



College of
Policing

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Equality, Diversity and Inclusion Advisory Panel

Members Biographies

David Carrigan – Chair

David is the Chair of the College's EDI Advisory Panel who provides strategic advice to our Board on Human Rights, Equality and Diversity. He has a particular interest in community cohesion, strategic leadership modelling and accountability structures in policing.

David was involved in the creation of the College through the work of the Home Office's College Set up Group and he continues to support the College's programme for ethics and integrity in policing.

In addition to his role with the College he is the Head of Equality Strategy for Citizens Advice and holds positions as non-Executive Director for Praxis – a Human Rights charity and is a school governor.

David's previous employment history leading equality strategy for a number of government bodies such as the Homes and Communities Agency, the Housing Corporation and the Commission for Racial Equality.

Shindo Barquer

[Biography being updated]

Mohammed Basharat

Mohammed is a Chartered Fellow of the Institution of Occupational Safety and Health (IOSH) and has worked in the field of health and safety, environmental health and compliance for over 20 years. He has attained post graduate qualifications in Environmental Health, Occupational Health and Business Administration.

Mohammed has fulfilled a number of professional roles for IOSH including chairing the Midland Branch Executive Committee where he supported the professional development of 3000 practitioners. He has been a member of the Research Committee considering research proposals to a £5million fund. He has spent six years leading on ethics including chairing its Professional Ethics Committee overseeing the professional conduct of 44,000 worldwide practitioners. He has been honoured with an IOSH distinguished service award for services to health and safety.

Mohammed has experienced a number of sectors including public health and safety, construction, civil engineering, facilities management, retail, food, events, entertainment, warehousing and manufacturing. He has been a regulator, educator, trainer and an internal advisor whilst fulfilling leadership roles at the largest local authority in Europe, an executive non-departmental public body and the civil service.

Mohammed is presently the Head of Health and Safety for the Education and Skills Funding Agency responsible for the client led health and safety on a £5Billion pound school construction programme.

Laura Costello

Laura currently works in the public sector for a local borough council housing department. Her previous roles include; Community, Schools and Volunteer Training Officer for the St Johns Ambulance in Kent, Operational Equality Advisor for the National Policing Improvement Agency and Equality Team Administrator for Kent Police.

Abigail Lammas

Following a period of teaching analytical sciences to veterinary students and zoologists, Abigail embarked on a career outside of the lecture-laboratory to work on national programmes such as the National Teaching and Learning Programme and the transformational QCF Readiness Programme both of which required leadership at the regional level. Abigail later took responsibility for the quality of London's learning and skills provision through the Learning and Skills Improvement Service, working with government agencies and the regulator; Ofsted on quality improvement interventions. Over the last six years, Abigail has worked with a range of professional membership bodies (CIPD, CIM, CIEH, IPM) in a transformational capacity, providing strategic and operational direction mainly focusing on professional development.

Abigail maintains her own continuing professional development through mentoring adult learners, volunteering at local events and as a member of the National Reader Panel.

Suzanne McCarthy

Suzanne McCarthy held several senior positions during her executive career including Immigration Services Commissioner and Chief Executive of both the Human Fertilisation and Embryology Authority and the Financial Services Compensation Scheme. During her Whitehall career she worked at both HM Treasury and the Home Office (where she served as Private Secretary to two Home Secretaries).

Suzanne is Chairman of the Joint Audit Panel of the Mayor's Office of Police and Crime and the Metropolitan Police Service, Chairman of the Southwark and Lambeth Integrated Health Partnership and Chairman of Depaul UK, a charity concerned with youth homelessness. She is currently a member of several boards including the Advertising Standards Authority, the Academy of Medical Royal Colleges, the Fundraising Regulator where she chairs the Code of Standards Committee and the Architects Registration Board. In addition, she serves as the Independent Appointed Person for the Greater London Authority. Her previous Board appointments include the Royal Institute of British Architects, the General Medical Council and the Royal Institution of Chartered Surveyors UK and Ireland Regulatory Board.

Before entering the public sector, Suzanne worked as a solicitor in private practice and was a lecturer in Law at the University of Manchester. Suzanne studied both in America and the UK, and holds an LL.M. degree from the University of Cambridge.

Gurvinder Sandher

Gurvinder is the CEO for the Kent Equality Cohesion Council and is responsible for providing the leadership, vision and strategy for the Charity which works across North and West Kent working with diverse communities to tackle discrimination, harassment and to promote positive community relations and our shared values. The main focus of his work is around public education, policy development and community engagement. This involves providing advice around service delivery and recruitment to public and private sector partners.

EDI Advisory Panel Biographies

Since 2008, Gurvinder has also been the artistic director for Cohesion Plus Kent. The organisation uses the arts to engage and bring diverse communities together, promoting cohesion and understanding. He is also an Independent Member of the Kent Police and Crime Panel of which he is Vice Chair and the County Chair of the Kent Police Independent Advisory Group.