



Peter McCall  
POLICE, FIRE & CRIME  
COMMISSIONER

## Ethics and Integrity Panel Members

### **Jane Scattergood (Panel Chair)**

Jane is Director of health and care for the South Cumbria area of NHS Lancashire and South Cumbria Integrated Care Board. Jane is a qualified nurse, midwife and specialist community public health nurse. Jane was awarded the title Queens Nurse in 2019 and is an Honorary Member of the Faculty of Public Health. She sits on the Fitness to Practise panel of the Nursing and Midwifery Council, is a standing member of the NICE Quality Standards Advisory Committee, and was a technical adviser to the World Health Organization's collaborating centre for public health nursing and midwifery at Public Health England. Jane has a special interest in maximising the contribution of nursing, nurses as leaders, public health nursing and professional regulation and discipline. She is the Chair of ICON a national programme to drive down the incidence of abusive head trauma in infancy – shaken baby.

Jane led the Covid-19 Vaccination Programme in Lancashire and South Cumbria. Jane lives in South Cumbria and had worked clinically for many years in Barrow-in-Furness; in the community, in out of hours primary care and in acute care. Jane was a volunteer custody visitor at Barrow police station on behalf of the Police and Crime Commissioner for Cumbria and now sits as a member of the Ethics and Integrity Panel.

### **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.

### **Andrew Dodd**

Andrew is originally from the Fylde Coast and studied law in Liverpool, training as a solicitor in Kirkham near Preston, finally qualifying in 1979. Undertaking various areas of general practice and specialising in criminal law, partnership in the growing law firm soon followed. He enjoyed many years in the successful business but at the age of 36 following a long held sense of calling, left the partnership to undertake a theology degree and train as a minister in the Baptist Church Hawkshead Hill Baptist Chapel appointed him and his wife to the ministry in 1992 where they remained until 20. To support the ministry Andrew took up his legal career again and served as a Crown Prosecution Service solicitor until retirement. He was employed as ecumenical officer by Churches Together in Cumbria for 9 years and is currently its president.

### **Ben Phillips**

Although Ben was born and raised in Twickenham, he first moved to Cumbria 21 years ago. After studying History Ben went on to work as a Bank manager. He then studied Theology and served as a curate in Cockermouth for 3 years. He subsequently became Vicar of Stanwix for 7 years; Chaplain of the English Church in Rio de Janeiro for 3 years; Rector of Trinity Streetsville in Canada for 4 years. Ben is currently Vicar in Dalston, Carlisle which encompasses 5 rural churches and 4 primary schools of which he is a Governor.

### **Megan Masters**

Meg was born and brought up in West Lancashire, where they completed their BTEC course in Public Services and began their university course of Criminology, Criminal Justice, Policing & Investigation. During 2020, Meg relocated to Carlisle to complete the final year of their Bachelor's Degree. After finishing this course, Meg decided to take on a Masters Degree in Criminology, Risk and Safeguarding, this led to an interest in diversity and inclusion. Due to Meg being part of the LGBTQ+ community, their interest in this subject has turned into a passion. Meg is passionate about making any workplace inclusive for all types of people, whether part of this community, or not. During their college and university experiences, Meg visited prisons, courts, and policing colleges around the world, including places such as Belfast, Poland and Australia. This has led Meg to have a wide range of personal experiences in many countries with people and environments that surround the public services.

### **Alison Ramsey**

For the greater part of her career, Alison has worked in Senior HR positions within multinational FMCG, brewing, manufacturing and engineering companies. In the last six years, she has shifted her focus to the Housing sector, where she worked as Head of HR and OD for a Liverpool Housing Association. Having recently made the move to Cumbria, Alison is currently working for Westmorland and Furness Council.

### **Shaun Thomson**

Shaun was originally from Newton Stewart, in Dumfries and Galloway but has been a Cumbrian resident for the last 23 years. He studied Mental Health Nursing at Glasgow Caledonian University and is a Registered Mental Health Nurse. He worked in the NHS for 24 years in a variety of clinical and managerial roles, working extensively with patients in acute mental health crisis. He is currently a Health and Social Care Inspector with His Majesty's Inspectorate of Prisons, leading inspections of healthcare facilities within prisons, young offender's institutions, immigration removal centres, military custody and court custody.

### **Penny Walker**

Penny has lived in South Cumbria since 1987 arriving from Ayrshire, Scotland to work in the hospitality industry. Eager to learn and progress Penny secured her first management role at the young age of 19. Progressing through the industry and developing strong people management and business skills, the time came for a change of direction both in life and in career. Having meaningful values and working for a values driven organisation, became important and 22-years later Penny continues to work for the international charity Oxfam. Working both in the UK and abroad helping to create lasting solutions to the injustice of poverty. Penny is passionate about people, is a developmental leader that promotes growth, change, innovation & performance. Experienced in dealing with investigations, HR related issues, safeguarding & welfare. Currently managing a wide portfolio of functions including eCommerce, B2B & B2C operations, Waste and Recycling, Warehousing, Festivals & Events. Bringing up her children she is proud to be part of such a wonderful community. Her family live and work in Cumbria with grandchildren in the local schools.

### **Eloise Abbott**

Eloise was born in Barrow and raised in Ulverston. She went to UVHS and then studied Philosophy, Politics and Economics at Mansfield College - Oxford, before becoming a Police Constable for Lancashire Constabulary, based in Blackpool. She worked in the police for just over a year, did a few other roles, and then became a Civil Servant in 2019. She has worked in a variety of central government departments and now focuses on local growth and levelling up policy, leading a project on Barrow-in-Furness. She lives in London and is back in Cumbria on a monthly basis. In her spare time she runs a philosophy club for friends, sings, runs and does CrossFit, to very varying abilities.