



**Panel Members of the Independent Review of the  
Lincolnshire Police Approach to Violence Against Women and Girls**

**Marc Jones- Police and Crime Commissioner for Lincolnshire**

Marc became the new Chair of the Association of Police and Crime Commissioners (APCC) in 2021 and will be the first person to remain Chair for a two-year term.

As APCC Chair, Marc provides a face and voice for the ‘home of policing governance’ which represents Police and Crime Commissioners, Mayors and Deputy Mayors for Policing, as well as Police, Fire and Crime Commissioners and other policing bodies such as the City of London, British Transport Police, MOD Police and Police Scotland.

Marc has previously held national positions of lead on serious organised crime, child abuse and exploitation and deputy lead on the victims’ portfolio.

Marc is in his second term as Police and Crime Commissioner for Lincolnshire. He was first elected in 2016 and re-elected in May 2021. He has previously served as Executive Councillor for Finance & Property at Lincolnshire County Council and as Deputy Leader of the City of Lincoln Council.

As PCC, Marc has prioritised the transformation of services for victims of crime and driven positive changes across the local criminal justice system for those with challenges to their mental health. Alongside this, he is delivering with the Chief Constable an ambitious programme of change to ensure the police force can meet the expectations of communities for years to come.

**Panel Chair - Caroline Killeavy- Chief Executive- YMCA Lincolnshire**

Caroline Killeavy joined YMCA Lincolnshire as Chief Executive Officer in January 2018. With over 25 years senior leadership experience in the Voluntary and Public sectors, Caroline is known for her skills in empowering and supporting communities to build resilience, confidence and skills. She has extensive experience is working with disadvantaged and minority communities.

Caroline currently heads up a charity supporting vulnerable people across Lincolnshire through their emergency accommodation for those experiencing homelessness, abuse and mental health challenges. Caroline brings with her the life stories and lived experience of those she supports. The charity also provides extensive support services to young people in the county and those community members living in isolated rural locations.

Caroline is a founding member of GLOW (Greater Lincolnshire’s Outstanding Women Network), a network aspiring to support women of all backgrounds to reach their full potential.

Caroline is a Board Member of the Be Lincoln and Connected Coast Town Deal Boards and is a Trustee of Lincoln City Foundation. Caroline lives in Lincoln with her partner and teenage daughter.

**Panel Members**

**Celia Madden- CEO- Edan Lincs**

Celia Madden is the Chief Executive Officer (CEO) of EDAN Lincs Domestic Abuse Service. Celia has worked for the organisation for 20 years and has vast knowledge & experience around domestic abuse and safeguarding.



EDAN Lincs is the countywide provider of three contract supporting individuals and families impacted by domestic abuse. The Countywide IDVA service, provides short-term intervention to high-risk victims of domestic Abuse. The Countywide Outreach Service offers support and advice to men, women and children to assist in them moving forward in their lives. The countywide Refuge Service offers safe accommodation across Lincolnshire, comprising of two multi-occupancy refuges and 5 dispersed properties a total of 21 families

**Alison Goddard- Chief Executive- Lincolnshire Action Trust Charity**

Alison has worked in the justice sector since 1997, initially in the public sector with Lincolnshire Probation Service, before moving to the voluntary sector in 2001 as Chief Executive of the newly established charity, Lincolnshire Action Trust. Under Alison's leadership, LAT has developed to become a highly regarded provider of services throughout the criminal justice system from point of arrest to release from prison, including specific services for women. Alison is passionate about improving people's life chances, and has a particular interest in the experience of women and girls in the justice system.

**Sharon Walker- Service Manager- Make a Change Lincolnshire**

Has worked over 30 years across sectors, managing services to provide housing and support, set up provision for women and children fleeing domestic abuse. She has set up community supported housing services for treatment resistant drinkers, offering a medicated detox to support those most marginalised to access treatment.

Sharon has expertise in managing provision, shaping and forming services to tackle both victims and also offenders. Working in partnership with a range of services including strategic boards within the Safer partnership and Domestic abuse partnership.

In her recent role of Local Area Manager Sharon implementing a perpetrator provision in line with national Respect standards.

Sharon is passionate about ensuring a local, co-ordinated approach to protect women and girls to agree strategies to bring professionals to account in a response to VAWG strategy.

**Lauren Hall- Criminology Lecturer- University of Lincoln**

Dr Lauren Hall is a Lecturer in Criminology at the University of Lincoln, specialising in reducing offending/addiction and the gendered experiences of crime and justice. Her work prioritises strengths-based perspectives and broadly encompasses relationships, identity and community-based responses. Her current research includes understanding the experiences of women whose partners offend; research on effective legal and policy responses to VAWG; and designing social models of promoting desistance and recovery. She is supervising two PhD students who are evaluating aspects of the Lincolnshire Women's Strategy development and implementation.

**Marie- Claire Bretherton- Education Director- Anthem**



Marie-Claire is the Education Director for Anthem, a Trust of 16 Primary and Secondary schools who together are working to create ambitious and successful schools. She is also a National Leader of

Education, and the founder and leader of KYRA – a community for teaching, leadership and school improvement partnerships in Lincolnshire serving a group of 70 schools. Having trained as a primary school teacher and then as a headteacher she led three very different schools in Lincolnshire to secure improved outcomes for children and young people, including in the most challenging of circumstances.

**Sundari Anitha- Professor of Gender, Violence and Work- University of Lincoln**

Sundari Anitha is Professor of Gender, Violence and Work at the School of Social and Political Sciences, University of Lincoln. She has over two decades' experience of research, policy-making and frontline work in combating violence against women and girls (VAWG). She has researched and published widely on various dimensions of VAWG such as domestic violence, forced marriage, transnational marriage abandonment, dowry violence, sexual violence and gender-based violence in university communities in the UK, India and the USA. She has previously managed a Women's Aid refuge and is a trustee of Asha Projects, a specialist refuge for South Asian women who have experienced domestic violence.

**Michael Heath**

Michael Heath practised as a solicitor in Scunthorpe from 1975 to 1995 specialising in criminal and civil litigation. He became a Circuit Judge on the Midland Circuit in 1995 and sat for 22 years until he retired in 2017. He dealt with civil, family, and criminal cases, ultimately specialising in cases of murder, serious violence, and serious sexual assault including rape.

**Matthew Morrissey- Middle Manager Lead for Probation (Domestic Homicide Reviews, Safeguarding Adults and Safeguarding Children) – Probation Service**

Matthew joined Lincolnshire Police in 1997 and was a Police Constable based in Grantham until 2003, when he left to join the Probation Service.

Within the Probation Service he has worked with perpetrators of domestic violence and intimate partner violence for almost 20 years, including ensuring that resources are developed and directed towards abusers, to reduce their harmful behaviour. As a Senior Probation Officer, he has had many years' experience working across various Strategic and Operational Management Boards/Partnerships in Lincolnshire, usually as a statutory partner representative and 'critical friend.'

Matthew is the Middle Manager Lead for Probation in terms of Domestic Homicide Reviews, Safeguarding Adults and Safeguarding Children; all of which he volunteered for. He would be honoured to be involved in helping to establish a Violence Against Women and Girls Assurance Panel, to assess the ongoing work of Lincolnshire Police.

**Tracey Forman- Chief Executive Officer and Principal- Specialist Further Education**

Tracey is the Chief Executive Officer and Principal of a Specialist Further Education college focussing on young people with special educational needs. She has worked within the education sector for many years and was previously the Director of Student Services for a large Further Education



college. Tracey has been a Safeguarding Lead in sport and education for over 10 years and has worked with many vulnerable young women who are experiencing violence. Tracey is passionate about education as a key force for changing attitudes and behaviour. As a regular runner she is also keen to ensure that the streets are safe for women and girls.

**Joanne Davison- Director of Strategy and Operations- Office of the Police and Crime Commissioner for Lincolnshire**

Jo Davison is Director of Strategy and Operations in the Office of the Police and Crime Commissioner for Lincolnshire. In this role she has strategic responsibility for commissioning in delivery of the Police and Crime Plan, partnership working, communications and engagement and victim services. Prior to

this she worked for 13 years in health and social care, with roles in Commissioning, Strategy Development and Delivery, Innovation, Performance and Information.

**Lincolnshire Police Team**

**D/Superintendent Suzanne Davies- Lead for serious violence reduction and violence against women and girls- Lincolnshire Police**

I joined Lincolnshire Police in 1994 working across the county predominantly within the Criminal Investigation Department before leading the Neighbourhood Policing Team for Lincoln City Centre. For the last four years I have been the Head of our Professional Standards Department, listening to and responding to public complaints as well as preventing and investigating internal misconduct. In April this year I was appointed the lead for serious violence reduction and violence against women and girls for the force.

I am really passionate about building trust and confidence in policing and as the Mum of an 11 year old boy, want to encourage our men and boys to be upstanders and not bystanders.

**Sarah Norburn- Domestic Abuse Coordinator- Lincolnshire Police**

I joined Lincolnshire Police as a member of staff in 2004; during this time, I have worked in Domestic Abuse, but also been involved in work for stalking, harassment, honour based abuse, forced marriage and Female Genital Mutilation. I previously held a post at HMP Lincoln after graduation from Lincoln University with a BA Hons in Criminology. For 17 years I have worked in the force, developing our response to DA, but also covering partnership DA work, including at Domestic Homicide Review Panels, MARAC Chair and Steering Group Vice-Chair, lead for the initial communication response for COVID19 and DA for the county. I represent the force at local, regional and national level.

Since November 2021 the force has approved an attachment to the national Violence Against Women and Girls Policing Taskforce. I hold the delivery lead for the pursuit of perpetrators workstream, and I also manage Op Lester (spiking) Silver Meetings, I am the West Midlands Regional VAWG Leads' SPOC on the taskforce. I continue to work one day a week in Lincolnshire, running projects such as DA Matters, a training and cultural change programme & the Make a Change DA perpetrator programme.

Personally, I have a 10 month old puppy - who often makes an appearance on Teams! I live in the county and enjoy getting out walking, I'm often seen at yoga and strive to have a good work/life balance.



**Lincolnshire**  
**POLICE & CRIME COMMISSIONER**

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SAFER TOGETHER