

Curriculum Vitae

Sharon Caddell MSt (Cantab)

Current/most recent employment

Programme Manager (Police Complaints and Misconduct)

Start Date: 01/07/2021
End Date: 17/10/2021
Employer Name: Office of Police & Crime Commissioner for Cleveland

Previous Employment

Interim Chief Executive & Monitoring Officer

Start Date: 13/07/2020
End Date: 30/06/2021
Employer Name: Office of Police & Crime Commissioner for Durham

Temporary Assistant Chief Executive & Deputy Monitoring Officer

Start Date: 01/04/2019
End Date: 12/07/2020
Employer Name: Office of Police, Fire & Crime Commissioner for North Yorkshire

Programme Manager (Domestic Abuse)

Start Date: 05/12/2016
End Date: 31/03/2019
Employer Name: Office of Police & Crime Commissioner for Cleveland

Support Services Manager

Start Date: 04/04/2016
End Date: Current
Employer Name: My Sister's Place

Principal Manager: Domestic Abuse, Sexual Violence, Selective Landlord Licensing, Homelessness & Housing Needs Team

Start Date: 01/10/2007
End Date: 31/03/2016
Employer Name: Middlesbrough Council

Resettlement Coordinator

Start Date: 01/11/2005
End Date: 30/09/2007
Employer Name: Community Campus 87

Homelessness & Housing Advice Officer

Start Date: 07/06/2003
End Date: 31/10/2005
Employer Name: Erimus Housing

Community Housing Officer

Start Date: 06/06/2001
End Date: 04/06/2003
Employer Name: Habinteg Housing Association

Customer Services Manager

Start Date: 01/10/1999
End Date: 03/06/2001
Employer Name: Virgin Retail

Qualifications

Subject	Level	Grade	Date of Award	Awarding Body
Applied Criminology	Master of Studies Degree	Pass	2021	Cambridge University
Executive Leadership NVQ	7	Awaiting result	2021	Chartered Management Institute
Leadership & Management Degree	Foundation Degree	Pass	28/07/2015	Middlesbrough College
Institute of Leadership & Management NVQ	5	Pass	28/07/2015	ILM

Membership of Professional Bodies

Professional Body	Membership Type	Date Obtained
Chartered Management Institute	Affiliate	June 2021

Skills

I am experienced in:

- Executive leadership and management
- Strategic partnership working and influencing in local, regional and national spheres
- Policing, criminal justice, local government
- Governance and accountability
- Fire & Rescue Service governance
- Police complaints and misconduct
- Policy and strategy development
- Risk management
- Commissioning and procurement
- Project management

Personal Statement

I have substantial experience and proven success in the policing, crime and victim support and local government sector, having worked in executive, governance and principal public sector roles for 20 years, specifically in directing delivery of services to tackle crime harm and causal issues, Violence Against Women & Girls, statutory homelessness, housing and independent living needs. Through proactive and persistent partnership working, I have directed and delivered significant commissioning programmes for a wide range of services and have extensive experience of true co-production with service users. I am proud to have played a pivotal role in developing and strategically supporting criminal justice, community safety partnership and public health priorities for the betterment of vulnerable groups, the broader population and strategic partners. I have also been at the helm of designing, delivering and commissioning some highly innovative approaches to tackling intractable, recurrent and deeply harmful issues, such as providing suitable accommodation to socially excluded adults with serious health and substance misuse issues, or designing a whole system programme to transform the police understanding and response to domestic abuse. I have amassed extensive knowledge, skills and experience in nurturing and capitalising on relationships with the key partner agencies operating in the local, regional and national space including public health, community safety partners, criminal justice and health and wellbeing partners. Throughout my career, I have worked with the Domestic Abuse and Victims' Commissioners, Chief Constables, Directors of Public Health, PHE, Cabinet Office, NPCC, APCC, Home Office, College of Policing, MOJ, MHCLG, DHSC, local authorities, local NHS trusts and CCGs, Fire & Rescue Services, the third sector, and civil society organisations.

I am able to offer a solid profile and reputation, nationally (with APCC, APACE, NPCC, HMICFRS, Home Office, Domestic Abuse, Victim's and Modern Slavery Commissioners) locally and regionally (North East, Yorkshire and the Humber) and an exceptional range of skills, experience, knowledge and personal qualities. My core ambition is to make a positive difference to the public, and particularly those vulnerable to harm or who feel unsafe. I have a cogent track record of using my role, knowledge, skills, contacts, innovation offers, collaboration and collegiate opportunities to influence positive change, delivering services, outcomes, aims and objectives efficiently, effectively, legitimately and with lasting change. I am a deeply committed public servant, promoting high standards and continuous improvement of delivery of services to the public. I act with integrity, transparency and diligence; I have excellent horizon scanning skills, and a good rapport that enables to me lead teams with success, and develop lasting, productive working relationships with colleagues and partners. I'm highly organised, self-motivated, adept at managing challenging remits, and large-scale projects.

Appendix D

I recently completed a Master's degree in evidence-based policing, much of which takes a public health approach to targeting, treating and tracking population level problems with crime and disorder, focussing on the core policing pillars of effectiveness, efficiency and legitimacy. My thesis was focussed on domestic abuse and the initial victim risk assessment tool and subsequent resource allocation process. My research showed that current tools are unreliable for informing treatment pathways, and I have therefore proposed the use of a harm metric in the initial assessment to enable more accurate assessment of threat, risk and harm, ensuring allocation of finite resources with precision. I was invited to present my findings to the University of Cambridge Institute Of Criminology Evidence Based Policing Conference July 2021.

I enjoy learning and using new evidence-based approaches in my practice. I embrace any opportunities for continuous professional development, both for myself and colleagues or team members and regularly used evidence-based practice to inform development and commissioning of initiatives such as race adjusted disparity indexes, diversionary schemes and drug intervention policies.

I have attained a good education level and qualifications; coupled with my unique background, perspective, approach, and wide-ranging experience of working at all levels in various organisations, this sets me apart from peers. I am always keen to undertake further learning and have an ambition to complete a doctorate in future.

I thrive on partnership working, and am happy to engage with, share best practice and learn from others. I most recently chaired the Durham Domestic Abuse and Sexual Violence Executive Group, and collectively we worked through some difficult challenges including funding gaps and opportunities, governance, representation and contribution issues, and emerging legislation with new powers and duties.

I enjoy running and volunteering: I have been involved in setting up a number of parkruns (including one in HMP Kirklevington Grange)

I have a full clean driving license and use of a vehicle. I am also happy to travel (including overnight stays), work agile or flexibly or however needed in order to meet the business delivery needs of the organisation.

I am Senior Information Risk Owner trained and have MV vetting clearance until 14 October 2028.