

## Curriculum Vitae

**Andrew Michael Bridges CBE, BA, MA, MPhil, FPIInst** Born: 2 June 1951

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### **Employment & self-employment - Current and recent work:**

**From February 2021 to date: Strategic Director** (p/t) for the National Approved Premises Association, the 'trade association' for independent probation hostels.

#### **From September 2011 to date:**

**Self-employed:** Advice and varied assignments for G4S and for two Community Rehabilitation Companies, plus some pro bono mentoring. Major study completed for KSS CRC in November 2020.

#### **From 5 April 2004 to 2 June 2011:**

**HM Chief Inspector of Probation** (retired on 2 June 2011)

Increased the quantity, quality and speed of inspection production each year, while staying within budget seven years out of eight.

#### ***Previous posts:***

#### ***Notes***

2001 - 2004	HM Inspector and HM Deputy Chief	Deputy Chief Inspector of Probation from August 2003.
1998 - 2001	Chief Probation Officer, Berkshire	Achieved 3rd best (out of 54) Inspection score nationally, plus planned amalgamation as a new Area within the National Probation Service. Also Chair of inter-departmental National Offender Employment Forum
1989 - 1998	Assistant Chief Probation Officer, Berkshire	Included 9-month part time secondment as Research Fellow at University of Oxford, April to December 1996. Research published in March 1998: <i>Increasing the Employability of Offenders: An Inquiry into Probation Service effectiveness</i>
1973 - 1989	Probation Officer, Senior PO etc, inc qualifying training	Leicester, Swindon, Newport, and various prison establishments

#### **Other non-executive experience:**

1. March 2014 – May 2019: Advisory Group for the Victims Commissioner.
2. April 2009 – March 2011, for the Department of Corrections of New Zealand: External Member of the Expert Panel advising on designing and implementing a Change Programme for the Community Probation Service there.
3. 1996-2000, partner in EU's 'Leonardo' programmes 'TRYP' and 'KAMRA', on employment for offenders in Italy, Austria, Germany, Portugal, Netherlands.

<b>Education &amp; Qualifications:</b>			
<b>Dates</b>	<b>University</b>	<b>Qualifications</b>	<b>Notes</b>
2015 - 18	University of York (distance)	<b>Diploma in Railway Studies (Distinction)</b>	More Business History
1986 – 91	University of Bath School of Management (own time)	<b>MPhil</b>	Thesis on work of Senior Probation Officers
1981 – 4	Bristol Polytechnic (own time)	<b>MA in Historical Studies</b>	Business History specialism
1973 – 5	University of Leicester	<b>Diploma in Social Work</b>	Qualified in Social Work / Probation
1969 – 72	University of York	<b>BA (Hons) 2(i) in History</b>	
<b>Additional:</b>			
2015	Appointed <b>Fellow of the Probation Institute (FPIInst)</b>		
2000-01	City & Guilds	<b>NVQ Level 2 as User of Information Technology (IT):</b> Good IT skills, having completed the 2018 Diploma using Distance Learning throughout. My website, documents and presentations are all my own work.	
1997-2000	Completed two <b>Common Purpose</b> programmes		
1996	University of Oxford (9 months half-time, April to December)	<b>Research Fellowship</b> - Published as <i>Increasing the Employability of Offenders: An Inquiry into Probation Service Effectiveness</i>	
1993	Cranfield University School of Management	<b>'Leading through Change in the Public Sector'</b>	
1992	University of Cambridge	<b>Senior course in Criminology</b>	
1986	Open University Business School (own time)	<b>OU credit</b>	Accounting & Finance for Managers

Further details re above:

*M.Phil. Dissertation was on 'Waving or Drowning? A phenomenology of the work of Senior Probation Officers'.*

*M.A. Dissertation was on 'The Management of Great Western Railway investment between the Wars'.*

Andrew Bridges  
December 2021