

Regulatory Research Conference: Witness to Harm

17 October 2024 | The Abbey Centre, London



Speaker biographies

○ Rebecca Addis

Rebecca Addis is the Owner/Director of Community Research, a research consultancy whose approach is informed by their desire to create connections between organisations and the communities that they serve. For their clients, they want to create better understanding and genuine dialogue opportunities. For communities, they want to build confidence and give people the opportunity to have a say on the issues that affect their lives. Rebecca has worked extensively with health and care regulators over the past 15 years, conducting a variety of qualitative and deliberative research with registrants and patients/public. Engagement on fitness to practise processes has been a core area of focus.

○ Megan Bennett

Megan Bennett is Policy & Public Affairs Manager at Medical Protection Society, working across the UK, Ireland, Hong Kong and Singapore. Megan focuses on policy, legislation, stakeholder engagement and advocacy to protect the professional interests of doctors, dentists and healthcare professionals while driving patient safety and best practice.

○ Yael Bradbury

Over two decades at the GMC, Yael Bradbury has led the drafting on three reviews of core professional standards document, Good medical practice, as well as developed standards guidance on decision making and consent, conflicts of interest, and joint standards with the NMC on the professional duty of candour. Yael also develops learning materials, such as GMP in action, to help bring the standards to life and illustrate how they can apply in practice.

○ Fiona Browne

Fiona Browne is Director of Education, Standards and Development at the General Osteopathic Council, with an overarching objective of protecting the public. Fiona also has experience of being a board member of a national patient charity focusing on patient partnership and a local government standards committee ensuring standards and ethics in local government. Fiona is particularly interested in themes of engagement, support and community in healthcare and supporting behaviour change, professionalism, patient partnership and patient safety. Fiona has a background in law, has published in areas related to shared decision making and professionalism, and has held previous roles in other health professional and other sector regulators and in postgraduate medical education.

○ Dr Marie Bryce

Dr Marie Bryce is a Senior Research Fellow at Peninsula Medical School and Peninsula Dental School, University of Plymouth. Her main research interests are in health professions regulation, the healthcare workforce, and clinical education. She has conducted a number of studies focused on the identification and management of concerns about health professionals' conduct and behaviour, including regulatory fitness to practise procedures and organisational performance management processes. More information about her research, including publications, is available here: <https://www.plymouth.ac.uk/staff/marie-bryce>

○ Fiona Campbell

Fiona Campbell is a Professional Liaison Consultant for Scotland at the Health and Care Professions Council (HCPC), in the department of professionalism and upstream regulation. Her work supports registrants, their employers and the organisations in which they work to promote professionalism, embed standards and sustain healthy cultures to promote patient safety and excellence in the care being delivered. Fiona is a HCPC registered Speech and Language Therapist with a career spanning work in NHS Scotland and the Higher Education sector before joining the HCPC in 2022.

○ Jenny Clapham

Jenny Clapham is the Research and Insight Manager at the General Pharmaceutical Council. She is responsible for the organisation's public consultations, internal and external research activities, and a number of insight projects on EDI, fitness to practise and register trends.

○ Dr Gareth Davies

Dr Gareth Davies is a medical statistician with over 25 years of experience of analysing public health, healthcare and clinical research data. Since joining the Health and Care Professions Council (HCPC) in late 2021, his mission has been to bring epidemiological thinking to the analysis of HCPC data.

○ Professor Gabrielle Finn

Professor Gabrielle Finn is Associate Vice President (AVP) for Teaching, Learning, and Students. She is also Professor of Medical Education in the School of Medical Sciences. Gabrielle is the Chair of the Association for the Study of Medical Education, and Associate Editor for Perspectives in Medical Education and Anatomical Sciences Education. She is a National Teaching Fellow and Principal Fellow of the Higher Education Academy (AdvanceHE). Gabrielle is also an active medical education researcher with interests including gender discrimination, feminist theory, arts and humanities, assessment and feedback, differential attainment, professionalism, and innovative pedagogy. Her research funding is related to Fitness to Practise and regulation within health professions.

○ Rosemary Flowers-Wanjie

Rosemary Flowers-Wanjie is a Policy Lead at the Health and Care Professions Council (HCPC), focusing on standards. In 2022-24, she updated the Standards of conduct, performance and ethics and the guidance that accompanies it. She has an LLM in human rights and her research previously focused on access to healthcare during the covid-19 pandemic.

○ Dr Susanne Gibson

Susanne Gibson is Senior Research Manager at the General Dental Council. Before joining the GDC in 2019, she worked with third sector organisations and universities across different areas of health and social care research and evaluation, including mental health and older people's care. Susanne has also taught and published on topics in medical and professional ethics.

○ Dr Hanna Gillespie-Gallery

Hanna Gillespie-Gallery is the Evaluation and Research Lead at NHS Resolution. She brings experience across academia, the charity sector, and the NHS in research and evaluation. Hanna leverages data and research to demonstrate impact and guide decision-making processes that enhance fairness, foster meaningful change and drive effectiveness.

○ Dr Sharif Haider

Sharif Haider is a Senior Lecturer in Social Work and programme lead for the BA and MA in Social Work at The Open University. He is a registered social worker and a management coach, having worked in both child and adult services, as well as a qualified approved mental health professional (AMHP) and a best interest assessor (BIA). Sharif's research focuses on digital social work and pedagogy; global mental health, specifically psychosocial interventions; and social work with autistic children, adults and families. It has been published in a wide range of academic and professional journals

○ Dr Gemma Hughes

Dr Gemma Hughes is Associate Professor, Healthcare Management at the University of Leicester School of Business where she co-leads the Healthcare, Innovation, Policy and Management research group. Gemma researches how policies and organisational practices affect people's experiences of healthcare using qualitative methods including ethnography. She also has experience of working in the NHS and the voluntary sector. Gemma led the ethnographic research of Fitness to Practice hearings – she, and colleagues, studied how the hearings happened and how people experienced the hearings.

○ Amrita Limbu

Amrita Limbu is a Postdoctoral Research Fellow at the University of Leeds, contributing to a project on the registration of migrant healthcare professionals in the UK. Her research interests include migration, labour, inequality, emotions, and transnational families.

○ Belinda Lines

Belinda Lines is Lead Social Worker with the Notifier Support Service within the Australia Health Practitioner Regulation Agency's Professional Misconduct Unit, National Legal Practice. Belinda has previous experience working within the Criminal Justice System including the provision of information and support to victim and witnesses through legal processes. Belinda holds a Bachelor of Social Work with Honours from the University of South Australia. She has a passion for building capacity within organisations to support people navigating complex systems.

○ Steve Loasby

Steve Loasby works within the research team at the General Medical Council. His role focuses on directly undertaking and externally commissioning research and evaluation projects. His particular interest is on evaluation and how the GMC can further develop its assessment of impact, both at the project and strategic level. Previously, he worked as a market researcher for the pharmaceutical industry.

○ Dr Pauline Milne MBE PhD MN BN RN CF

Pauline has extensive NHS experience working as a nurse in senior leadership and policy roles at regional and national levels. She currently works as an independent Healthcare Consultant. Pauline's research interests are Nursing Workforce Policy, Planning and Safe Staffing. Pauline has recently completed a Churchill Fellowship on Protecting Nurses from Suicide. She is part of the research team on a five-year [Wellcome-funded nurse suicide study](#). Pauline is involved with work package five, which focuses on investigating the impact of workplace investigations and Fitness to Practice referrals on the mental health and suicidality of female nurses.

○ Marita Morahan

Marita Morahan is Ethical Framework Review Lead at the British Association for Counselling and Psychotherapy (BACP) and has a counselling private practice in Cambridge. She is additionally a Chartered Psychologist and an Associate Fellow of the British Psychological Society alongside her role at BACP. Marita also teaches counselling in a higher education setting.

○ Andrew Payne

Andrew Payne is deeply interested in the aspects of healthcare that are relevant to his case following a dispensing error that impacted his late wife. The duty of candour, Fitness to Practise, and insurers are areas of particular interest on which Andrew has been campaigning since early 2020.

Recently, Andrew asked two FOIR questions to healthcare regulators about how the duty of candour is reflected in their FtP process. He found some early results to be worthy of discussion.

○ My Phan

My Phan is the Head of Data and Insight at the General Pharmaceutical Council. She leads a team of data analysts and researchers and is responsible for organisational reporting as well as overseeing a programme of insight, research and evaluation projects.

○ Dr Samantha Phippard

Samantha (Sam) Phippard has over 20 years of experience working with vulnerable children and young people across the care system, education, and voluntary sectors. She is a qualified Social Worker and Play Therapist. Sam has worked as a Social Worker and practiced with children and families both in the UK and abroad. She has completed research drawing on creative methods to support children having a voice in decision making forums, gaining an education doctorate in education after researching into what matters to children in remote locations through the World Café. More recently, Sam was awarded a National Institute of Health Research Fellowship to research understanding CAMHS interventions for children in care. She manages a children's services team and practices as a play therapist. Sam became the DSL for Play Therapy UK in 2024.

○ Dr Gemma Ryan-Blackwell

Gemma Ryan-Blackwell has a diverse background as a qualified teacher with QTLS with Society for Education (fellow) and is also a registered adult nurse and nurse teacher with Principal Fellowship of Higher Education Academy (now Advance HE). She is currently Programme Leader for the Foundation Degree in Nursing Associate Practice (apprenticeship and non-apprenticeship) and Senior Lecturer in nursing.

Her experience includes secondary, further and higher education (maths, biology, health & social care), research management, private and NHS healthcare (community and acute setting). She holds a Doctor of Nursing, MSc Professional Education and PGCertHE obtained from DeMontfort University; BSc (Hons) Health & Social Care and PGCertAdvancing Healthcare Practice from the Open University. Gemma has extensive experience in online and distance education at a range of academic levels. Her professional doctoral study examined the concept of professionalism and social media.

Gemma currently works on a range of research projects with a particular interest in professionalism, accountability (including the legal aspects of this), online social networks and social media in healthcare and healthcare education. Ongoing research involves raising

awareness of, assessment and decision making for [un]professional behaviours of nurses in social media, 'e-professionalism' policy, guidance and interventions, the role of the nursing associate, professionalism and socialisation, and an NIHR project, Witness to harm, holding to account. Other interests include realist ethnography and realist methodologies. Gemma is a Human Research Authority Human Research Ethics Committee expert member.

Gemma has a diverse teaching background with a particular focus on nursing, health and social care and interprofessional education in the online environment. She is also interested in the use of participatory social media technologies such as blogging for reflection in partnership with students; including the use of this to teach research methods and theory. In complement to her research interests, critical realist principles and embedding these into pedagogic practices are part of her approach to the design and delivery of online materials.

○ Professor Rosalind Searle

Rosalind H. Searle holds the chair in Human Resource Management and Organisational Psychology at the University of Glasgow's Adam Smith Business School in Scotland, UK and founding director of the European Association of Work and Organisational Psychology's Impact Incubator. She is a Chartered Occupational Psychologist, and a Fellow of the Academy of Social Science (FASS), the British Psychological Society (BPS), the International Association of Applied Psychology (IAAP), the Royal Society of Arts, and an academic fellow of the Chartered Institute of Personal and Development (CIPD). Her research includes study of health professionals counterproductive work behaviours, and organisational trust and distrust.

○ Sanjay Sekhri

Sanjay Sekhri is the Deputy Director of two of NHS Resolution's operating divisions – the Practitioner Performance Advice Service and Primary Care Appeals. Sanjay's role involves the operational oversight of these services as well as the Advice service's evaluation, research and insights programme. A key priority is helping to ensure the Advice service has a positive impact in achieving a fair resolution for all the parties involved where concerns are identified about individual practitioners and to support the safe and valued retention of clinical staff in the NHS. Sanjay was previously Head of Operations in the Advice service, with leadership responsibility for the Assessment and Intervention function.

○ Ceylan Simsek

Ceylan Simsek is the Policy & Public Affairs Officer at Medical Protection Society, working across the UK, Malaysia and South Africa. Ceylan focuses on policy, legislation, stakeholder engagement and advocacy to protect the professional interests of doctors, dentists and healthcare professionals while driving patient safety and best practice. Prior to her current role, she has worked as a Case Manager for many years, providing medico-legal advice to doctors and has been published in a number of legal journals.

○ Dr Annie Sorbie

Annie Sorbie is a Senior Lecturer in Health, Medical Law and Ethics at Edinburgh Law School, with a research and teaching portfolio. Prior to her career in academia, she had over 14 years' experience in legal practice in the health, social care and regulatory sector (September 2001 – December 2015, Partner from 2009). She has extensive experience of providing strategic advice on matters of health regulatory practice and policy.

Dr Sorbie's research interrogates two key and related areas, namely health research regulation, with a focus on the role of the public interest, and the regulation of individual health and social care professionals. She has been called upon to provide independent expert advice to a range of public and third sector bodies in each of these areas. Dr Sorbie is a Deputy Director of the Mason Institute for Medicine, Life Sciences and the Law, and co-leads its policy portfolio. She is also currently the Director of KEI within the Law School, and the head of the Health, Medical Law and Ethics Subject Area. Since June 2018, she has been appointed to the Lay Advisory Group of the Royal College of Surgeons of Edinburgh, and also serves on the College's Patient Safety Committee.

○ Julie Stone

Julie Stone is an academic medical lawyer and ethicist who has led policy initiatives in professionalism and healthcare regulation for over thirty years. As executive lead for the Centre For Health Research and Education (CHRE)'s Clear Sexual Boundaries project, Julie has published, drafted guidance, and advised national bodies on all aspects of professionalism and boundaries, including two key reports for the General Osteopathic Council. She is the UK Council for Psychotherapy's Independent Ethics Lead and Chair of their Ethics Committee and is a leading authority on the regulation of complementary medicine. Previously Board member of an NHS commissioning Trust and a Provider Trust, she has promoted trauma-informed practice, Freedom to Speak Up, and staff wellbeing initiatives. As a Fitness to Practise panel member and ethics educator, her work is directed towards prevention of harm towards patients and colleagues, whilst simultaneously supporting healthcare practitioners. Julie advocates for instilling practitioner moral courage to help protect against burnout and moral injury.

○ Professor Louise Stone

Professor Louise Stone is an Australian General Practitioner with clinical, research, teaching and policy expertise in mental health. She is the lead editor of an international book on sexual harassment in medicine, due to be published by Cambridge University Press. She has academic positions at the Universities of Adelaide and Melbourne, and the Australian National University. She practices in Canberra, Australia.

○ Clare Symons

Clare Symons is Head of Research with the British Association for Counselling and Psychotherapy (BACP), having formerly worked as a trainer of counsellors and psychotherapists at the University of Leicester; as Editor of Counselling and Psychotherapy Research journal; and as a counsellor in a variety of settings, including higher education and

the voluntary sector. Clare's research interests include raising and supporting professional standards and facilitating counsellors' use of routine outcomes measures in practice.

○ David Teeman

David Teeman is Head of Regulatory Intelligence at the General Dental Council (GDC). He leads the GDC's research team, who deliver a programme of research, evaluation and statistical analyses. David has been with the GDC since 2018, before which he led research and evaluation projects in health, social care and education, working at University of Essex, National Foundation for Educational Research and Social Care Institute for Excellence.

○ Theresa Thorp

Theresa Thorp joined the General Dental Council in September 2023 as Executive Director, Regulation. Theresa is a Solicitor-Advocate (Criminal), with over 20 years' experience advising and presenting in the public and private spheres. She is a qualified Advocate with rights of appearance in the South African High Courts and a Solicitor-Advocate in England and Wales. A former Crown Advocate specialising in prosecuting child abuse and serious sexual offences, she joined the Institute of Chartered Accountants in England and Wales (ICAEW) in 2015 and thereafter the Royal Institution of Chartered Surveyors (RICS) in 2017 where she was Director, Regulation Enforcement & Governance.

○ Jessica van Maanen

Jessica van Maanen has over 25 years of experience working with vulnerable children and young people across the care system, education, and voluntary sectors. For the past 16 years, Jessica has specialised as a Play Therapist and Creative Arts Counsellor for children and young people, providing therapeutic support to both mainstream and neurodivergent clients. In addition to their therapeutic work, they are also a Clinical Supervisor, guiding other practitioners in the field. Currently, Jessica serves as the Clinical Manager for Play Therapy UK, where they lead and oversee clinical practices, ensuring high standards of therapy and support to the clients the members of Play Therapy UK serve.

○ Professor Louise Wallace

Louise Wallace is a clinical psychologist (non-practising) who researches how to improve health and social care services. She has researched patient safety, management and the governance of health and care services over many decades. She has also researched how the experience of patients, service users and the public can improve services. Louise has many years of experience as a clinician, manager, executive director and non-executive leader in the NHS alongside her research roles. Louise is Co-lead of the NIHR-funded research project "[Witness to Harm-Holding to Account](#)" on public involvement on Fitness to Practise. She is currently a lay adjudicator for the General Dental Council, Social Work England, Teaching Regulation Agency and Association of Chartered Certified Accountants.

○ Richard West

Richard West was a Detective Inspector in the Police, who set up and managed the first Sexual Abuse and Domestic Violence Unit in the Wiltshire Constabulary. Chair of the PPI Group for Witness to Harm Research project and on the Expert Advisory Group at NHS England for their Domestic Abuse and Sexual Violence Programme.

○ Dr Emma Yapp

Emma Yapp (they/them) joined the University of Bristol in 2024 to work on the "Powerful Perpetrators" project, which examines sexual misconduct amongst professionals in positions of trust. Emma is focusing on the behaviour of doctors, as their background is in researching the relationship between gendered violence and mental health. Emma's work is situated at the intersection of critical feminism, medical sociology, and disability studies.
