

CURRICULUM VITAE
Dr Carrie Pemberton Ford


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Position	Institution / Organisation	Skills / Competencies / Impact	Size
ACADEMIC			
Senior Fellow in Ethics and Public Life January 2020 –March 2022	Margaret Beaufort Institute University of Cambridge	Academic: Development of core curriculum for Masters’ programmes responding to issues in Ethics and Public Life <ul style="list-style-type: none"> • Policing – by the people for the people? • Chaplaincy in Detention and Incarcerated environments • Trafficking in Humans and Modern Slavery • Media – Story telling, fake news, and telling ‘THE’ story. Strengthening trust filled journalism • Migration: Global Human Movement and the modern idea of borders and states • Eco-responsibilities. The challenge of accountability, remedy and glocal response. 	MBIT 8 Staff members
Visiting Lecturer June 2019 March / June 2020	Department of Social Anthropology University of Palermo Italy	Delivery of yearly summer school on Democracy, Migration and Human Rights. Teaching Undergraduate short course in Migration, Human Trafficking, and Social Protection in the light of the Sustainable Development Goals. Libya, Central African and West African Migratory routes, Sex and Labour Trafficking, child trafficking. VAW.	30 International Students 4 department lecturers 10 Guest Lecturers
Visiting Lecturer November/ December 2018	Department of Law American University Bucharest Romania	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
Investigation Team member	Campus Sevilla University of Loyola PhD programme Inclusive and Sustainable Development	Participation as a team member for the evolution and development of this programme.	
Academic reviewer and auditor.	Law Department University of Barcelona Catalonia Spain	EU funded two year programme on the Psychological Harms and Impacts of Trafficking: with the Universities of Tübingen and Barcelona working alongside a number of national NGOs and survivor groups. TRAUMA and Trafficking. Evaluation and Papers presented.	3 person review team 20 academic and NGO partners on delivery team
UNITAR Fellow United Nations Institute for Training and Research February 2017 – January 2018		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

Visiting Research Fellow 2012 – 2016	Orange Free State University – Department of Criminology Republic of South Africa	Research on International legislative challenges in interdicting Human Trafficking and developing best practices on Victim/ survivor Care. Gender Based Violence and FGM.	
EXPERT WITNESS			
	IbixInsight LLP CCARHT CIC	Case Area	YEAR
<p><i>Commended Expert Witness reports</i> – with contemporary detail based on ongoing desk research (this is one of my areas of expertise in relation to contemporary judgements, legal advice, psychological impacts of grooming and abuse, rights of the child and international conventions and binding protocols) I have been the lead researcher on a number of international reports on the vulnerability of children within the legal system, the deployment of border controls and contraventions to cause considerable harm to children in the protection of their UN affirmed rights, and the consequent neglect of safeguarding and correct identification of risk and harm to the child, effectively engaged by traffickers to forestall upwards investigation of their networks at borders, and in domestic criminalisation of minors. I have published two significant reports on this particular challenge. I have developed a specialism in victimology, exploring a number of jurisdictions and cultural approaches and configurations of the ‘ideal victim’, and the consequent ambiguous relationship of trafficked victims to many state mechanisms of prosecuting the perpetrators of trafficking criminality</p> <p>In my counter trafficking portfolio responding to Asylum, trafficking and ‘return’ cases, I have developed a well-informed network advising on the realities and challenges of West and Central African Safe Housing provision, protective services, CSO capacities, I am well positioned to comment on the Psychological and socio economic, and state of the protective services support currently available in countries of return..</p>			
<p>Ongoing work as an Expert Witness deployed by the courts in the four Nations of the United Kingdom.</p> <p>Work accepted on:</p> <p>Cannabis Farming and exploitation under MDS</p> <p>County Lines and exploitation under Modern Slavery Legislation</p> <p>Immigration and Trafficking intersections / Section 45 when Asylum claims are rejected</p> <p>[Section 45 Expert View)</p> <p>Domestic Violence Coercive Control</p> <p>Violence against Women FGM</p> <p>Human Trafficking Modern Day Slavery Labour Exploitation Asylum and Protected Characteristics</p> <p>West Africa and Central Africa</p> <p>Nigeria</p> <p>Morocco</p> <p>India and Nepal</p> <p>Detention and Removal Centres</p> <p>Best Interests of Child</p>	<p>Tier One - appeal</p> <p>Tier 3</p> <p>Procurator’s Office</p> <p>Crown Court – criminal courts experienced - on line and in court.</p> <p>On-line interview experienced with PTSD and anxious clients.</p> <p>Translators on line ready.</p> <p>Section 45 appeals</p> <p>Drug supply</p> <p>Carrying of offensive weapons</p> <p>County Line associated cases</p> <p>Minors and Adults</p>	<p>Nigerian potential trafficking case and Domestic Abuse – contesting protected group status.</p> <p>Nigerian female – domestic abuse, Rape, and fear of honour killing on return to Nigeria – protected group status</p> <p>Two Nigerian females, subjected to Domestic Abuse, and one ratified as having been Trafficked into the UK. Joint Single Expert Witness Appeals upheld.</p> <p>Nigerian Trafficking case (f) Domestic Servitude and contested Sex Trafficking Tier 3</p> <p>25 recent County Lines reports (2021–2023) recently through the courts accepted many informing revised sentencing .or case dismissal. Commendations received by solicitors and counsel – two cases dismissed 3 more presently awaiting Court in the UK with Section 45 of Modern Slavery Act invoked Albanian, Nigerian, Jamaican, Somali, Vietnamese, Romanian, UK Citizens (x6)</p> <p>5 recent cases Cannabis farming in domestic locations and business premises - ongoing research (CCARHT Symposium) undertaken on recruitment and deployment of 'gardeners' within Vietnamese organised crime and Albanian groups and associates in the UK - deployment of Section 45 for gardeners</p> <p>4 Albanian minors with S45 claims</p> <p>8 UK nationals</p> <p>3 Nigerian Females– Domestic and Sexual exploitation.</p> <p>1 Nigerian Sex Trafficking case (f) Nigerian court order consequent to allegations of witch craft attribution Cameroonian potential Child Trafficking case Cameroonian and Nigerian FGM cases.</p>	

<p>Founder and Executive Director CCARHT an International Research network on Human Trafficking and Modern-Day Slavery</p>	<p>Cambridge Centre for Applied Research in Human Trafficking</p> <p>In affiliation with the Cambridge Centre of Social Innovation University of Cambridge</p>		 <p>CCARHT Cambridge Centre for Applied Research in Human Trafficking</p>
<p>2008 - 2023</p> <p>Themes Addressed</p> <p>County Lines Section 45 Domestic Servitude Organ Trafficking Sex Trafficking Migration Routes Safe Housing capacity Protective Services resilience in countries of Return Adoption challenge and Trafficking in Recruitment Labour Trafficking Migration / Smuggling and Trafficking intersectionality Children in the trafficking vortex Victim Protection Non – prosecution of victims Victimology – the culture of the ‘perfect victim’ Survivor challenges endured due to the impacts of Trauma. Loan Sharking and debt bondage Risk of Re-Trafficking. County Lines: Perverse Business Models, and weaponisation by trafficking tactics of the State Country studies on Albania, Vietnam, Nigeria, Thailand, and Romania.</p> <p>Curation and delivery of annual Thomas Clarkson Lecture Old Divinity Schools St John’s College University of Cambridge</p> <p>Curation for 2024 delivery of the Josephine Butler Lecture Newnham College, University of Cambridge</p> <p>2023 Summer Symposium (focusing on Victimology and Perpetrator nexus generated by Trafficking for Criminal Exploitation) www.ccarht.org/symposium</p>		<p>Convening, Curation and Delivery of Annual Symposium on Human Trafficking at the Judge Business School University of Cambridge + On line</p> <ul style="list-style-type: none"> • Victims or Perpetrators: shifting perspectives on trafficking for criminalisation 2023 On line symposium - Day 1 International themes and Organised Crime, Day 2 Criminal Exploitation range, challenge and early intervention, Day 3 The Criminal Justice System on trial? including panels on Section 45, SCA decisions, minors, non -prosecution tests. • The Body Trafficked: the use and abuse of bodies in Human Trafficking at Home and Internationally 2021 (included Children and their cyber and off-line recruitment for the purposes of sex trafficking, and multiple examples of criminality including drug running, vending and county lines). • The Sustainable Development Goals and Human Trafficking 2020 Featured attention to Climate Change and Migration, Adoption rackets and risks, Technology, Education, Gender based risks, and Public Health and Trafficking nexus. • The Several Rs of Trafficking 2019 – Included work on Cannabis factories, Drug networks across Europe, Vietnamese inclusion into MDS concerns. Small boat migration, the Mediterranean and prospective channel crossings from Calais: how to respond creatively to repeated migration and asylum claimants. • Refugees, Return, Resources, Organ Trafficking, Risk of Re-Trafficking, Recruitment, (Lover Boy, Better Life, Brokers) and Rights based approaches. Romania, Albania, Nigeria, Turkey, Syria, Egypt, India, Nepal. • The Five Ts of Trafficking 2018 (Transport, Terror, Trauma, Technology and Transparency in the Supply Chain) • A Child-Centred response to Trafficking 2017 Unaccompanied children, a multi agency response to the trafficking and exploitation of minors. • African exposure to Human Trafficking 2016 Commissioned research on seven European countries and the trafficking risk to unaccompanied children 2018. Drugs and Sexual exploitation, guardianship 	<p>Network 600+ Board 4 Non-Executive Advisory Board 7</p> <p>Annual Guest Lecturers 40</p>

Commissioned Research undertaken: Reports available on line www.ccarht.org/library

2023 *Can Ocham's Razor cut through this Wicked Problem?: Victims and Perpetrators, Section 45 and the Modern Slavery Act in contemporary UK courts. A view from the Expert Witness stand.* in *A Modern Slavery Handbook* ed. M Kapardis Palgrave London 2024.

2022 contributed chapter to *Human Trafficking in Nigeria 1960-2020: Pattern, People, Purpose and Places* P.Aweto University of Leiden.

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.

<p>Director of Centre</p> <p>And Lecturer</p> <p>in Systematic Theology, Ethics, New Testament and African Theologies at the ISTHA</p>	<p>Centre for Women’s Development</p> <p>Democratic Republic of the Congo Central Africa</p> <p>Institut Theologique Anglican Church 1987-90</p> <p>Bunia</p> <p>D.R.Congo</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)</p> <p>External Communications (Radio, Press, and wider church networks)</p> <p>Commissioned the Centre for Women’s Development compliant with Central and local government Relations.</p> <p>Curriculum development, lecturing and assessment</p> <p>Staff recruitment, on boarding and progression.</p>	<p>8 staff</p> <p>16 students</p> <p>30 Nursery age children</p> <p>Now the first Anglican University in Ituri province Congo.</p>
<p>Project Manager/Lead Researcher</p> <p>Currents in World Christianity (NAMP)</p> <p>1998-99</p>	<p>Cambridge University Research Project</p> <p>Faculty of Divinity</p> <p>Westminster College</p> <p>University of Cambridge</p> <p>Education</p> <p>Communications</p> <p>Web Development</p> <p>Budget management</p> <p>Funding bids</p> <p>Clerking to Board</p> <p>Project Management and liaison with international research team</p>	<p>Editing manuscripts and papers for publication</p> <p>Conference organisation –</p> <p>Conference inauguration - First Christianity in the European African Diaspora conference in the UK</p> <p>Budget management and preparation of over £2.1 million distributed funds for public audit.</p> <p>Reported to American funders PEW foundation.</p> <p>Nigerian Religious Systems: Pentecostalism and traditional rituals of protection and exchange. (unpublished paper)</p>	<p>2 plus</p> <p>12 International researchers</p> <p>Plus 60 international 120 National delegates for conferences and papers.</p>

	Book Commissioning and Editing Lecturing and Seminar Leading	Sub Editor: NAMP papers on Early missionary transformations of Delta State communities: Enslavement, Gender Violence and the work of Mary Slessor. Supervised MA and BA students in Systematic theology and Gender and Pastoral studies	
Diversity Consultancy – Gender Mainstreaming, migration management and Equality & Inclusion strategies			
Company Director –	IbixInsight Consultancy and Training LLP 2003 – www.ibixinsight.com	<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 Cambridgeshire Constabulary 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>SME Strategy, Branding, Presentations Board Room to Conference Platforms and Expert Panels)</p> <p>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, CRM database devt Market analysis and build Qualitative and Quantitative Research 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>FGM and Communities – post Colonial transformational engagement – advisory to Leicester Constabulary</p>	1-7
Chair and Lecturer ICPS London 2014 - 2017		Curriculum development and delivery.	Classes of 5 -20 Civil Servants, Business

<p>Special sessions developed for African Development Bank (Abidjan)</p> <p>Luxembourg University 2016</p>	<p>International Certificate in Gender Equity Planning for ICPS – delivery in</p> <p>Human Trafficking, Labour Exploitation and Modern-Day Slavery</p> <p>CITES and Sustainability – the Trafficking of Ecologically fragile commodities and liveware.</p>		<p>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>
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<p>Research Working Group and Board Member 2006 – 2008</p>	<p>United Kingdom Human Trafficking Centre Sheffield</p>	<p>Developed initial Curricula for training in Human Trafficking awareness amongst front line policing with the NPIA.</p> <p>Developed the first RESEARCH collaboration between nascent Police Human Trafficking units, the UKHTC and</p>	<p>50 – 60 members of the round table</p> <p>6 Board Members</p>

Education

PhD 1998
University of Cambridge
Newnham College

MA 1992
University of Leeds

Diploma in Business
Administration (DBA) 2003
(one of two year
programme) Level 6 CPD.
The Open University

CTM 1982-5
Durham University
Birmingham University
North East Ordination
course

PGCE 1981
Institute of Education
University of Cambridge

BA 1975-78
University of
St Hilda's College

Oxford

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

International Development and Gender Studies with Political Theology (with distinction)

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.

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.

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.

Teaching methodologies for adult and young adult learning. Kolb/ Piaget/ Skinner – Subjects Religious Education and Philosophy, Politics and British Government, History,

Politics, Philosophy and Economics

Courses in Gender and Political systems, Women's Enfranchisement, International Relations, Political discourse since Rousseau. American political institutions.

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.

Global Advisory Experts UK award - Asylum and Migration Expert Witness UK 2021-2022

References on request