



APPLICATION FORM

EXTERNAL MEMBER OF THE PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE

1. PERSONAL DETAILS

Title (Mr/Mrs/Ms/Dr, etc)

Ms

Name in full (please also give any other names by which you have been known)
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Catherine Alice Ripley

Permanent home address

[REDACTED]

How long have you lived at this address?
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[REDACTED]

If less than five years at this address, please give details of your previous address(es)

[REDACTED]

Daytime telephone no

[REDACTED]

Evening telephone no

[REDACTED]

Mobile telephone no

[REDACTED]

Email address

[REDACTED]

Are you aged 18 or over? (please tick as appropriate)

Yes

X ☐

No

☐

Are you resident within the boundaries of the City of London (please tick as appropriate)

Yes

☐

No

X ☐

2. PERSONAL HISTORY

Please give details of your academic, professional and/or vocational experience and qualifications relevant to your application for a vacancy on the Professional Standards & Integrity (Police) Committee. Please ensure you include details of your current occupation, if any.

Employment History

Deputy Chief Executive, Judicial Appointments Commission (JAC), Feb 2019 –
Lead multi-disciplinary division of 22 staff across four teams, responsible for strategy, policy, diversity, engagement, data analysis and secretariat; share oversight of organisation and 95 staff with CEO

Head of Strategy and Policy, JAC, Mar 2017 – Jan 2019
Led multi-disciplinary division to design, communicate and evaluate recruitment processes for judicial appointment

Head of Policy and Change, JAC, Jan 2015 – Mar 2017
Led new division to deliver change programme

Head of Secretariat and Private Secretary to the Chairman, JAC, Sep 2011 – Dec 2014
Led team of 5 providing dedicated support to Chairman and 14 Commissioners, planning engagement and leading on Board governance and propriety

Deputy Review Manager, Sentencing Review, Ministry of Justice, Jul 2010 – Sep 2011
Joined small core team to manage comprehensive review of sentencing policy, leading to reforms under the Legal Aid, Sentencing and Punishment of Offenders Act 2012

Senior Policy Adviser, European Affairs, Spanish Ministry of Justice, Oct 2009 – Jun 2010
Seconded to Madrid to support the Spanish Presidency of the EU

Senior Policy Adviser, Bribery Bill Team, Ministry of Justice, Apr – Oct 2009
Loaned to the team throughout pre-legislative scrutiny of a draft Bill, which replaced antiquated, piecemeal legislation with a modern statute meeting international standards

Senior Policy Officer, Sentencing Advisory Panel, Oct 2006 – Apr 2009
Provided policy support to the then Panel, which comprised academic, lay and judicial members, and others representing all parts of the criminal justice system

Senior Researcher to Dr Tony Wright MP, House of Commons, Nov 2003 – Oct 2006
Managed Westminster office of the Chairman of the Public Administration Select Committee - reporting directly to the MP, working with committee and constituency offices

Education and recent professional training:

LLB (Hons) Law with Spanish, First Class
Diploma in Translation from Spanish to English
Leading remote teams (2020)
Accounting officer training (2019)
Board governance and effectiveness (2018)

3. RELEVANT SKILLS AND EXPERIENCE – Please refer to the job description provided.

Please describe and give examples of the skills you possess that are relevant to this position (e.g. strategic thinking, good judgement, ability to scrutinise and challenge, community engagement and ability to communicate effectively).

Strategic thinking

I am experienced in developing and implementing strategy and policy across a range of areas including criminal justice. In MoJ I was part of the core team providing strategic oversight of a high-profile review of sentencing policy, working with OGDs as well as colleagues across MoJ to take proposals through to legislation in support of ministers' rehabilitation agenda. At the JAC I oversee all policy development, working with the Board and stakeholders across the justice system and legal profession to shape strategic plans that deliver Board priorities and take account of the broader context.

This work enabled the Commission to scale up its processes to meet a 300% increase in demand between 2017 and 2019 within a 40% budget increase, selecting a record 1,000 judges in each of the last two years – thereby providing critical support to the functioning of the courts and tribunals, and maintaining the quality and reputation of the judiciary in a challenging context.

Good judgement, advice and challenge

At the JAC I advise the CEO, Chairman and Board across the full range of their responsibilities, from strategic issues to individual decisions on who should become a judge. Many of these decisions are irreversible £multi-million investments that carry significant risk in terms of public confidence in the administration of justice, as well as involving the disappointment of many more thousands of well-qualified applicants. I

ensure Board propriety and integrity by monitoring propriety and ensuring conflicts of interest are properly managed. I have also advised the Selection and Character Committee on policy and hundreds of individual decisions fulfilling their duty to recommend only candidates of good character.

Governance and scrutiny

At the JAC I have successfully addressed concerns around quality by:

- engaging with wider stakeholders including the legal community to understand concerns and requirements;
- carrying out an end-to-end review of the support provided to 300 lay and judicial candidate assessors, to improve quality assurance, arrangements, recruitment, training and appraisal; and
- through the internal governance board which I chair, ensuring all selection campaigns are designed in line with new strategic and policy objectives.

Community engagement

I volunteer in inner London, including for the Apples & Pears charity: supporting local primary school children and their families on educational and entertainment trips around London, increasing social capital and networks.

Effective communication

I have a track record of building effective relationships and advising Board members, judges, ministers, officials and a range of stakeholders to inform and achieve objectives. In 2019 I successfully influenced the Commission to adopt a strategy to increase judicial diversity, working with the Vice-Chairman (CoA judge) and First Treasury Counsel to develop an innovative positive-action approach to judicial selection which has already improved diversity outcomes.

I have commissioned, drafted and presented complex reports and recommendations to the Chairman and Board, as well as presenting to professional, academic and international audiences.

4. WHY DO YOU WANT TO BE AN EXTERNAL MEMBER OF THE PROFESSIONAL STANDARDS & INTEGRITY SUB (POLICE) COMMITTEE?

Please explain why you are interested in becoming an external member of the Professional Standards & Integrity (Police) Committee. You can use additional pages if needed:

I live close to the City of London, have a strong interest in serving the local community, and have relevant experience I would bring to the Committee. I have substantial experience of supporting committees and public office-holders, and appreciate the value and contribution that external members can make. I believe I have the skills and experience to contribute to effective scrutiny of the City Police and Commissioner.

5. REFERENCES

Please give details of two people, not related to you, who have agreed to be contacted by us about your application. It would be helpful if one referee was familiar with your community activities.

Name	██████████	Name	██████████
Address	████████████████████ ██████████	Address	
Tel no:		Tel no:	

Email address: s:	[REDACTED] [REDACTED]	Email address: s:	[REDACTED] [REDACTED]
Position: n:	[REDACTED]	Position: n:	[REDACTED] [REDACTED]

Please note that references will be requested before interviews take place.

6. OTHER INFORMATION

[REDACTED]
[REDACTED] [REDACTED] [REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]

7. PLEASE SIGN AND DATE THIS FORM

I declare that the information I have given is true and complete.
SignedA Ripley..... Date26/2/21.....

8. WHAT TO DO NOW?

<p>Please return this completed application form and monitoring questionnaire by [REDACTED] email to:</p> <p>Polly.dunn@cityoflondon.gov.uk</p> <p>T: 020 7332 3726</p> <p>If you have any questions or queries, please contact us for further information.</p>

¹ You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.