



Lancashire
POLICE AUTHORITY
Your County, Your Police, Your Say

Biography of Speakers

[Malcolm Doherty](#)
[Chair](#)
[Lancashire Police Authority](#)

Malcolm has been a Councillor in Blackburn for 28 years, representing the Mill Hill Ward. He was Leader of the Council for 8 years, having been a Deputy Leader for 5 years. He served as Mayor of the Borough in 1990/91.

Malcolm is also Chairman of Lancashire Police Authority. Nationally he is Chair of the Police Staff Council and currently leads for the APA (Association of Police Authorities) on Police Negotiating Boards.

He is a Governor of Witton Park High School.

He has been a member of the Parochial Church Council at St. Aidan's Parish Church, Mill Hill, for 47 years. He is President of Blackburn Drama Club and a keen supporter of local Arts Groups. He is an avid follower of Blackburn Rovers and in the summer watches local cricket matches at Cherry Tree Cricket Club.

He has been married to Joan for 46 years. Malcolm and Joan have two children – Jill is 40 and is a Head Teacher, Paul is 35 and is in Management. They have 2 grandchildren.

[Miranda Carruthers-Watt](#)
[Chief Executive](#)
[Lancashire Police Authority](#)

Miranda Carruthers-Watt is Chief Executive of the Lancashire Police Authority and took up the post in April 2007.

Her role is to act as the Head of the officer service, and she is responsible for the general administration of the Police Authority and providing Members with all relevant advice and guidance.

A solicitor by profession, she is qualified in private practice in Blackburn and worked in a busy general practice where her first experience of working with the Police included late night stints as duty solicitor! She has worked in the public sector for over 15 years and is interested in all aspects of the modernisation of Public Services. She is a passionate believer in citizen focussed services and worked for 10 years in various roles at Blackburn with Darwen Borough Council. She was Assistant Director of the department responsible for customer services and the Programme Director for an ambitious Accessible Services programme, and most recently worked as Director of the North West Centre of Excellence, working with all 47 Local Authorities across the North West and has also spent six months working as a Senior Advisor to the department for Communities and Local Government based at Eland House.

She is 47, married with 2 children and likes spending any remaining spare time with family, wine tasting, cooking and walking.

[Andrew Rhodes](#)
[T/Assistant Chief Constable](#)
[Lancashire Constabulary](#)

The T/Assistant Chief Constable for Territorial Operations and Criminal Justice is Andy Rhodes.

Andy Rhodes joined Lancashire Constabulary in 1991 beginning his career in Western Division. He has since policed in a variety of roles in Central and Northern Division including geographic policing, public order and emergency response.

In 2002, he returned to Western Division after he was promoted to Superintendent Operations Manager, a role he enjoyed for four years. He was promoted to Chief Superintendent in March 2006 whilst based at Lancashire Constabulary Headquarters.

After completing a secondment to the Home Office Mr Rhodes returned to take up command of Eastern Division a position he held for 2 years.

[Dawn Copley](#)
[Chief Superintendent](#)
[Lancashire Constabulary](#)

Dawn Copley is a Chief Superintendent in Lancashire Constabulary. She has 23 years' police service, all within Lancashire, where she has had extensive experience across a range of uniform, detective and corporate roles. Over the last five years she has been the Operations Manager at Southern Division, responsible for all operational policing there, the Divisional Commander of the Specialist Operations Division based at HQ, and the Head of Sustaining Excellence which is the Constabulary's Organisational Change Programme.

Dawn has a Master of Science Degree in Police Leadership and Management from the University of Leicester. She has also recently successfully completed the Strategic Command Course at the National College of Police Leadership, Bramshill.

Dawn is married to a serving police officer. Her hobbies include travel and Formula 1 motor racing.

[Geoffrey Roper](#)
[Vice Chair](#)
[Lancashire Police Authority](#)

Geoff joined Lancashire Police Authority as a Councillor member in April 1998 and became the Vice Chair of the Authority in October 2008. He has a focal point of interest in finance, assets and ICT; protective services and neighbourhood policing which means that he acts as the Authority lead on these subjects, attending relevant local and National meetings and reporting back to the Authority.

Geoff is a Member of the following committees:

- Resources Committee (Vice Chair)
- Human Resources Committee
- Planning and Performance Review Committee
- Improvement Scrutiny Group
- Appointments and Remuneration Committee
- Planning Working Group
- External Relations Committee

He also represents the Authority on the following bodies:

- Community Engagement: Wyre
- BCU Quarterly Performance Review: G Division
- North West Air Support Consortium Management Group
- Crime and Disorder Reduction Partnership: Wyre

[Bruce Jassi](#)
[Independent Member](#)
[Lancashire Police Authority](#)

Bruce gained an Honours Degree in Environmental Health from Aston University, and went on to obtain both a Post-Graduate Certificate and a Royal Society of Health Diploma in Air Pollution Control. His career began in environmental health with Coventry City Council, and progressed rapidly through positions of increasing responsibility in both Metropolitan Borough and City councils. He was appointed into the Chief Officer role of Environmental and Consumer Services Manager with Salford City Council, and success led to his promotion into the post of Director of Environmental Services, from which he was again promoted into the role of Strategic Director. In this position he was responsible for departments employing 1600 staff and for budgets of £35M, and his effectiveness is reflected in the awards won by Salford Council during this time. These include IIP, Chartermarks, ISDO 9001, LGC, MJ and APSE. In 2008 Bruce decided to establish a portfolio career and develop his interest in Community Safety and successfully applied for the post of Independent Member of the Lancashire Police Authority. He is also an accredited IdeA peer for Police Authority Inspections.

As Member of the Lancashire Police Authority, he has a number of roles:

- Lead Member for Inspections.
- Chair of the Inspections Working Party.
- Vice Chairman of the Resources Committee.
- Chair of the Capital Working Group.
- Member of the Planning & Performance, Audit & Standards and Resources Committees.
- Member of the West Lancashire CDRP.
- Member of the Constabulary's Southern Division's QPR.

He has also been a member of number of Organisational Support Reviews e.g. Fleet Management and Estate Management. He has played an active in the development of Workforce Modernisation and Scenario Planning for Budget Setting.

[Christine Durber](#)
[Deputy Chief Executive](#)
[Lancashire Police Authority](#)

Christine has worked for the Police Authority since 1996, taking up the newly created role of Deputy Chief Executive in May 2008. She is lead officer for the Human Resources Committee and the Staff Consultative Forum; equality and diversity, member development, business planning, and the Safer Lancashire Board. She is involved in, and contributes to, a range of local and national board and partnership meetings: the Constabulary's Confidence and Equality Delivery Group, the Chorley and South Ribble Community Safety Partnership, the Safer Lancashire Board and the Association of Police Authorities' Equality and Diversity Officer Network. She is also chair the Safer Lancashire Officer Group and Network and the Authority's Good Governance Group.

[Naomi Walker](#)
[Head of Community Engagement](#)
[Lancashire Police Authority](#)

Naomi has worked for the Police Authority since 2003 taking up the post of Head of Community Engagement in May 2008. A chartered marketer by profession, She is the strategic lead for the Authority's Community Engagement, Research, Consultation, Communication, PR and marketing activity.

She is involved in and contributes to a range of local and national activities and meetings: Safer Lancashire Communications Group, Lancashire Research Network, Northwest PA Communications Network, Blackpool Community Safety Partnership, Communications lead for Justice Seen Justice Done Blackpool and Lancashire Strategic Independence Advisory Group.

[Stephen Pickup](#)
[Policy and Performance Officer](#)
[Lancashire Police Authority](#)

I began my career in local government, but I have now worked for the Police Authority for ten years. I am currently a Policy and Performance Officer on the Authority's Governance Team and act as secretary to the full Authority, its informal Seminars, the Audit and Standards Committee and the Protective Services Panel. I am the Authority's policy lead in respect of police reform, good governance, risk management, ethical standards and protective services. I oversee all Member appointment processes and associated induction training and assist in co-ordinating arrangements for Chief Police Officer appointments Lancashire. In respect of my role in the Inspection, I was the lead officer throughout the process and was responsible for co-ordinating the Authority's pre inspection work, overseeing arrangements for the onsite inspection week and preparing the Authority's response to the draft Inspection report.

[Lizzie Heath](#)
[Administrative Officer](#)
[Lancashire Police Authority](#)

I have worked for the Authority for 5 years, working as part of the Governance team on a diverse selection of the Authority's work. I was the lead administrative officer throughout the Inspection process. I am currently, the Authority lead on Tribunals and Appeals, secretary to the Human Resources, Professional Standards and Citizen Focus Committees and support the delivery of Member and Chief Officer appointments along with engagement activity across Lancashire.

[Craig Shaw](#)
[Chair of Audit and Inspection Board](#)
[North Yorkshire Police Authority](#)

Following an early career in local government, where he worked in various departments before becoming a Chief Executive, Craig established Executive Options, a consultancy practice focusing on change management and IT solutions. After many years as Managing Partner he took early retirement and then spent time supporting education services in York, principally in developing a nationally recognised best practice model for school governance services. He is a member of North Yorkshire Police Authority, where he chairs the Audit & Inspection Board and is lead member for value for money, efficiency and productivity. He provides peer support to various bodies and has recently been a member of the QA panel for the first tranche of Police authority inspections.

[Cat McIntyre](#)
[Policy Project Officer](#)
[Association of Police Authorities](#)

After spending most of her career in largely legal and communications roles within the private sector, Cat McIntyre joined the APA in 2000, where she has worked in various policy areas. Currently she is the policy lead on constitutional/governance issues for the organisation, which incorporates lead responsibility for police authority inspection, improvement and audit.

She has led the APA's work on developing the police authority inspection framework and process with inspectors and the Home Office, and on developing an improvement framework for authorities, in conjunction with other improvement partners.

[Alison Dale](#)
[Capability Support Unit](#)
[National Policing Improvement Agency](#)

Alison joined the NPIA in 2009 on secondment from Government Office for London/Home Office. She currently works with Chief Superintendent Steve Curtis in the NPIA Capability Support unit. The unit is responsible for NPIA improvement support to both Forces and Authorities. Alison works very closely with the APA and other key stakeholders in helping to identify Police Authority improvement requirements and negotiates with expert staff within NPIA divisions to provide products of support. Prior to joining the civil service in 2004, Alison worked for the Probation Service in London for over 20yrs latterly as Assistant Chief Probation Officer.

[Steve Curtis](#)
[Chief Superintendent](#)
[National Policing Improvement Agency](#)

Stephen Curtis is currently seconded to the National Policing Improvement Agency, (NPIA) in London, where he is the Head of the Capability Support Unit, (CSU). The CSU was established in response to the Governments improvement agenda, to assist all police forces and police authorities to improve their performance across all areas of policing.

In his home force, North Wales, he served in numerous roles including Head of Specialist Operations-(firearms, air support, communications, roads policing and civil and contingency planning); Head of Corporate Development; Head of Criminal Investigation and also BCU Commander.

From 2003-05 he was appointed temporary Assistant Chief Constable. During that time he served on the ACPO committees for Terrorism and Allied Matters; Emergency Planning and also Police Use of Firearms.

For the whole of 2005, he attended the Royal College of Defence Studies, (RCDS) in London with senior UK and overseas military, political and diplomatic personnel, graduating in December 2005.

In 2006-07, he worked for the United Nations as the UN Commissioner of Police in Kosovo, commanding both the UN Policing mission, (UNMIK) and also the Kosovo Police Service, (KPS). In 2007-08 was the Head of the British Foreign Office UK Security Advisory Team, (UKSAT), based in Barbados delivering security advice and training to the Governments of the eastern Caribbean nations. Stephen has also worked for short periods in North and Central America and Europe.

Stephen was a founder member of the ACPO Major Disaster Advisory Team, (MDAT) and lectured on the Bramshill MODACE, (Management of Disaster and Civil Emergency) course for ten years.

He holds Masters Degrees in Police Management, (Manchester University) and International Studies, (KCL, Kings College London). He speaks Spanish.