

# Office of the Police and Crime Commissioner for Northumbria

## Diversity Information

- 33 Members of staff
- Proportion who are women – 64%
- Proportion who are disabled – 3% (9% unknown)
- Proportion who are of an ethnic minority – 3% (9% unknown)

## Kim McGuinness

Police and Crime Commissioner  
for Northumbria

## Ruth Durham

Chief of Staff and Monitoring  
Officer

## Scott Duffy

Director of  
Confidence, Standards  
and Statutory Appeals

## Mike Tait

Chief Finance  
Officer

## Rachel Snaith

Director of  
Commissioning and  
Policy

## Jane Mackintosh

Northumbria LCJB  
Business Manager

## Adrian Pearson

Director of  
Planning and  
Delivery

**Vicki Wilson** – Executive Co-ordinator  
**Janice Phalp** – Receptionist and Office  
Co-ordinator

**Tracy McCann** – Commissioning and Policy  
Manager

**Dean Lowery** – Commissioning and Standards  
Officer

**Rachel Lawson** – *Policy and Research Officer  
(seconded to VRU)*

**Maxime Rowson** – Policy and Research Officer

**Nitin Shukla** – Policy and Research Officer

**Dean Taylor** – Policy and Research Officer

**Holly Thornton** – Commissioning and Policy  
Support Officer

**Ben Cuthbertson** - Digital Engagement  
Adviser

## Non OPCC staff based within the OPCC

**Heidi Boden** – Policy, Media and  
Communications Officer (Northumbria  
Police Communications Team)

# Northumbria Violence Reduction Unit (VRU)

**Steven Hume**  
Head of the Violence Reduction Unit

**Lauren Dobson**  
Communication and  
Engagement Officer

**Julie Smith**  
Domestic  
Abuse  
Specialist

**Lauren  
Beveridge**  
Project  
Support  
Officer

**Neil Wardingham**  
Partnership Analyst

**VRU Co-ordinators:**  
**Rachel Lawson**  
**Nicola Johnson**  
**Rebecca Brown**  
**Mark Joyce**

**Education Delivery Team:**  
**Leonie Kameli**  
**Eric Fletcher**  
**John Ord**  
**Kerry Leask**  
**Karen Kirkbride**  
**Sarah Donnison**

**Anita Lord**  
Project  
Delivery