



Ethics and Integrity Panel Panel Members

Lesley Horton

Lesley Horton has a wealth of experience in the legal regulation market, specifically in leading investigations regarding professional misconduct. She has also provided specialist technical advice to project teams. Lesley also audited legal files in a previous role and has a track-record of promoting professional rigour and best practice.

Alan Rankin (Panel Chair)

Alan was born and brought up in West Cumbria. He has nearly 25 years' experience working in Human Resources, in both the steel manufacturing and nuclear sectors. His experience covers all areas of HR, including work with senior leadership and management teams to address disciplinary, complaints, performance, absence management, disability, equality, diversity and whistleblowing issues. Alan is a Fellow of the Chartered Institute of Personnel and Development. In addition, Alan is a governor of a primary school with responsibility for special education needs and child protection as well as performance management and staffing.

Michael Duff

Michael was born and brought up in Kendal and studied Business at Manchester. He has 30 years' experience as an Account Director and in Technical Sales Management for Blue Chip Telecommunications companies. He has led multi-disciplinary teams and managed large communications infrastructure projects for central government and the security services, requiring high levels of security clearance. He has a great deal of experience in managing large teams of staff from a variety of backgrounds. Latterly he has acted as an independent telecommunications consultant. Michael is a member of the Independent Review Panel for South Lakeland District Council and a secondary school governor and has previously been Chair of Governors for 12 year at a large primary school.

Alex Rocke

Alex worked in local government for twenty five years in Liverpool, Bolton, Blackburn and Kettering where he was Director of Community Services. He took a particular interest in working with partners to deliver regeneration schemes; introducing innovative ways of involving customers and new approaches to service delivery.

Since 2001, he has worked as an interim manager and independent consultant. He is a member of the Chartered Institute of Housing. In 2002, he was appointed to the First Tier Tribunal (local government standards). In 2012 he was appointed as a Statutory Independent Person for Cumbria County Council. He is non- executive director of Healthwatch Lancashire and a Trustee of the Crossfield (Arnside) Housing Society.