



Early Intervention Academy for Police Leaders



Home Office



College of
Policing



Academy participants

Chief Inspector Simon Barrasford, North Wales Police

Simon is part of a newly formed team within North Wales Police looking at efficiency and demand reduction. This work will have early intervention at its heart.

T/Superintendent Andrea Barrow, Lancashire Constabulary

Andrea is the early action lead for Lancashire Constabulary, and is responsible for developing a Public Service Lancashire model across the Lancashire partnership. This model aims to transform services to deliver early intervention consistently across the whole of Lancashire.

Superintendent Sian Beck, North Wales Police

Sian is Head of Community Safety and Custody within North Wales Police. She chairs the Force's Early Action Group and is a member of the multi-agency North Wales Family Support Group. She is also leading a review of Neighbourhood Policing which seeks to design a new structure focused on early intervention.

Chief Inspector Annabel Berry, Hampshire Constabulary

Annabel is currently a District Commander and contributes to a variety of partnership problem solving fora including the Troubled Families programme. She will shortly move to a new post as Head of Partnerships for the constabulary where she will develop new approaches to neighbourhood policing in the context of spending reductions, community concerns and force priorities.

Nikki D'Souza, Troubled Families Staff Officer, Durham Constabulary

Nikki is the Troubled Families staff officer to Chief Constable Mike Barton, where the principles of early intervention are central. She is also a member of the National Police Chief Council's Demand Management Group.

T/Superintendent Emma Davies, Gloucestershire Constabulary

Emma currently oversees the Force Control Room and is exploring the potential of her team to facilitate early intervention by being inquisitive and assessing whether callers would benefit from support from wider partners.

Superintendent Mark Evans, Northamptonshire Police

Mark is District Commander for Northampton. He has recently sponsored early domestic abuse intervention teams, and invested in schools officers and new gang and youth violence prevention programmes, based on the violence reduction work in Glasgow.

Jennie Hammond, Office of the PCC for Staffordshire

Jenny is the Early Intervention and Prevention Programme lead within the office of Staffordshire's PCC. She is currently working to develop a police and partnership multi-agency early intervention and prevention team for child sexual abuse, following a successful Police Innovation Fund bid.

T/Superintendent David Houchin, Humberside Police

David has a range of partnership experience, chairing a Community Safety Partnership and two Youth Crime Boards, and sitting on two Health and Wellbeing Boards in Humberside. All of these Boards have early intervention as a strategic priority.

Superintendent Sarah Jackson, Greater Manchester Police

Sarah is currently seconded into the Children and Families Directorate of Manchester City Council, where she is working to integrate approaches to public sector reform, complex dependency, early help and safeguarding.

Superintendent Stephen Johnson, Essex Police

Steve holds the neighbourhood policing and partnerships portfolio across three local authorities and is currently leading work to implement partnership hubs that will enhance collaborative working between the police and partners. He is also working with colleagues from the fire service and health to establish a multi-agency team that can provide an early intervention capability for the most vulnerable.

Detective Chief Inspector Phil Jones, Avon and Somerset Constabulary

Phil is the Constabulary lead for the Troubled Families programme. He has also worked with partners to create Multi-Agency Safeguarding Hubs through the integration of services across three local authority areas.

Superintendent Phil Kennedy, Devon and Cornwall Police

Phil has recently taken up post as the Partnerships Superintendent for Cornwall, which involves developing effective partnerships to reduce demand and minimise risk of harm. Evidence-based early intervention will be a key aspect of this work.

Detective Superintendent Joe Kidman, Thames Valley

Joe is Head of Strategy for Crime and Protecting Vulnerable People in Thames Valley Police. He is leading the Force's Safeguarding, Vulnerability and Exploitation (SaVE) Programme, equipping frontline staff to recognise and respond to those who may be at risk and supporting senior leaders to work effectively with a partners to reduce risk and demand.

Chief Inspector Kim Madill, West Midlands Police

Kim is the Intervention and Prevention Champion for West Midlands Police. She currently coordinates activity across a number of thematic areas including Troubled Families, mental health, offender management, and young people. Kim is also involved in the West Midlands Police 2020 programme which is redesigning the Force operating model over the next 3 years. Early intervention is a key part of this work.

Superintendent Mike Manley, Nottinghamshire

Mike is Deputy Divisional Commander for Nottingham City, and responsible for the delivery and development of neighbourhood policing. He chairs a multi-agency Complex Persons Panel and sits on the Priority Families and 'Fulfilling Lives' Boards. Each of these groups has a focus on early intervention.

Detective Chief Inspector Liz Mead, Bedfordshire Police

Liz leads work in Bedfordshire around Child Sexual Exploitation, safeguarding and missing children. She is a member of the Local Safeguarding Boards for Children and Adults.

Detective Chief Inspector Richard Neville, Metropolitan Police Service

Richard has restructured Wandsworth borough's safeguarding portfolio, integrating previously disparate teams and enabling a proactive approach to identifying vulnerability and intervening at the earliest opportunity. He is part of the Met's Protecting Vulnerable People working group, under the One Met Model.

T/Detective Chief Inspector Marie O'Loughlin, Greater Manchester Police

Marie is the Public Protection Division lead on Multi-Agency Safeguarding Hubs and their integration with wider public service reform. She is now redesigning the MASH model with partners to create a 'one front door' approach aligned to Early Help Hubs.

Chief Superintendent Caroline Peters, Avon and Somerset Constabulary

Caroline is the Force strategic lead for children and young people, and directly influences the delivery of services to children and young people in partnership with other agencies in her role as Area Commander, including the roll out of 'Think Family', an early intervention initiative which supports the national Troubled Families programme.

Superintendent Jo Smallwood, West Midlands Police

Jo currently works within the Force Contact department. She is also responsible for part of the West Midlands Police 2020 programme, leading work around reducing demand, including implementation of a new risk framework and grading profile.

T/Chief Inspector Lindsey Stamp, North Yorkshire Police

Lindsey is based at Scarborough and sits on the Public Services Executive Board, which seeks new ways to deliver services in a more integrated and cohesive way. Over the last 12 months she has worked to set up a co-located team of police, council staff, registered social landlords, fire and rescue, ambulance service and mental health services.

Yvonne Surman, Head of Safe Schools and Communities Team, Dorset Police

Yvonne leads the Safe Schools and Communities Team which aims to prevent children and young people becoming victims or perpetrators of crime. She is also the Internet Safety Lead for the Dorset Safeguarding Children's Board, and chairs the Youth Out of Court Disposal Managers group, influencing partners to give support to children and young people at the earliest opportunity.

Chief Inspector Emma Taylor, Greater Manchester Police

Emma is currently leading a pilot to integrate services at a neighbourhood level, based on systems thinking methodology and an understanding of demand at ward level. Staff from key agencies will work together under single line management structures, enabling true integration. The integrated teams will focus on early intervention, demand reduction and building community capacity.

Detective Superintendent Julie Wwendeth, Norfolk Constabulary

Julie is head of Safeguarding and Harm Reduction for Norfolk Constabulary and is responsible for the implementation of Norfolk Family Focus (Troubled Families) and the roll out of multi-agency Early Help Hubs across the county.