

## Ethics and Integrity Panel Members

### **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 Roche**

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.

### **Jane Scattergood**

Jane is an interim director of nursing and quality for Healthier Lancashire and South Cumbria ICS and is a standing member of the NICE Quality Standards Advisory Committee with a remit for public health. She led the establishment and roll-out of the COVID-19 vaccination programme in Lancashire and South Cumbria, developing a nurse led mass vaccination service.

Jane is a technical adviser to the World Health Organization's collaborating centre for public health nursing and midwifery at Public Health England. She is a Queen's Nurse and is qualified as a nurse, midwife and specialist community public health nurse and an honorary member of the Faculty of Public Health. Also, a community practice teacher for post-registration students; an independent non-medical prescriber; and a registrant panel member with the Nursing and Midwifery Council for fitness to practise hearings. Jane is the Chair of ICON a national programme to drive down the incidence of abusive head trauma in infancy – shaken baby.