

MICHELLE BUTTERY BA (Hons), MBA

CONTACT DETAILS

(Redacted)

PROFILE

An experienced Head of Paid Service and Monitoring Officer with 28 years' post-qualification experience as a solicitor.

A strong executive-level leader with a substantial record of successful delivery in the public sector. Significant experience of strategic planning, collaboration, critical incident management, corporate governance and performance and risk management.

An authentic and empowering leader and developer of people and multi-disciplinary teams.

QUALIFICATIONS

MBA (Sept. 2010)
Qualified as a solicitor (1995)
BA (Hons) English Lit. (1991)
3 A-levels and 11 O-levels
(including 2 A/O levels)

CURRENT ROLE

Chief Executive & Solicitor, January 2014 – Present for the South Yorkshire Police and Crime Commissioner

As the Police and Crime Commissioner's (PCC's) Head of Paid Service and Monitoring Officer, leading the Office of the Police and Crime Commissioner team in supporting the PCC to set, successfully deliver and monitor his Police and Crime Plan for South Yorkshire, and to properly exercise his wide-ranging statutory functions and powers.

As the PCC's solicitor, providing and securing legal advice and representation on constitutional, public law, regulatory, contractual and employment matters.

Responsible for direct report leads and the business areas of:

- Governance, Assurance & Strategic Planning
- Finance, Partnerships & Commissioning
- Community Engagement & Communications
- Strategic Criminal Justice Lead/Local Criminal Justice Board
- Business Support
- The PCC-led partnership Violence Reduction Unit

KEY SKILLS

Executive leadership
Organisational change
Corporate governance
Monitoring Officer
Solicitor

INTERESTS

(Redacted)

PROFESSIONAL EXPERIENCE

Oct. 2012 – Jan. 2014

Warwickshire Police and West Mercia Police (Strategic Alliance)
employed by the Police and Crime Commissioner for West Mercia, Police
Headquarters, Worcester

Role title: **Head of Business Assurance & Improvement** (for both
forces)

Main duties:

- Portfolio responsibility for **Business Planning** - strategic planning (including consultation & engagement and environmental scanning), equality and diversity, policy and change management – **Continuous Improvement** – Force Performance Team, audit and inspection, process and practice review team, strategic risk management, Force Crime Registrar – and **Legal Services**
- To lead the joint chief officer team in the strategic development of the forces
- To lead the forces' continuous improvement, risk and opportunity management, lesson learning, audit and compliance activity, and reputation management
- To act as principal legal advisor to the chief constables (and forces) and the Police and Crime Commissioner for West Mercia on complex and high-profile matters.

Sept. 2010 – Oct. 2012

West Mercia Police Authority
Police Headquarters, Worcester

Role title: **Head of Strategy & Legal Services / Force Solicitor**

Main duties:

- One six Command Leads in the force, responsible for the four departments of Strategy & Change, Force Performance, Corporate Communications and Legal & Compliance Services
- To lead for the chief officer team in the strategic development of the force
- To lead the force's service improvement, risk and opportunity management, lesson learning, audit and compliance activity, and reputation management
- To act as principal legal advisor to the chief constable (and force) and the Police Authority on complex and high-profile matters

March 2005 – Sept. 2010

West Mercia Police Authority
Police Headquarters, Worcester

Role title: **Head of Legal Services / Force Solicitor**

Main duties:

- To act as in-house general counsel to the Chief Constable and the Chair and Clerk of the Police Authority
- To lead the Legal Services Department to provide high quality legal advice and representation to the Force's officers and staff, and to the Police Authority in all core areas, including constitutional and corporate matters, contractual and employment issues and disputes, judicial reviews, inquests, civil claims against the police and operational advice

Led Legal Services achieving LEXCEL quality mark accreditation in May 2008.

Nov. 2001 – March 2005

West Midlands Police Authority
Police Headquarters, Birmingham

Role title: **Deputy Force Solicitor**

Main duties:

- To deputise for the Force Solicitor in acting as in-house general counsel to the Chief Constable and the Chair and Clerk of the Police Authority and in delegated matters
- To support the Force Solicitor in running the Legal Services Department, providing high quality legal advice and representation to the Chief Constable, Force and Police Authority in all core areas, including constitutional and corporate matters, contractual and employment issues and disputes, judicial reviews, inquests, civil claims against the police and operational advice

Led the Legal Services Department achieving The Law Society's LEXCEL quality mark accreditation in December 2004; the first police force in-house legal services department to gain the standard.

Oct. 1999 – Nov. 2001

Walker & Co. Solicitors
Walsall, West Midlands

Role title: **Solicitor**

Main duties:

- Handling a criminal law and family law caseload (with some civil claims against the police, employment and wills and probate work)
- Criminal and family court advocacy in the magistrates', county and crown courts
- Accredited police station and court duty solicitor

Oct. 1999 – Nov. 2001

Geffens Solicitors
Walsall, West Midlands

Role title: **Legal Executive / Trainee Solicitor / Solicitor**

Main duties:

- Managing the criminal law team
- Handling a varied general practice caseload including civil claims against the police, mental health review tribunals, housing disrepair cases, family law, wills and probate matters
- Criminal, civil and family court advocacy
- Accredited police station and court duty solicitor

EDUCATION, TRAINING AND DEVELOPMENT

Qualifications

2007 – 2010

Master's Degree in Business Administration (MBA)
University of Worcester
Result: MBA with Distinction

1995

Admitted as a Solicitor of the Supreme Court

1993 – 1994

Legal Practice Course (LPC)
University of Wolverhampton
Result: Postgraduate Diploma in Legal Practice with Commendation (Rowley Ashworth Award for Personal Injury Litigation)

1991 – 1993	Common Professional Examination (CPE) (Law Conversion Course) University of Wolverhampton <u>Result:</u> Diploma in Law with Commendation
1988 – 1991	Degree in English Literature University of Wales, College of Cardiff <u>Result:</u> Bachelor of Arts (with Honours), 2:1 in English Literature
1981 – 1988	Secondary Education / Sixth Form Barr Beacon School, Walsall, West Midlands <u>Results:</u> 11 O-levels (including 2 A/O levels, as Mathematics and English Literature taken a year early) and 3 A-levels
<u>Training & Development Activities</u>	
Autumn 2023	<i>Designing out racism – Becoming an anti-racist organisation</i>
Summer 2023	Change Management and Resilience - training refresher
1995 – Present	Annual Continuous Professional Development hours in law / legal practice
2005 – Present	Various Force training inputs including equality, diversity & inclusion, health & safety, data protection / GDPR, cyber security etc.
2009 – 2013	Member of an action learning set for senior women in policing
2007 – 2011	Coaching and development through the National Senior Careers Advisory Service (NSCAS) for police officers and police staff operating at superintendent level and above
April 2010	National Policing Improvement Agency (NPIA) <i>Independent Command Programme</i> (Multi-agency)
July 2009	<i>Critical Incident Command 3 – Gold Command Training</i>
March 2008	3-day Mentoring Course
Sept. 2006	<i>Leadership Development for Senior Women</i>

PROFESSIONAL MEMBERSHIPS AND VOLUNTARY ROLES

Current

Vice Chair, Association of Policing and Crime Chief Executives (APAC²E)
Chair, APAC²E Strategy & Governance Network
Member of The Law Society
Co-opted Governor, (Redacted) School, Nr. Worksop, Nottinghamshire

Previous

Chair of the Association of Police Lawyers (APL) - role included being special advisor to the Association of Chief Police Officers (ACPO) Cabinet (now National Police Chiefs' Council)

REFERENCES

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