

18 November 2025

Preventing harm: turning insight into impact



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In an evolving health and care landscape there is an increasing recognition of the need to shift from reactive to preventative approaches in regulation. This conference seeks to contribute to that shift by harnessing insights from research to inform policy and practice. The event is for researchers, policy professionals, regulators, register holders, educators, healthcare leaders and anyone interested in improving regulation and registration for patient safety, public protection and public confidence, and how that can be achieved through research.

This collaborative event aims to bridge academic research with regulatory and policy practice to co-produce actionable knowledge. The event will help shape future research agendas, foster collaborations, and inform strategies for embedding prevention across regulatory practice. It will be complementary to the PSA's current work on refocusing regulation which seeks to articulate what it means to shift the focus more towards preventative approaches, to create conditions in which care is safer and better, and harm less likely to occur.

Introduction and morning session

Alan Clamp

Alan has been the Chief Executive of the Professional Standards Authority for Health and Social Care (PSA) since 2018. The PSA promotes the health, safety and wellbeing of patients, service users and the public by raising standards of regulation and voluntary registration of people working in health and care.

Alan was previously the Chief Executive of the Security Industry Authority (SIA). The SIA is a public body established under the Private Security Act 2001 to regulate private security in the UK. Between 2011-2015 Alan held the post of Chief Executive at the Human Tissue Authority (HTA), an independent regulator sponsored by the Department of Health.

In addition to his role at the PSA, Alan is a Non-Executive Director at the Intellectual Property Regulation Board, a member of the Regulatory Board at the Association of Chartered Certified Accountants and a Trustee of the Institute of Regulation.

Roberta Fida

Roberta Fida is a Full Professor of Organisational Behaviour and Organisational Psychology at Aston Business School, where she serves as Head of the Leadership and Management Department. She is a Chartered Occupational Psychologist and Senior Fellow of the Higher Education Academy. Her research focuses on work stress and unethical behaviour at work, particularly the mechanisms of moral disengagement and self-efficacy in shaping conduct. She has published over 80 papers in leading journals such as Human Relations, Journal of Organizational Behavior, and Journal of Business Ethics.

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 Organizational Psychology's Impact Incubator (www.Eawopimpact.org). 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, especially sexual misconduct and theft behaviours, and factors relating to organisational trust and distrust.. She sits on the Royal College of Surgeons (England) working party on sexual misconduct in surgery, and NHS (England)'s working party on domestic and sexual violence. Her latest work includes: a new Cambridge University Press book on Doctor on doctor sexual harassment, an International Labour Organisation report on Workplace harassment and violence, and three free animations on preventing sexual harassment and abuse – they include primordial, primary and quaternary preventions.

Parallel A: AI & technology

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 studies focused on the identification and management of concerns about health professionals' conduct and behaviour, including regulatory fitness to practise procedures, regulatory data, and workforce wellbeing. More information about her research, including publications, is available here: www.plymouth.ac.uk/staff/marie-bryce

Emma Garrick

Emma Garrick is an Integrative Psychotherapist specialising in anxiety and OCD, and CEO of the National Council for Integrative Psychotherapists (NCIP), currently progressing through PSA accreditation. With a background in technology investment, she explores how emerging technologies like AI are reshaping professional boundaries, practitioner wellbeing, and public protection. Her work focuses on developing preventative frameworks for safe, ethical practice in an increasingly digital care landscape.

Rebecca Mulvaney

Rebecca Mulvaney is senior policy manager at the specialist regulator for social work, Social Work England. She has been with the regulator since July 2019, working first in education quality assurance before making the move to policy. Her current focus is research and public policy, including developing the organisation's first research strategy.

Ben Redmond

Ben Redmond is a researcher at Social Work England, the specialist regulator for social workers in England. His work focuses on regulation in health and social care with a focus on social work.

Helen Smith

Helen came from a background of Intensive Care Nursing prior to their PhD, which examined the ethical and legal challenges of the use of AI in Healthcare. Their ongoing work with Professor Jonathan Ives in this area is motivated by a wish to directly protect patients by giving healthcare professionals the tools that they need to enable safe and equitable, AI-enabled, top-quality care.

Parallel B: Effective learning when things go wrong

Melanie Venables

Melanie Venables is our Director of Policy and Communications. She leads the teams responsible for internal and external engagement, and policy development.

When Mel joined the PSA in 2020 as Head of Accreditation, she led a strategic review of the Accredited Registers programme. Prior to this, she was Head of Corporate Business Planning at the General Medical Council. During this time, she completed her first degree, in Philosophy. Mel also holds a Master's in Business Administration.

Polly Rossetti

Polly is a policy professional with over 15 years' experience working across a range of sectors including central and local government, the charity sector and healthcare regulation. She is particularly interested in ensuring that healthcare regulators are responsive and accessible to the public they serve and strive for continuous improvement in public protection. She is a co-author of the PSA's 'Safer Care for All' report and has recently led a research project exploring barriers and enablers to making a complaint to a health or care professional regulator.

Ashley Carlson

Ashley graduated from the University of Alberta with a Masters in Public Health, with a specialization in Health Policy and Management. She has worked in a variety of roles within health care including medical ethics, quality and patient safety, policy development, process improvement, strategic planning and project management. She is currently the Director of Performance Measurement and Research at the College of Licensed Practical Nurses of Alberta where she is responsible for implementing organizational and departmental performance measures, and pursuing research opportunities to advance knowledge relating to regulation and the practical nurse profession.

Parallel B: Effective learning when things go wrong

Sanah Sidhu

Sanah Sidhu is the Director of Professional Conduct with the College of Licensed Practical Nurses of Alberta. She leads the complaints and hearings portfolio with a specific focus on public protection. Sanah is an active member with the Law Society of Alberta and has achieved both a Juris Doctor and Bachelor of Commerce.

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.

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 to leverage data and research to demonstrate impact and guide decision-making processes that enhance fairness, foster meaningful change and drive effectiveness.

Parallel C: Collaboration for safe practice

Matthew Redford

Matthew was appointed as Chief Executive and Registrar of the General Osteopathic Council (GOsC) in July 2020 after serving as Acting Chief Executive and Registrar of the organisation from September 2019. He has been with the GOsC since October 2000 and prior to his appointment as Chief Executive and Registrar he was Director of Registration and Resources, a post held for eight years. Matthew also sits, in a non-executive capacity, on the Joint Audit Committee of the Kent Police Crime Commissioner and has sat on the Finance, Risk and Audit Committee of the Chartered Society of Physiotherapy.

Daniel Moore

Daniel Moore is a senior lecturer from Teesside University and a registrant member of the Education Committee for the General Chiropractic Council. His academic focus centres around education in health professions including continuing professional development (CPD) and lifelong learning. He is a doctoral student in education and holds board positions with Teesside University, the Global Alliance for Musculoskeletal Health (G-MUSC) and World Spine Care. Daniel completes various projects for the GCC and values collaborative approaches as a foundation to regulation.

Penny Bance

Penny Bance is Director of Development at the General Chiropractic Council. She is responsible for education, policy, research, standards, communication and registration. Penny has led the reviews of the GCC's Education Standards and the Code of Professional Practice as well as developed standards guidance, most recently on Professional Boundaries.

Tista Chakravarty-Gannon

Tista has worked in the service for over 25 years supporting survivors of abuse. She now also co-leads the Outreach team at the GMC and heads up their 'Welcome to UK Practice' work to support doctors who qualified overseas. Tista still provides support to survivors of abuse and is involved in projects to empower women and children, including recent work to tackle misogyny in medicine. She has particular interests in safeguarding, medical leadership and quality improvement, especially pertaining to anti-discrimination and compassionate cultures. She is a peer reviewer for BMJ Leader and Sushruta Journal of Health Policy and Opinion on these issues and was awarded BAPIO's President's award for Professional Excellence in 2022 and the BIDA Special Award in 2024, for her commitment to work in this arena. She is currently contributing to a medical text book on anti-racism in medicine for Elsevier.

Parallel D: Sexual misconduct: learning from PSA's Section 29 process

Rachael Culverhouse-Wilson

Rachael Culverhouse-Wilson is Head of Legal and an in-house barrister at the Professional Standards Authority ('PSA'), which oversees the 10 statutory bodies that regulate health and care professionals. Rachael is responsible for leading the section 29 function and team in relation to potential appeals of fitness to practise decisions made by these bodies and to conduct litigation on behalf of the PSA. Rachael has worked in health and social care regulation for over 10 years, working for two other health care regulators including as Head of Legal. Rachael holds a Masters of Law (LLM) degree in Public Law and Global Governance and is an Academic Masters in Law Advisory Board member for the University of Law.

Afternoon session

Anna van der Gaag

Anna van der Gaag is a Visiting Professor of Ethics and Regulation at the University of Surrey, with an interest in what makes and breaks good healthcare. Anna has held senior appointments in the health, social care and legal sectors over two decades and is currently Senior Independent Director of an NHS Mental Health Trust. Until recently she chaired the Advisory Board for Safer Gambling at the UK's gambling regulator, and the NMC's Midwifery Strategic Advisory Panel, where she was instrumental in bringing people with lived experience of gambling harm, and women who use maternity services, into regulatory decision making.

Anna is active in research in regulation internationally. In 2009, when Chair of the Health and Care Professions Council, she introduced the first regulatory research strategy by a UK health regulator, leading to a series of commissioned research projects on alternative dispute resolution, restorative justice, understanding the impact of fitness to practice and increasing the involvement of people with lived experience in regulation. Her more recent regulatory research has included testing the use of AI in nurse fitness to practice decision making in the US, Australia and the UK, but her main interest lies in developing more restorative and person centred approaches to handling complaints about health professionals. Her current research with the Australian health regulator is examining the impact of complaints handling on health practitioners working in rural and remote areas who are internationally qualified. She was awarded a CBE for services to health and care in 2015.

Parallel E (Part i): Registrant engagement and wellbeing

Gerry McGivern

Gerry McGivern is a Professor in Public Services Management & Organisation at King's Business School. His research focuses on understanding how professional knowledge, practices, identities, and leadership are affected by regulation, management, and organisation, primarily in healthcare systems in the UK and East Africa. His research aims to improve management, organisation, leadership, and regulation in public services. Gerry's research has impacted the Professional Standards Authority's and General Osteopathic Councils' health professional regulation policy in the UK and his research on how to improve health professional regulation in Kenya and Uganda was recently cited in World Health Organization (WHO) guidelines on health practitioner regulation

Marie-Jeanne Royer

Marie-Jeanne joined the Research and Intelligence Team at the General Dental Council in 2021, where she leads on the design, delivery, and dissemination of internal and externally commissioned research and evaluation projects. Current areas of focus include mental health, working patterns, and equality, diversity and inclusion (EDI). Prior to joining the GDC, she worked in academia, where she undertook research and lecturing.

Parallel F (Part i): Getting more from regulatory data

Yoni Carmel

Yoni serves as the Evaluation and Insights Manager within the Data and Research team at the General Pharmaceutical Council (GPhC). He leads the design and delivery of research, evaluation, and statistical analysis projects across key regulatory areas, including education, inspection, fitness to practise, and equality, diversity and inclusion (EDI). His work supports evidence-based decision-making and drives continuous improvement across the organisation.

David Clark

David works for the General Pharmaceutical Council (GPhC), leading a small team of pharmacy inspectors covering the South of England. David held pharmacy leadership roles in large organisations, subsequently owning his own pharmacies before joining the GPhC in 2019.

Susanne Gibson

Susanne Gibson is Senior Research Manager at the General Dental Council, where she is responsible for leading on internal and externally commissioned research and evaluation projects. Current areas of focus include informing and evaluating improvements in Fitness to Practise and Equality, Diversity and Inclusion. Susanne is also leading the commissioning of evidence reviews looking at AI in dentistry and dental education.

Gabrielle Finn

Gabrielle Finn is Professor of Medical Education at the University of Manchester. She previously served as Associate Vice-President and Vice-Dean for Teaching, Learning and Students the University of Manchester. She was Founding Director of the Health Professions Education Unit at Hull York Medical School. Her research spans assessment, professionalism, widening participation, gender discrimination, curriculum design, and anatomy pedagogy. She has published over 150 works and secured significant research funding. She is Associate Editor for two major journals. Professor Finn is a National Teaching Fellow (2019), Principal Fellow of the HEA, and KIPRIME Fellow, and is the Chair of the Association for the Study of Medical Education (ASME).

Parallel G (Part i): Workforce challenges and opportunities

Martin Elliott

I am a Senior Research Fellow in the Children's Social Care Research and Development Centre (CASCADE) at Cardiff University. Alongside my own research, I am currently a Research Development Advisor for the Health and Care Research Wales Faculty and academic lead for the all Wales ExChange programme.

My research interests include children 'looked after' by the state; young people in secure accommodation; children on the edge of care; poverty and social inequalities; services and outcomes for disabled children and young people.

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 of legal practice in the health, social care and regulatory sector (September 2001 – December 2015, Partner from 2009). Dr Sorbie's research interrogates two related areas: health research regulation, with a focus on the role of the public interest, and the regulation of individual health and social care professionals. Patient safety and voice is a theme that runs through both topics and her research has most recently been funded by Wellcome, NIHR, Royal Society of Edinburgh and Royal Irish Academy. She has been called upon to provide independent expert advice to a range of public and third sector bodies including advising the Scottish Government as an invited member of an Independent Expert Group on Unlocking the Value of Data, and the Infected Blood Inquiry on the statutory and professional duties of candour. Dr Sorbie is a Deputy Director of the Mason Institute for Medicine, Life Sciences and the Law, and an appointed member of the BMA's Medical Ethics Committee. She served on the Patient Safety Group of the Royal College of Surgeons of Edinburgh from 2018 – 2024.

Mary Tumelty

Dr Mary Tumelty is a Senior Lecturer at the School of Law, University College Cork, with research interests in the areas of health law, patient safety, and alternative dispute resolution. Her primary research focus is interdisciplinary in nature, examining the relationship between law, policy, and healthcare practice. Dr Tumelty's work has been funded by the Royal Irish Academy, Research Ireland, and the Royal Society of Edinburgh. She has also collaborated on projects funded by the Economic and Social Research Council, and COST (European Cooperation in Science and Technology). In 2021, Dr Tumelty was appointed to the Health Research Consent Declaration Committee (HRCDC) by the Minister for Health. She was also a member of the Health and Social Care Professionals Council (CORU) (Ireland's multi-profession health regulator) from 2019-2023.

Parallel H (Part i): Sexual misconduct

Louise Stone

Louise Stone is an Australian General Practitioner with clinical, research, teaching and policy expertise in mental health, doctors' health and professionalism. She is the lead editor of an international text on sexual harassment in medicine, to be published by Cambridge University Press in the next few months.

Her current research projects include a longitudinal, collaborative youth mental health project, exploring the journeys of young people around the ACT mental health system, and a translational international collaboration exploring the experience and policy responses to sexual harms between doctors.

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 Organizational Psychology's Impact Incubator (www.Eawopimpact.org). 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, especially sexual misconduct and theft behaviours, and factors relating to organisational trust and distrust.. She sits on the Royal College of Surgeons (England) working party on sexual misconduct in surgery, and NHS (England)'s working party on domestic and sexual violence. Her latest work includes: a new Cambridge University Press book on Doctor on doctor sexual harassment, an International Labour Organisation report on Workplace harassment and violence, and three free animations on preventing sexual harassment and abuse – they include primordial, primary and quaternary preventions.

Parallel E (Part ii): Registrant engagement and wellbeing

Bron Biddle

Bron is a Senior People & Culture Consultant with extensive experience supporting public sector organisations across four nations. An influential voice in national conversations, shaping policy and contributing to public forums, her work spans a wide spectrum of cultural interventions, complex workplace investigations, and the design and delivery of impactful training programmes. As a subject matter expert in sexual misconduct, Bron brings a trauma-informed lens to all aspects of her practice.

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 Organizational Psychology's Impact Incubator (www.Eawopimpact.org). 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, especially sexual misconduct and theft behaviours, and factors relating to organisational trust and distrust.. She sits on the Royal College of Surgeons (England) working party on sexual misconduct in surgery, and NHS (England)'s working party on domestic and sexual violence. Her latest work includes: a new Cambridge University Press book on Doctor on doctor sexual harassment, an International Labour Organisation report on Workplace harassment and violence, and three free animations on preventing sexual harassment and abuse – they include primordial, primary and quaternary preventions.

Susi Caesar

A GP by background, Susi is a medical appraiser, executive coach and mentor, appraiser training facilitator, and the CEO of Wessex Appraisal Service Ltd. She is also a nationally elected RCGP Council member. Previous roles in professional standards include AD at the NHS Revalidation Support Team, RCGP MD for Revalidation (and later Primary Care Development), and elected Chair of the Academy of Medical Royal Colleges' (AoMRC) Professional Development Committee, where she led the four nations work to bring in 'Appraisal 2020' and the AoMRC Medical Appraisal Guide 2022. Her passion for medical appraisal comes from her research showing that it offers a unique opportunity for supporting doctors, and re-energising and improving their professional practice.

Parallel F (Part ii): Learning from e-Pharmacy

Ben Palafox

Benjamin Palafox, Research Fellow in Health Systems, is a mixed-methods health policy and systems researcher based at the London School of Hygiene & Tropical Medicine, with more than 15 years of experience conducting quantitative and qualitative research on pharmaceutical policy and improving access to primary care and medicines in low- and middle-income countries.

Catherine Goodman

Catherine Goodman is a Professor in health economics and policy at the London School of Hygiene and Tropical Medicine (LSHTM). She has over 25 years of experience in applied health systems research in low and middle income settings. A key focus of her work is on understanding private sector engagement in healthcare provision and evaluating interventions to improve private sector governance including regulation, accreditation, social franchising, social marketing and quality improvement. Recent projects cover e-pharmacy markets in Kenya and India, private sector care provision in Georgia, and strategies for private sector governance across LMICs.

Parallel G (Part ii): Interprofessional working

John Jenkins

John Jenkins is Honorary Professor, RCSI University of Medicine and Health Sciences, Ireland and Visiting Professor, Semmelweis University, Budapest. Since retiring from practice as Consultant Paediatrician and Senior Lecturer in Child Health at Queen's University Belfast, he has remained active in development and delivery of medical and wider healthcare education across Ireland and the UK, with a particular focus on interprofessional education and collaborative practice as a key element of policy and safety agendas. As a member of Interprofessional. Global he contributed to international development of the Winterthur-Doha declaration which was launched in November 2023.

He is an accreditation assessor for the Irish Medical Council and a committee member - currently Registration and Continuing Practice and previously Education and Training. He was previously Council member of the UK GMC and chaired its Standards and Ethics Committee and Postgraduate Education Board. Other roles have included President of the Association for the Study of Medical Education (ASME), Director of the RCSI Transforming Healthcare Education programme, Chair of the AMEE ASPIRE panel for Recognition of Excellence in Curriculum Development, and Irish national Medical Intern Board.

Mary Costello

Mary has over 25 years of experience of working in social research acquired across research consultancies, professional regulators, including the GMC and the SRA, and public bodies. During this time she has developed, implemented and led research projects both as a principal investigator and as client side project manager and research commissioner. She has played a lead role on the scoping the research evidence, and production analysis and content of the GMC's, The state of medical education and practice, publication series

Lucy Ambler

Lucy Ambler is a Research and Insight Analyst at the General Medical Council. She contributes to the GMC's State of Medical Education and Practice series, focusing on doctors' workplace experiences and the factors that shape patient care and professional wellbeing. Lucy specialises in turning complex research findings into clear insights that inform policy and practice across healthcare.

Parallel H (Part ii): Sexual misconduct

Emma Yapp

I joined the School of Policy Studies in May 2024 as a Senior Research Assistant on Natasha Mulvihill's 'Powerful Perpetrators' ERC-funded project, with a primary specialism in perpetrators of sexual violence in medical contexts. I conducted my PhD at Birkbeck, University of London, which examined how the relationship between sexual violence and mental health is discursively constructed in England and Wales through a socio-legal lens, and revealed how harmful stereotypes and norms come to bear on sexual violence testimony both inside and outside the courtroom. My research interests include critical feminist theory, sexual violence, mental health, socio-legal scholarship, and critical disability theory.

Kathryn Parkin

Kathryn Parkin is a part-time PhD student at the Open University. Her research is focused on Professional Boundary issues within the osteopathic therapeutic relationship which is funded by the OU and the General Osteopathic Council. She is a registered osteopath with 11 years experience working across private practice, the NHS, amateur and professional sports.

Closing reflections

Alan Clamp

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Roberta Fida

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Rosalind Searle

Please return to page 3 for Rosalind Searle's biography.

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Contact information

If you have questions, comments, please email engagement@professionalstandards.org.uk

