

Nottinghamshire Police and Crime Panel Confirmation Hearing – 1 June 2020
Proposed Appointment of a Deputy Police and Crime Commissioner – Appendix B
CV of Proposed Appointee

Emma Foody

I am an experienced senior manager in a large membership organisation with more than a decade of experience in the voluntary sector. As a Justice of the Peace I have first-hand experience of working within the judiciary and the effectiveness of the Criminal Justice system. In addition as a Board member for EMH Homes (one of the largest social housing providers in the East Midlands) I understand and am part of a team delivering good governance whilst supporting staff to operate independently. For the last eighteen months I have been a Change That Lasts ambassador for Women's Aid which involves training to listen, believe and guide survivors towards appropriate support. All my roles have allowed me to develop my knowledge and understanding of the challenges facing victims and survivors. This experience has also enabled me to demonstrate my good communication skills, my ability to work with others and a commitment to serving my community. As a former frontline worker for a blue light service I understand the challenges facing the emergency services. As a Quality and Performance Officer at the ambulance service I was responsible for auditing and overseeing the quality of our contact with the general public and that the highest safety standards were always met.

Communication Skills

- As a magistrate I have to communicate reasoning and judgements to different people within the courtroom whilst following evidence, arguments and sentencing guidelines.
- I regularly lead and participate in challenging and constructive discussions as a Board member for EMH Homes holding the senior staff to account on performance and delivery.
- I have led and delivered training to representatives from local domestic abuse and Women's organisations around effective campaigning.
- I am able to understand and distil key complex information in my role as a senior manager, as well as delivering communications plans for both internal and external stakeholders.

Equality and Diversity

- As a magistrate I regularly deal with people from all different backgrounds who have ended up within the criminal justice system. I am able to deal with everyone with the kind of fairness and independence they should expect from the judiciary.
- I am part of promoting the diversity and equal opportunities policy by the Board at EMH Homes and having overall responsibility for its implementation and for monitoring its effectiveness. I have made a particular impact on ensuring tenant voices are at the heart of everything we do.
- I have successfully set and facilitated strategies to encourage increased diversity in our elected representatives across the East Midlands. This involved working with volunteers to deliver training, coaching, mentoring and delivering events.
- I am currently the Senior Staff sponsor for the Women's network at my current employer.

Working with Stakeholders

- As External Affairs Manager I worked with social housing providers, local authorities and other stakeholders to develop collective responses to consultations and to lobby Government.
- As Board member I have led and worked to ensure EMH is an early adopter of 'Together with Tenants', a plan to ensure Boards are accountable to residents and have a collective voice through the charter.
- I have worked with MPs, Councillors, Trade Unions, lay members and community groups to deliver local, regional and national campaigns with my employer.

Good Governance and Performance Management

- As a Board member I ensure compliance with the values, vision, mission and strategic objectives of the association to ensure long term success with the regulator assessing the organisation as having the highest rating available for governance (G1V1).
- I help with supporting the organisation to achieve its objectives and priorities as well as holding the organisation to account for performance and achieving value for money whilst maintaining a supportive and challenging relationship.
- In my employment I also work with my own Regional Board reporting to Board members and ensuring they have confidence that I am delivering on the strategic objectives for the organisation.
- As the strategic lead for a national organisation for female staff development I have delivered a training and development programme which has resulted in more women in staff leadership positions than ever before.
- As Quality and Performance Officer I was responsible for auditing 999 calls and ensuring they were handled safely and professionally. This would involve providing feedback and training where standards weren't met.

Leadership

- I am experienced in managing teams of people – inspiring them to common cause whilst providing clear direction and expectations.
- I consider myself a strong people coach and take great pride in empowering staff and supporting them to succeed.
- I am comfortable with setting demanding but achievable targets at work, ensuring that resource is assigned accordingly and good practice informs delivery.
- I am trustworthy, reliable and understand the need to maintain strict confidentiality

Employment and other voluntary positions

<i>Regional Director, The Labour Party</i>	May 2017 – present
<i>External Affairs Manager, National Housing Federation</i>	Sep 2016 - May 2017
<i>Deputy Regional Director, The Labour Party</i>	Jan 2015 - Sep 2016
<i>Regional Organiser, The Labour Party</i>	Jan 2011 - Jan 2015
<i>Quality and Performance Officer, North East Ambulance Service</i>	Oct 2009 - Jan 2011
<i>999 Emergency Call Handler, North East Ambulance Service</i>	Sep 2008 – Oct 2009

- Magistrate in Nottinghamshire
- Non-Executive Board member at EMH Homes
- Former local Charity Trustee
- Women's Aid Change That Lasts Ambassador
- Junior Park Run volunteer

Education

