d) the person is incapable of being elected as a member of the House of Commons, or is required to vacate a seat in the House of Commons, under Part 3 of the

Representation of the People Act 1983 (consequences of corrupt or illegal practices).

**S68 Citizenship condition**

Relevant extract from Section 68 Police Reform and Social Responsibility Act 2011

- 68 (1) This section applies for the purposes of section 66.
- (2) A person satisfies the citizenship condition if the person is—
- (a) a qualifying Commonwealth citizen,
  - (b) a citizen of the Republic of Ireland, or
  - (c) a citizen of the Union.
- (3) For the purposes of this section, a person is a qualifying Commonwealth citizen if the person is a Commonwealth citizen and—
- (a) is not a person who requires leave under the Immigration Act 1971 to enter or remain in the United Kingdom, or
  - (b) is a person who requires such leave but for the time being has (or is, by virtue of any enactment, to be treated as having) indefinite leave to remain within the meaning of that Act.
- (4) But a person who does not require leave to enter or remain in the United Kingdom by virtue only of section 8 of the Immigration Act 1971 (exceptions to requirement for leave in special cases) is not a qualifying Commonwealth citizen by virtue of subsection (3)(a).
- (5) In this section the expression “citizen of the Union” is to be construed in accordance with Article 20(1) of the Treaty on the Functioning of the European Union.

**The Police and Crime Commissioner for Hampshire**

**Declaration by proposed appointee to the office of  
Deputy Police and Crime Commissioner for Hampshire**

I, **Felicia Drummond**

of

Southsea, in the Policing Area of Hampshire

declare that I am aware of the provisions of the Police Reform and Social Responsibility Act 2011 and to the best of my knowledge and belief I am eligible for appointment as Deputy Police and Crime Commissioner for Hampshire and I am not subject to a relevant disqualification.

Signed.....*Felicia Drummond*.....

Witnessed.....*R. Andrews*.....

Dated: *12/9/2017*.

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**Deputy Police and Crime Commissioner for Hampshire**

**Summary of Terms and Conditions of Appointment**

Under Section 18(10) of the Police Reform and Social Responsibility Act 2011 (“the Act”) the deputy police and crime commissioner (DPCC) is a member of the PCC’s staff.

The DPCC will be employed by the PCC and be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC’s staff.

The main terms and conditions of appointment are:

1. The DPCC will be required as a condition of appointment to make a declaration of eligibility that the appointment is held subject to the requirements of the Act and is not subject to a relevant disqualification, as defined in paragraph 8(6) of Schedule 1 to the Act.
2. Allowances – travelling and subsistence allowance will be paid at the rates applicable to the PCC’s staff. Allowances paid will be disclosed quarterly under the Elected Local Policing Bodies (Specified Information) Order 2012 (as amended) and in accordance with the Home Secretary’s determination.
3. Hours of work and salary – five days per week for which she will be paid £63,750 per annum with provision for attendance on days and at times reasonably required by the PCC which will involve work outside normal office hours. No overtime will be paid. Salary reviews will be in line with those made to the Commissioner’s salary which is set by the Home Secretary.
4. Holiday entitlement – 26 days annual leave pro rata plus public and bank holidays.
5. Pension – entitlement to join the LGPS.
6. Termination – the appointment as DPCC may be terminated at any time by the PCC and will terminate in any event upon a new PCC taking office for any reason, including the incumbent PCC reaching the end of the term of office under which the appointment is made. Three months’ notice is required by either party to terminate the contract of employment. The appointment will end if the appointee becomes disqualified under the Act.
7. Conduct – Any PCC code of conduct will apply and in addition the DPCC will be subject to the complaints process under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

8. Review – the necessity for the position and the performance of the post holder will be reviewed three months preceding the anniversary of the appointment on an annual basis.

**Curriculum Vitae  
Flick Drummond**

**Profile:**

A Public Leader and former Member of Parliament with notable achievements in legislation development, policy formation and strategic planning. Highly engaged in broad range of parliamentary and constituency activities including police and crime prevention, education, health and social care, foreign policy and the defence industry. Proven track record in the community around Hampshire including various trusteeships with charities. An energetic and collaborative problem solver, with a reputation for driving positive change.

**Career Summary**

**Member of Parliament for Portsmouth South constituency** **2015-2017**

**Parliamentary committees**

- Set up Women and Work All Party Parliamentary Group to look at the barriers for women in the workplace. Well attended meetings by members of the public as well as MPs and four major sponsors to fund the secretariat. Chaired a year-long inquiry on the problems of women returning to work after a gap and published a report on the inquiry that was recognised by the Prime Minister with a £5million government project in the 2017 budget. Started an inquiry on Women and the Industrial Strategy before the 2017 General Election.
- Identified a gap in Parliamentarian's knowledge on cybersecurity so set up the All Party Group on Cybersecurity and organised meetings alongside the Royal Holloway College to bring in outside speakers to raise awareness of cyber security issues including hacking personal accounts and large organisations.
- Vocal and active member of the Women and Equalities Select Committee; collaboratively producing a range of inquiries including Disabilities and the Built Environment, Employment opportunities for Muslims in the UK, the Gender Pay Gap and the ground-breaking Transgender Report. Led on the High Heels Petition committee and debate on dress codes in the workplace.
- Chaired national conferences on education for the Westminster Education Forum where I had to ensure full participation of the expert panel members and audience within strict time limits.
- Campaigned to get free wi-fi for the armed forces on military bases and brought this to the attention of the Prime Minister. This was identified as I was an active member of the Armed Forces Parliamentary Scheme following the Royal Navy and Army over two years.
- Routinely questioned Party Leaders, Ministers and other experts on a range of topics to draw the best evidence, construct analysis and then pursue areas of policy that needed to be changed directly with Ministers.

- Effectively participated in a broad range of Bill committees to scrutinise legislation including Homelessness Reduction Bill committee, Childcare Bill Committee, Education and Adoption Bill Committee, Criminal Finances Bill Committee and Prevention and Combating Violence Against Women and Domestic Violence committee.

### **Constituency Work and Campaigns**

- Initiated a project on homelessness because of the increase of rough sleepers on the streets. This has led to better co-ordination of organisations working in this area leading to the launch of the Portsmouth website 'Street Support' to help homeless people and volunteers to be more effective.
- Identified loneliness as an issue amongst older people so working with Age UK Portsmouth to find a Senior Centres that can be open seven days a week. Age UK Champion for older people and a Dementia Friend.
- Ran a successful campaign to improve train links between Portsmouth and London and Southampton by writing a submission to the Department of Transport on behalf of other Hampshire MPs to influence the new rail franchise. Organised meetings with all the potential franchisees and achieved a faster train service to Southampton and recognition that infrastructure needs to be put in place to improve rail services.

### **Policy**

- Worked closely with the Minister on the Trade Union Bill to make sure it reflected some of the issues that trade unions were concerned about and addressed Prospect Trade Union meetings.
- Campaigned and delivered a range of concessions from government on policies including international students, tax credits, higher education, education policy and health and social care.
- Developed a wide range of contacts across Government, opposition parties, NGOs, businesses and foreign policy.
- Asked numerous questions in the House of Commons and contributed above average to a range of debates in Parliament.

### **Publications**

No Blame Game, Commission on Children's Social Workers 2007

Women Returners 2017

Articles on Yemen, Children, Families, Women and Education published online and in magazines

### **Previous Employment**

2010-11	Corporate Director for the Conservative Middle East Council
1994-1999	Ofsted Lay School Inspector
1984-7	Member of the Intelligence Corps, TA
1983-86	Insurance Broker for the Portchester Group.

### **Voluntary Sector Work**

2008-present	Governor at Milton Park Primary (chair 2011-15)
2015-present	Trustee, now Patron of ANA (alcohol and drug rehabilitation centre)
2014-present	Trustee, now Patron of International Traditional Boatbuilding College, Portsmouth
2015-present	Patron of the Beneficial Foundation (centre of adult learning difficulties), Portsmouth
2008-2016	Trustee of Portsmouth Citizens Advice Bureau
1996-2000	Winchester City Councillor
1990-1999	Member of Winchester and District Community Health Council, Chair of the Acute Group
1989-1993	Chair of the Winchester National Childbirth Trust

### **Education**

2005-2007	MSc Global Politics and International Relations, Southampton University
1980-1983	BA (Hons) South East Asian Studies, Hull University

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