


*CURRICULUM VITAE*  
*Revd Dr Carrie Pemberton Ford*

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| Position   | Institution / Organisation   | Skills / Competencies / Impact   | Size  |
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| <b>ACADEMIC</b>  |  |  |   |
| <b>Senior Fellow in Ethics and Public Life</b><br>January 2020 – (ongoing)   | <b>Margaret Beaufort Institute</b><br><b>University of Cambridge</b>   | <b>Academic: Development of core curriculum for Masters’ programmes responding to issues in Ethics and Public Life</b> <ul style="list-style-type: none"> <li>• <b>Policing</b> – by the people for the people?</li> <li>• <b>Chaplaincy in Detention</b> and Incarcerated environments</li> <li>• <b>Trafficking in Humans</b> and Modern Slavery</li> <li>• <b>Media</b> – Story telling, fake news, and telling ‘THE’ story. Strengthening trust filled journalism</li> <li>• <b>Migration:</b> Global Human Movement and the modern idea of borders and states</li> <li>• <b>Eco-responsibilities.</b> The challenge of accountability, remedy and glocal response.</li> </ul> | MBIT 8 Staff members  |
| <b>Visiting Lecturer</b><br><b>June 2019</b><br><b>March / June 2020</b>   | <b>Department of Social Anthropology</b><br><b>University of Palermo</b><br><b>Italy</b>                                     | Delivery of yearly summer school on Democracy, Migration and Human Rights.<br>Teaching Undergraduate short course in Migration, Human Trafficking, and Social Protection in the light of the Sustainable Development Goals.<br><b>Libya, Central African and West African Migratory routes, Sex and Labour Trafficking, child trafficking. VAW.</b>  | 30 International Students<br><br>4 department lecturers<br><br>10 Guest Lecturers |
| <b>Visiting Lecturer</b><br><b>November/ December 2018</b>   | <b>Department of Law</b><br><b>American University</b><br><b>Bucharest</b><br><b>Romania</b>                                 | Teaching Undergraduate short course in Migration, Human Trafficking, Gender Equality and Social Protection in the light of the Sustainable Development Goals.  | 40 Students 25 hours face to face teaching  |
| <b>Investigation Team member</b>   | <b>Campus Sevilla</b><br><b>University of Loyola</b><br><b>PhD programme</b><br><b>Inclusive and Sustainable Development</b> | Participation as a team member for the evolution and development of this programme.  |   |
| <b>Academic reviewer and auditor.</b>  | <b>Law Department</b><br><b>University of Barcelona</b><br><b>Catalonia</b><br><b>Spain</b>                                  | EU funded two year programme on the <b>Psychological Harms and Impacts of Trafficking:</b> with the Universities of Tübingen and Barcelona working alongside a number of national NGOs and survivor groups. <b>TRAUMA and Trafficking.</b><br>Evaluation and Papers presented.   | 3 person review team<br><br>20 academic and NGO partners on delivery team         |
| <b>UNITAR Fellow</b><br><b>United Nations Institute for Training and Research</b><br><b>February 2017 – January 2018</b> |  | Lead on Capacity building initiatives in Africa and Small States; Gender Mainstreaming and Human Trafficking exposures in Peace Keeping zones. Geneva.   | Immediate Team of 5   |

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| Visiting Research Fellow<br>2012 – 2016  | Orange Free State University –<br>Department of Criminology<br>Republic of South Africa   | Research on International legislative challenges in interdicting Human Trafficking and developing best practices on Victim/ survivor Care.<br>Gender Based Violence and FGM.   |  |
| <b>EXPERT WITNESS</b>  |   |  |  |
|  | IbixInsight LLP<br>CCARHT CIC   | Case Area  | YEAR   |
| <i>Commended Expert Witness reports – with contemporary detail based on ongoing desk research (this is one of my areas of expertise) and the network into West and Central African Safe Housing provision, protective services, CSO capacities, and cognisance of the Psychological and socio economic, and protective services support currently available in countries of return.</i>  |   |  |  |
| Ongoing work as an Expert Witness deployed by the courts in the four Nations of the United Kingdom.<br><br>Work accepted on<br><br>Domestic Violence<br>Coercive Control<br>Violence against Women<br>FGM<br>Human Trafficking<br>Modern Day Slavery<br>Labour Exploitation<br>Asylum and Protected Characteristics<br>West Africa and Central Africa<br>Nigeria<br>Morocco<br>India and Nepal<br>Detention and Removal Centres<br>Best Interests of Child | Tier One - appeal<br><br>Tier One - appeal<br><br>Tier 3<br><br>Crown Court – criminal court<br><br>Procurator’s Office                                 | Nigerian potential trafficking case and Domestic Abuse – contesting protected group status.<br><br>Nigerian female – domestic abuse, Rape, and fear of honour killing on return to Nigeria – protected group status<br><br>Two Nigerian females, subjected to Domestic Abuse, and one ratified as having been Trafficked into the UK.<br>Joint Single Expert Witness Appeals upheld.<br><br>Nigerian Trafficking case (f)<br>Domestic Servitude and contested Sex<br><b>Trafficking Tier 3</b><br><br>Female – Domestic and Sexual exploitation.<br><br>Nigerian Sex Trafficking case (f)<br><br>Nigerian court order consequent to allegations of witch craft attribution to a minor (Scotland)<br><br>Cameroonian (children) alleged potential Child Trafficking case. | 2019 (legal team changed mid case)<br><br>2019 Welsh based case – Nigerian.<br><br>2019 Nigerian / Senegalese<br><br>2020 JCWI<br><br>2020 Duncan Lewis.<br><br><b>2016 Judgement client’s plea sustained – country guidance adjusted</b><br><br>2017 – initial work on Congolese case.<br><br>2018 (legal representation changed by appellant) Nigerian.<br><br>2016 Granted.<br><br>2015 Children taken into Care<br><br>2014 Client’s argumentation sustained – children ‘on watch list’ remain with parent |
| Founder and Executive Director<br>CCARHT<br>an International Research network on Human Trafficking and Modern-Day Slavery  | Cambridge Centre for Applied Research in Human Trafficking<br><br>In affiliation with the Cambridge Centre of Social Innovation University of Cambridge |  | <br>CCARHT<br>Cambridge Centre for Applied Research in Human Trafficking  |
| 2008 - ongoing   | Tasks undertaken<br><br>Research in:<br>Domestic Servitude<br>Organ Trafficking<br>Sex Trafficking<br>Migration Routes                                  | <b>Curation and Delivery of Annual Symposium on Human Trafficking at the Judge Business School University of Cambridge</b><br><br>• <b>The Sustainable Development Goals and Human Trafficking 2020</b>  | Network<br>600+<br><b>Board 4</b><br><b>Non-Executive Advisory Board 7</b><br><br><b>Annual Guest Lecturers 40</b>   |

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|  | <p>Safe Housing capacity<br/>Protective Services resilience in countries of Return<br/>Adoption challenge and Trafficking in Recruitment<br/>Labour Trafficking<br/>Migration / Smuggling and Trafficking intersectionality<br/>Victim Protection<br/>Non – prosecution of victims<br/>Survivor challenges endured due to the impacts of Trauma.<br/>Risk of Re-Trafficking.</p> | <ul style="list-style-type: none"> <li>• <b>Featured attention to Climate Change and Migration, Adoption rackets and risks, Technology, Education, Gender based risks, and Public Health and Trafficking nexus.</b></li> <li>• <b>The Several Rs of Trafficking 2019</b></li> <li>• <b>Refugees, Return, Resources, Organ Trafficking, Risk of Re-Trafficking, Recruitment, (Lover Boy, Better Life, Brokers) and Rights based approaches.</b></li> <li>• <b>The Five Ts of Trafficking 2018</b></li> <li>• <b>(Transport, Terror, Trauma, Technology and Transparency in the Supply Chain)</b></li> <li>• <b>A Child Centred response to Trafficking 2017</b></li> <li>• <b>African exposure to Human Trafficking 2016</b></li> </ul> <p><b>Curation and delivery of annual Thomas Clarkson Lecture<br/>November 2019 Old Divinity Schools<br/>St John’s College University of Cambridge<br/><a href="http://www.ccarht.org/events">www.ccarht.org/events</a>.</b></p> |  |
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Commissioned Research undertaken: Reports available on line [www.ccarht.org/library](http://www.ccarht.org/library)

**2018 A Seven Country Mapping Exercise on Unaccompanied Children Rights and Protection in the light of Human Trafficking risks. Commissioned by RENATE reporting into the House of Commons committee chaired by Rt Hon Ian Duncan Smith.**

**2016 – Behind Closed Doors: Unlocking the challenges of Domestic Violence, Servitude and Human Trafficking for Pentecostal churches in the UK. Commissioned by Churches Together in England**

**2016 Sex Trafficking and Prostitution – the Nordic Model and the ‘rights’ to buy. (Uppsala University – Russian Studies Centre)**

**2015 European network of Religious report for RENATE 2015, Trafficking of Women focus – sexual exploitation and domestic servitude**

**2015 Metropolitan Police Force – rapid review of Nigerian and African Diaspora resources 2015 for Transforming Policing funding bid.**

**2015 A Counter Trafficking tool-kit for the European Federation of Street Children DG Home funded project 2013-2015.**

**2012 The London 2012 Olympics and Mega Sports risk in Trafficking in Human Beings reported to MOPAC.**

Stakeholders for work have included Metropolitan Police Service, European Congregations of the Religious, Director General’s office EU, Legatum Institute, UNITAR UN Training and Support initiative, the Ministry of Justice, the UK Human Trafficking Centre, The Gang Masters and Labour Abuse Authority.

Local Policing led Safety partnerships working on issues around Adult and Child Safeguarding.

**Training**

Refugee and Asylum rights training workshops and awareness on victim protection for those testifying in Human Trafficking Cases for front line Volunteers, Churches and Faith Community leaders, Senior Policing, Female Judges, Policing and Senior Magistrates.

**International Consultancy – Countries with expertise -** Romania, Moldova, Italy, Spain, Morocco, North America, Nigeria, Benin, Sierra Leone, Southern Africa and RSA, Lithuania, Latvia, North Macedonia. Interest in Middle East Nexus.

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| <p><b>Director of Centre<br/>And Lecturer</b></p> <p>in Systematic Theology, Ethics, New Testament and African Theologies at the ISTHA</p> | <p><b>Centre for Women’s Development Democratic Republic of the Congo Central Africa Institut Theologique Anglican Church 1987-90 Bunia D.R.Congo</b></p> <p>Developed Ecole Maternelle for the children of students and staff, with wider community involvement. Created bespoke teacher training programme for staff members.</p>  | <p>Fund development for the Centre and for the ISTHA – Trusts, Churches, Individuals (reach into Old Catholics in Geneva and Utrecht, Anglican Churches in Brussels and Geneva and Paris)<br/>External Communications (Radio, Press, and wider church networks)<br/>Commissioned the <b>Centre for Women’s Development compliant with Central and local government Relations. Curriculum development</b>, lecturing and assessment<br/>Staff recruitment, on boarding and progression.</p>   | <p>8 staff<br/>16 students<br/>30 Nursery age children</p> <p>Now the first Anglican University in Ituri province Congo.</p> |
| <p><b>Project Manager/Lead Researcher<br/>Currents in World Christianity (NAMP)<br/>1998-99</b></p>  | <p><b>Cambridge University Research Project<br/>Faculty of Divinity<br/>Westminster College<br/>University of Cambridge</b></p> <p><b>Education</b><br/>Communications<br/>Web Development<br/>Budget management<br/>Funding bids<br/>Clerking to Board<br/>Project Management and liaison with international research team<br/>Book Commissioning and Editing<br/>Lecturing and Seminar Leading</p> | <p>Editing manuscripts and papers for publication<br/>Conference organisation –<br/>Conference inauguration - <b>First Christianity in the European African Diaspora conference in the UK</b><br/>Budget management and preparation of over <b>£2.1 million distributed funds for public audit.</b><br/>Reported to American funders <b>PEW foundation.</b></p> <p>Nigerian Religious Systems: Pentecostalism and traditional rituals of protection and exchange. (unpublished paper)<br/>Sub Editor: NAMP papers on Early missionary transformations of Delta State communities: Enslavement, Gender Violence and the work of Mary Slessor.</p> <p>Supervised MA and BA students in Systematic theology and Gender and Pastoral studies</p> | <p>2 plus<br/>12 International researchers<br/>Plus 60 international 120 National delegates for conferences and papers.</p>  |
| <p><b>Diversity Consultancy – Gender Mainstreaming, migration management and Equality &amp; Inclusion strategies</b></p>                   |  |  |  |
| <p><b>Company Director –</b></p>   | <p><b>IbixInsight Consultancy and Training LLP 2003 –<br/>www.ibixinsight.com</b></p>  | <p>Systems Approach to Change Management and Conflict Resolution, development of Mediation 101,</p> <p>Qualitative and Quantitative Research to enable evidence based interventions,</p> <p>Diversity and Inclusion Consultancy, expertise in engaging Diaspora Communities, Report on 10 communities in Peterborough for the <b>Cambridgeshire Constabulary</b> deployed to inform the Migrant Impact Forum under the Blair Government</p> <p>Training interventions for public services in addressing Violence against Women, FGM and Honour Violence, Domestic Abuse and Coercive Control</p>   | <p>1-7</p>   |

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|  |   | <p>SME Strategy, Branding, Presentations Board Room to Conference Platforms and Expert Panels)<br/>Sales, Negotiation, Research, Team development, Presentations. Customer and Board room facing, External Communications, White Papers, Press and Media</p> <p>Mediation and Peace Agency training</p> <p>Training and inception to delivery bespoke Curriculum build,<br/>CRM database devt<br/>Market analysis and build<br/>Qualitative and Quantitative Research<br/>Base lining and Evaluation</p> <p>Women in Policing, International and National policy work (Women’s National Commission, UNITAR). Developing Trust funding and a compelling funding case for NGOs.</p> <p><b>FGM and Communities</b> – post Colonial transformational engagement – advisory to Leicester Constabulary</p> |   |
| <p><b>Chair and Lecturer ICPS London 2014 - 2017</b></p> <p>Special sessions developed for <b>African Development Bank (Abidjan)</b></p> <p><b>Luxembourg University 2016</b></p>  | <p><b>International Certificate in Gender Equity Planning for ICPS – delivery in</b></p> <p><b>Human Trafficking, Labour Exploitation and Modern-Day Slavery</b></p> <p><b>CITES and Sustainability – the Trafficking of Ecologically fragile commodities and liveware.</b></p> | <p>Curriculum development and delivery.</p>  | <p>Classes of 5 -20 Civil Servants, Business personnel, embassy staff and Criminal Justice personnel. African Development Bank Gender Specialists</p> <p>Including current heads of Counter Trafficking Response in Norway, Latvia, and DFID (now restructured) .</p> |
| <p><b>Some IbisInsight Projects undertaken</b></p> <p>UN Peace Keeping and Capacity building initiative Great Lakes MENA – project development, UNITAR</p> <p>(2016) FGM mapping – rapid review for Nottingham Police for Police and Crime Commissioner development of Strategic intervention</p> <p>West African and Caribbean diaspora in the UK (England) and Pentecostal Church responses to Human Trafficking with particular attention to the specific vulnerability of women and girls – policy and training gaps to address. Report due February 2017. Commissioned by Churches Together in England.</p> <p>Gang Master’s Licensing Authority Mapping review – initial commission to develop an indicative framework for at risk communities for Labour Exploitation ( August 2015)</p> <p><b>Development of Institute of Leadership and Management</b> training for Level 5 certification in</p> <ul style="list-style-type: none"> <li>• Addressing Human Trafficking</li> <li>• Gender Mainstreaming in Policy and Governance</li> <li>• On – line realisation of core training in Human Trafficking for front line responders in Human Trafficking (College of Policing) Leading Teams in Crisis situations</li> <li>• Why Diversity and Inclusion matters</li> <li>• Systems thinking and change management</li> </ul> <p>Delivery of training for <b>International Centre for Political Studies (ICPS), Certificate in Chartered Management CMI (2014-2017)</b><br/><b>Institute of Peace and Development (IPD Switzerland) Negotiation and Mediation in Conflicted environments</b></p> |   |  |   |

Expert Witness work for Crown Court on country reports for consideration of safe return and non refoulement, Tier 3 Tribunal process resulting in a **change in Home Office Country advice** on Nigerian cases of Domestic Servitude and Trafficking for Sexual Exploitation.

Steering Group member Non Exec for **UK Innovation Fund** Migration regarding the CSE challenges emerging in Eastern England. Local Safeguarding Children boards (April 2015 – September 2016)

**Gender Mainstreaming audit for Commonwealth Secretariat** (UK head office) and initial recommendations for training inputs 2014 – Report delivered June 2014

**Field work, on-site assessments, on-line surveys and interviews** (detention and reception centres European survey – currently in development). This work building on negotiations with Prison Governors in the UK for enhanced delivery of care with detained migrant populations remanded until removal (2005)

2003- 2015 – **Reports for Home Office, Immigration and Nationalities Directorate, Legatum Institute, Local Policing Influenced the establishment of the Migration Impact Forum (Home Office lead Jacqui Smith resourcing the work of Chief Constable Julie Spence) , welfare issues in Detention Centres in the UK– a view from the Chaplaincy, Human Rights and Diversity training, Asylum and Refugee support training into Theological Colleges, migrant labour integration into local communities challenges**

2002 Editor for the THENEW process **EU Daphne funded 2-year consultation** on violence against women, Church complicity and response,

| <b>Board Membership</b>  |  |   |   |
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| <b>Chair of Training and Research Working Group and Board Member 2006 – 2008</b> | <b>United Kingdom Human Trafficking Centre Sheffield</b>                           | Developed initial Curricula for training in Human Trafficking awareness amongst front line policing with the NPIA.<br><br>Developed the first RESEARCH collaboration between nascent Police Human Trafficking units, the UKHTC and University departments in the UK – the Education roundtable.   | 50 – 60 members of the round table<br><br>6 Board Members<br><br>Multiple NGO and Academic collaborations.                                |
| <b>Board Member and Commissioner 2004 - 2006</b>                                 | <b>The Women’s National Commission Women and Equalities Minister UK Government</b> | Chaired the NGO and Business delegation to the Commission on the Elimination of Discrimination against Women (CEDAW) Manhattan 2006.<br><br>Chair of the Violence against Women and Trafficking working group.<br><br>Responsible for inclusion and enhanced BAME representation in Public Life for the Commissioners<br><br>Co-convenor of the annual membership conference and workshop development (one day event)<br><br>Briefed the Education Minister on transforming the School Day for more effective educational opportunity, inclusion and addressing obesity (games, sports, and nutrition in school meals) and female participation in the world of work. | 10 board members<br><br>Reported to the Minister of Women<br><br>450 organisations as members so many thousands of members across the UK. |
| <b>Board Member 2001 – 2004</b>  | <b>Refugee Welcome and Integration Charity – Interdenominational UK</b>            | Briefing papers and Strategy development Advocacy   | 3 staff members<br>90+ volunteers   |
| <b>Board Member 2018 -</b>   | <b>The Hope Cherubim and Seraphim churches in Social Action</b>                    | Developing this social justice focussed response to the Behind Closed Doors report presented to the House of Lords June 2018 CTE commissioned report.   | 12 on NEAB and the Board  |
| <b>Parent Governor 1997 – 1999 and PTA committee member.</b>                     | <b>Bourn Church of England Primary School Cambridgeshire</b>                       | Responsible for developing enhanced communications between Parents and School, development of training and safeguarding requirements for after school club delivery. Development of Community   | 8 Governors   |

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|  |  | and Parent/teacher/student Musicals at Bourn.   |  |
| <b>Advisory Board Member 2014-15</b>   | <b>Centre of Gender Economics (Sydney and UK)</b><br><a href="http://centreforgendereconomics.org/">http://centreforgendereconomics.org/</a>                             | Development of Cultural Matrix for the Diversity tool deployed in AWRA (Women in Australian Resource Extraction)<br><br>Authored 'New Kids on the Block – the relation between Human Trafficking and Gender Economics' in <b>Contemporary Global Perspectives on Gender Economics</b> IGI publishing 2015.<br><br>Bid Development for EU and OSCE projects 2014.  | International team of 12   |
| <b>Expert Adviser to the European Economic and Social Committee</b><br>(Employment, Social Affairs and Citizenship) of the European Union on Trafficking issues. 2005-2006.                    | <b>Brussels</b>  | Desk top rapid overview of reports<br>Preparation of briefing papers for the Committee  | 1 UK member of the wider EESC committee.   |
| <b>Non - Executive Founding Board Member 1990</b><br><br><b>Communications and VAW</b>   | <b>Women and the Church WATCH</b><br><br><b>National Group which achieved the acceptance of Church of England of Women into Priesthood (1992) and Episcopacy (2014).</b> | Created initial manifest and mission statement for WATCH with founding team emerging from Movement for the Ordination of Women.<br><br>Lead on GBV and the Churches<br>Lead on Married Clergy Couples and Equality challenges (Stipend, Housing, Pensions) – ongoing abuses within the system.<br><br>Member of 3 person executive support group for CHAIR Christina Rees CBE 2002 -2005<br><br>Developed first international programme for external visiting female Bishops into the UK to cascade and represent female executive leadership in International Anglicanism. 2002 – Bishop Penny Jamieson<br>Surveyed WATCH membership for requirements and aspirations<br><br>Task group member to Commission and Review first national survey of Anglican Clergy in UK on issues pertaining to Gender Equality and reception of women into Priesthood and Episcopacy.(2004 – 2005) | Board Membership 11<br><br>Diocesan membership 120<br><br>National membership 5,000 +  |
| <b>Reports, Inception, Working Groups</b>  |  |   |  |
| <b>Training, Assessing and Coaching</b>  |  |   |  |
| <b>Non Service Assessor – UK College of Policing – Harrogate – UK wide 2006</b><br>National level Home Office (CTC) College of Policing Senior Associate.<br><br>Competency based assessor ISO | <b>UK College of Policing Ryton Coventry UK</b>  | <b>Assessing for UK College of Policing</b><br>FAST TRACK, Direct Entry and Senior Policing (ACPO) roles.<br>deploying the new UK POLICING Values and Competencies Matrix.<br><br>ORCE model (observation, recording, competencies and evaluation) Up to 8 intensive assessment centres (4-day assessments each) a year.<br><br>Assessment of a range of written, face to face, role-actor enabled, interview, and presentation exercises. Written and oral   | College of Policing assessors are made up of 75 nationally trained professionals to European ISO standard<br>Teams of 4 and 2 in groups of 30 for UK wide 48 Police Constabulary senior fast track recruitment and senior progression. |

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|  |   | communication, assessment in interpersonal skills, aptitude in negotiation, demonstration of resilience under pressure, competence to effectively brief and persuade in senior level briefings, awareness of diversity and ability to operationalise inclusion, ability to develop engaging and informed presentations, honesty and ethical compass. Management, Strategic Thinking, Interpersonal Facility, Emotional Awareness, Communication, Resilience, Transparency and Clarity in personal Ethics, are all tested across this Assessment Centre. |     |
| Executive Coach<br>Mediator / de-escalation<br><br>Cherie Blair Foundation Mentor (Mentees based in Nigeria). 2012 - 2015<br><br>Coaching and Executive Leadership development programme 2010-2011<br><br>Integrative Complexity Co-ordinator and training. Spring 2013 – December 2013) | <b>Cambridge Executive Coaching 2014 –</b><br>(operates within IbisInsight LLP) SME<br><br>Cherie Blair Foundation London<br><br>Leicestershire Police<br><br>Department of Psychology University of Cambridge. | Executive leadership Coaching (particular focus on emerging female talent progression).<br><br>Network Marketing Programme development Training week ends<br><br>International Coachees from UN Women, UNITAR, UNDP – and UK based firms. Mediation (Civil and Family) Trainer for International Peace and Development Centre (Switzerland)<br><br>Interdicting fundamentalist thinking and de-escalating conflict.   | 1-5 |
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| <b>Public Policy and Civil Society</b>   |   |   |     |

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| <b>Founder and Chief Executive 2003-2008</b><br><br><b>Founding Board Member of the United Kingdom Human Trafficking Centre Sheffield. 2006</b><br><br><b>Chair of Research and Training division for the UKHTC United Kingdom Human Trafficking Centre 2006 – 2008</b> | <b>Churches Alert to Sex Trafficking Across Europe</b><br><br>Public Speaking<br>Fund Development HNWI, Trusts, Marketing<br>Business Model development<br>Public Policy and Government briefing<br>Conference Development<br>Chair : housing network<br>Kite marking and compliance lead<br>Board development and management<br>External Communications<br>Stakeholders<br>CRM database development. | Instigated one of the ‘best post card based lobbying campaigns on MPs ‘ of the post war era – <i>The Not For Sale Post Card</i> campaign (Hansard) to bring in the ratification of the PALERMO PROTOCOL in the UK.<br><br>Worked directly as a ‘first responder’ with dozens of victims of abuse and Human Trafficking survivors. Asian, European, African (South African, Kenyan, Nigerian, Cameroonian) survivors.<br><br>Pioneer of Safe House Movement to underpin the buy in (eventually) to the Council of Europe’s NRM processes. Raised finances of £350,000 annual turnover from £100 starter grant from the Body Shop. Brought in net worth stakeholder finance of £6 million capital in Housing stock from the Salvation Army, the Conference of Religious and Housing Association buy in.<br><br>Author of <i>Not for Sale – Raising Awareness Ending Exploitation</i> | 10 + online membership +11,000<br>Board +7<br>Stakeholding Partners + 20<br><br>Final annual turnover £350,000 |
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|   |  | <p>Convened 4 Conferences raising early understanding of Human Trafficking and the challenges raised by Sexual exploitation – briefed Home Secretary, Solicitor General and various Home Office Ministers and Ministers of Policing.</p> <p><b>Achieved aim of securing Government responsibility of safe housing provision</b> through an NGO facilitated route into multiple providers the CCARHT safe Housing round table which was the container from which the Salvation Army emerged to secure the Govt contract to provide safe housing for those referred through the National Referral Mechanism 2009.</p>   |   |
| <b>Public Office</b>  |  |   |   |
| <b>Commissioner</b> (appointed)<br>Board Member                       | <b>Women’s National Commission UK Government London 2003-2005</b>  | <p>Reporting to the Women’s Minister – monitoring and supporting the transition to the Equalities and Human Rights Commission</p> <p>Responsible for Interfaith and Human Rights development of work stream, BAME inclusion into public life and Human Trafficking and Culturally specific violence against women challenges.</p>   | 10 4 nation Commissioners                                     |
| <b>Religious Management and Faith Leadership / Ordained ministry</b>  |  |   |   |
| <b>Religious Manager/Centre Chaplain</b>                              | <b>Yarl’s Wood Immigration Detention and Removal Centre, 2001-2003 GS4</b>   | <p>Working with 450 people in Detention by the Home Office, male, female and families from over 90 different countries. Responsible for seeking to maintain their Human Rights in extremely contested terrain and train DCOs in cultural appreciation of the import of the Human Rights Convention (250 staff members).</p> <p>Appointed and managed a multi faith team of 16 different ministers and front line welfare antennae for problems emerging amongst those detained (mental health, human rights potential violations, concerns on Asylum claims, deep worries about potential return orders). Member of national network of Detention Chaplains reporting to Immigration and Nationalities Department. Developed community liaison and voluntary visiting schemes, supported numerous bail applications and improved legal representation of those detained. Led some of the first trafficking cases to emerge from the portfolio of Home Office removal centres.</p> |   |
| <b>Journalism and Media</b>   |  |   |   |
| <b>Press relations and Media Briefings</b><br><br><b>2002 onwards</b> | <b>Working with CCARHT and CHASTE – developed strong working relations with National TV, National and local Radio – interviewed on Sky 24, BBC national and local News programmes – the Moral Maze, Woman’s Hour, Inside, Outside.</b> | <p>By lines for Third Way</p> <p>By lines for the Church Times</p> <p>Commissioned Articles for Local Government National Magazine, Policing Today, House of Commons weekly, Lawyers Weekly, Expert Witness, The Universe, The Tablet, the Methodist Recorder.</p>  |   |
| <b>Radio Journalism</b><br><b>Free-lance</b><br><b>1978-1982</b>      | <b>Oxford BBC Local Radio</b><br><b>Far East Broadcasting Association (FEBA)</b><br><b>Cambridge Radio Course</b>  | Writing, interviewing, sourcing, editing and selling- in: Radio shorts on : Street children, Prostitution, Education of Girls, Caste in contemporary India, the social cost of tea.   | Team 5<br>Bangalore, Mumbai, Chennai, Delhi<br>Poona, Kolkata |
| <b>Radio TV and Paper interviews and Expert Comment</b>               | <b>BBC World News, Sky News, ITV Newsnight, BBC Moral Maze, The Big</b>  |   |   |

### *Organisations consulted and worked with:*

- The Commonwealth Secretariat – Gender Mainstreaming audit and gap analysis for training.
- The North Atlantic Treaty Organisation: High level Summit on Migration and its Political impacts – paper on ‘the coming political storm around identity and reinforcement of borders’ 2018 Northern Macedonia.
- Foreign and Commonwealth Office – Nigerian returns and UK immigration stance on Nigerian ‘returnee management’ (2006)
- Home Office/ Ministry of Justice – development of Safe Housing and MoJ support for survivors of Trafficking
- UK Policing – Pentameter 1 and 2, National Crime Agency, (Gold command: Victim care, housing support and access to legal aid)
- National and Local Government – Cambridgeshire, Suffolk, Norfolk, Essex Safer Fenland Partnership
- Crown Prosecution Service UK – Interventions on Trafficking, Street Grooming, Sexual Violence.
- University of Leeds – South Asian communities’ responses to Street Grooming in the UK – (Manchester Police and CPS involvement) 2013
- UNITAR – Geneva 2016 ff
- Ibitssam – Lebanese based Modern Slavery information hub for resisting human trafficking in MENA. 2016
- Women’s Aid network and Rape Crisis (Scotland, England and Wales),
- Interfaith networks working on social justice issues: Mosques, Synagogues, Gurdwaras, Hindu temples, Churches (across the spectrum), Synagogues
- IC thinking – University of Cambridge (Department of Psychology) – counter fundamentalism and extremism intervention (PREVENT)
- Church of Scotland (and 6 co-operating states) and EU DAPHNE funded intervention on Gender Based Violence and the churches (2 years project training interventions, book and liturgical production)
- Compassion International – Democratic Republic of the Congo Women’s Development Centre and *Ecole Maternelle* scheme and provision:
- Provincial Mothers Union and the Anglican Church in D.R.Congo response to victims of Sexual Violence and Rape peri and post conflict.
- Capita – project conception on FGM, Gender based Violence Africa (Liberia, Sierra Leone and Somalia)
- The United Kingdom Border Agency – commissioned reports on diasporas and welfare in detention centres
- The Legatum Institute – 2012 Olympics report (KINDLE) – briefing Mayor of London Police Advisory Committee
- Australian Women in Resources Alliance (AWRA) Gender audit development
- Women’s National Commission UK – Black and Minority Ethnic access of opportunities for Public Office
- The UNODC –the development of the iPod ‘Translate’ tool for migrant support
- Asian and Pacific working group reporting on Violence against Women and Children – UN special representative working group 2009 Hong Kong
- Malaysian/Philippine support network of Women in Domestic enslavement – Hong Kong
- World Council of Churches – inter-faith engagement on Violence against Women in Asia and the Pacific
- The European Economic and Social Committee (expert adviser 2004)
- The Royal Canadian Mounted Constabulary: Consultant on risk analysis of 2012 Winter Olympics
- Leadership Conference of Women Religious – victim support engagement
- Roman Catholic Congregations in Ireland: Romanian Orthodox Church task group on Trafficking
- The Equalities and Human Rights Committee (UK) Churches and the Equalities
- The European Women’s Lobby (Brussels) – Not for Sale campaign now the Brussels Campaign
- Stonewall – briefing on Equalities and the Churches – developing a brand for engagement
- Council of the Baltic Sea States Task Force against Trafficking (Stockholm)
- Muslim communities in diaspora in the East of England; Home Office funded research

- Nepalese/Indian and Bangladesh counter trafficking task force
- Cambridgeshire Constabulary / Gloucestershire Constabulary – counter trafficking briefings
- Pew Foundation International Scholar – African Feminism – and the work of Mary Slessor in Delta State.
- The Qatar Trafficking Foundation (support documentation for UN Special Rapporteur on Human Trafficking)
- RENATE: Women Religious across Europe: counter Trafficking capacity review and funding support publication 2015.
- Ibitssam Foundation [www.ibitssamfoundation.com](http://www.ibitssamfoundation.com) (development of on line resource for raising the challenge of Human Trafficking in the Middle East and North Africa with a Lebanese based NGO) 2015 – 2016.
- Eastern Region Child Sexual Exploitation – Government Innovation award - Norfolk Safeguarding Children Board – Extended Community Safeguarding Project. 2015
- The European Federation for Street Children (EFSC) 26 EU partners – Partner and Academic consultant on Catch and Sustain project 20012-2014 DG HOME

**Languages** French, Swahili, English, currently learning Italian

**Computer Literacy: Research Professional, all major Microsoft and associated SM packages.**

### *Sample Academic and Book Publications*

- **‘New Kids on the block: What Gender Economics and Palermo tell us about Trafficking in Human Beings’** in Contemporary Global Perspectives on Gender Economics Ed: Susanne Moore IGI Global July 2015
- **Human Trafficking, Sporting Mega Events and the London Olympics of 2012:** 2012 Kindle publication The Legatum Institute Carrie Pemberton Ford
- **The Real Violence of Sex Trafficking** Lucy Berry and Carrie Pemberton Ford 2007 Mayhew
- **Not for Sale: Raising Awareness Ending Exploitation** – L Berry and Carrie Pemberton Inspire Press 2006
- **Circle Thinking: African Women Theologians in conversations with the West** (issues of GBV, Culture and Human Rights discourse, FGM, Post-Colonial rifts in theological dynamics, pre-Colonial discourses countering patriarchal mainstreaming) Brill 2002 C Pemberton
- **‘Whose face in the mirror? Personal and postcolonial obstacles in re-searching Africa’s contemporary women’s theological voices’.** Ed Ursula King and Tina Beattie New Studies in Religion and Gender. Concilium 2004.
- **‘Breaking the Silence: Speaking Holy Words for Women’** Gender Based Violence –social constructions and theological models - in L Orr MacDonald, Ed. Do Not Be Afraid, Scottish Churches Publishing, Edinburgh.2002
- **Anglicanism A Global Communion** – (a global conversation of different voices from the international communion featuring issues of gender, violence, and power alongside ecclesiology and mission) co- editor Mowbray 1998
- **Female Genital Mutilation** – Why Human Rights are Women’s Rights Issues of Cultural Specificity then and now. Paper for African Studies Seminar – SOAS. 1999

### *Sample Reports for commissioning bodies*

- **‘A mapping of counter Human Trafficking initiatives undertaken by Religious Communities and associations in Europe’** – RENATE 2015. Executive report and gap analysis Presented to Pope Francis August 2016.
- Introduction and foreword to the **‘Child Trafficking Prevention – Practitioner’s Training Guide’** edited by the European Federation for Street Children (EFSC) commissioned by the European Commission, Directorate-General for Home Affairs 2012 -2014 (UK adviser in the development stages of the bid)
- **Gender and Trafficking in Europe** – bid proposal for the European Commission, Directorate-General for Home Affairs with Matrix Consulting London August 2014,

- Gender Mainstreaming: Internal and External impacts for the Commonwealth Secretariat – report for Gender Section Marlborough House 2014.
- University of Leeds – South Asian communities’ responses to Street Grooming in the UK research team member – (Manchester Police and CPS involvement) 2013
- Conflict Minerals and Sexual Violence in DRC – the last 20 years and what can be done - University of St Andrews
- Mega Sports Events and Human Trafficking risk: London 2012 (Child safety risks and compliance issues, forced labour and sexual exploitation) Legatum Institute (Senior Researcher lead country experts)
- Who is my neighbour: Migration and Community Cohesion in Fenland? Fenland Strategic Partnership 2009 (Research lead multi agency report)
- Key Issues for Muslim Women in diaspora communities – a report on focus groups (FGM, Child Safety issues, Honour killings, Educational impacts, forced marriage) (Research lead, 2 research colleagues)
- Two Universities, One City – A review of foreign national students and staff in Cambridge. Reporting structures of hate crime and violence against women. Cambridgeshire Constabulary 2007
- Policing Complex Communities – (the role of Diasporas, Immigration, Community dislocations and Representation in Policing) Ibis Insight 2006 (Senior researcher – Multi agency report)
- Policing Peterborough – a series of community focussed reports on a top ten selection of migrant populations of Peterborough during 2005 – 2006 (commissioned by Cambridgeshire Constabulary)
- Police Structure Review and Regionalisation; Implications for the policing of migrant populations in the Eastern Region 2005 (for 6 commissioning Eastern Region Constabularies)
- Three Counties, Many People, One Police –The challenges of community cohesion, cross-border infractions and the opportunities for enhanced Policing collaboration – 2005 (Cambridgeshire, Norfolk and Suffolk Constabularies).
- Paying the Price – Home Office review on Prostitution July 2004 – report to commissioning team of key issues in grooming and communities at risk.
- Mary Slessor: Liberative Feminist or Colonial colluder – a view from Delta State – (unpublished paper 1998)
- Behind the Numbers: Chinese Migrant labour in Norfolk C. Pemberton and B. Ling 2004 (For Norfolk Constabulary and Norfolk County Council)
- Welfare review in Detention Custody Centres 2004 – (Children in detention and general mapping of welfare issues for Adults held in detention)

## *Education*

**PhD 1998**  
**University of Cambridge**  
**Newnham College**

Thesis: *African Women’s Theologies: a Study in feminism, contextual theology, post-colonialism and globalisation*. Faculty of Divinity  
 Published as *Circle Thinking: African Women in dialogue with the West* Brill 2002

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|---|---|
| <p><b>MA 1992</b><br/><b>University of Leeds</b></p>  | <p><b>International Development and Gender Studies with Political Theology (with distinction)</b><br/>Modules in Violence Against Women, Women and children in the context of war, Women as Refugees, What Women Want – feminist analysis, social science research methodologies.</p>         |
| <p><b>Diploma in Business Administration (DBA) 2003 (one of two year programme) Level 6 CPD.</b><br/><b>The Open University</b></p> | <p>Masters modules in Strategy, Communication and Marketing, Human Resource Management: maintaining employee satisfaction and retention, Brand management, undertaking assessment and reviews, Financial Management and Organisational theory, Foundations of Senior Management.</p>          |
| <p><b>CTM 1982-5</b><br/><b>Durham University</b><br/><b>Birmingham University</b><br/><b>North East Ordination course</b></p>      | <p>Anglican Ordained Ministry: including modules and short courses on Theology, Contemporary Ethics, Pastoral studies, Counselling, Mental Health indicators and interventions, race relations, interfaith understanding: Women in Islam, management of volunteers and foundation trusts.</p> |
| <p><b>PGCE 1981</b><br/><b>Institute of Education</b><br/><b>University of Cambridge</b></p>  | <p><b>Teaching methodologies for adult and young adult learning.</b> Kolb/ Piaget/ Skinner – Subjects Religious Education and Philosophy, Politics and British Government, History,</p>   |
| <p><b>BA 1975-78</b><br/><b>University of Oxford</b><br/><b>St Hilda's College</b></p>  | <p>Politics, Philosophy and Economics<br/>Courses in Gender and Political systems, Women's Enfranchisement, International Relations, Political discourse since Rousseau. American political institutions.</p>   |

## Courses and Trainings

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| <b>Relational Management auditing Team Focus</b>                                  | Relational Management tools for business   |
| <b>Cambridge University Social Psychology and Theology 2011-2014</b>              | Integrative Complexity training for conflict resolution –                              |
| <b>AFRUCA - CTM</b>   | Trainings on Nigerian perspectives on Witchcraft, Exorcism, Child Trafficking          |
| <b>Organisational Relational Audit training Team Focus 2012</b>                   | Theory and practice in developing relational intelligence for organisational change.   |
| <b>College of Policing : Home Office Senior Officer Assessment 2006 - ongoing</b> | Training and European ISO 9004:2009 qualification in assessment processes              |
| <b>Institute of Leadership and Management</b>                                     | (ILM) level 5 Coaching and Mentoring qualification programme (April – October 2014)    |
| <b>London School of Mediation – Bar Council and Law Society CPD</b>               | Accredited Mediator on course to Certified Mediator on the National Mediator Database. |

## Awards

Three-year **British Academy** competitive full scholarship for PhD studies 1995-1998  
**Pew Foundation** Travel Scholarship – 1997 financing South African Field Study  
**Cumberland Lodge** sponsored Study Week on diversity and policing 2002  
**SAFE Conference US Psychological Safety and Trauma responses:** Innovator and Inspiration Award 2019  
 Fellow of the Royal School of Arts London 2015.

## *References on request*

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