Senior Management Team Structure
(to third tier)
September 2026

David Sidaway
Chief Executive
(Statutory Head of Paid Service)

Jo Britton
Executive Director: Children's & Family Services
(Statutory Director of Children's Services)

Darren Knibbs
Director: Children's Safeguarding & Family Support

- Debra Thomas, Assessment Child Protection & Family Support & CATE
- Paul Grocutt, Family Safeguarding, Children's Commissioning & Brokerage
- Laura Wood, CiC, & Leaving Care
- Emma Martin, Family Connect, EDT, Family Hubs & Family Solutions
- Kelly Burgess, Fostering, Adoption & Permanence
- Mark Tustin, Performance, Quality Assurance & Independent Review Service
- Laura Moore, Strategic Operations Hub
- Johanne Brodrick, DSCO, Children with Disabilities & Children's Occupational Theraphy
- Louise Spragg, Principal Social Worker & Practice, Wellbeing & Intensive Support Hub

Rebecca Carey
Interim Director: Education & Skills

- Adam Womack, Access & Sufficiency
- Scott Thomas-White, Achievement & Enrichment (Interim)
- Andy Cooke, Alternative Provision
- Laura Goodfellow, SEND
- Tara Foran, Strategic Skills Lead for Children & Young People
- Richard Probert, Strategic Lead for Adults & Communities
- Michelle Salter, Virtual School Head Teacher (reporting to Director)

Helen Onions
Director: Health & Wellbeing
(Statutory Director of Public Health)

- Louise Mills, Health Improvement
- Nicky Minshall, Health Protection
- Tony Mercer, Public Health

Michelle Brockway
Director: Finance, People & IDT
(Statutory Chief Financial Officer)

- Tim Davis, Business, Education & Care Finance
- Ed Rushton, Corporate & Capital Finance
- Hannah Preece, Human Resources & Organisational Development
- Kirsty King, Information & Digital Technology
- Sophie Lane, Revenues, Payments & Payroll Service

Anthea Lowe
Director: Policy & Governance
(Statutory Monitoring Officer)

- Debbie Thomas-White, Registrars, Public Protection, Legal & Democracy (Interim)
- Jon Power, Policy, Insight, Partnerships & Elections
- Robert Montgomery, Audit, Governance & Procurement
- Kristy Butler, Cabinet & SMT Pas (Team Leader)
- Link to the Council commissioned independent inquiry

Fliss Mercer
Executive Director: Adults Social Care, Housing and Customer Services

Clare Hall-Salter
Interim Director: Adult Social Care
(Statutory Director of Adult Social Services)

- Stacey Norwood, ICS & Place Based Commissioning, Procurement & Care Provider Quality (Group Manager)
- Sarah Downes, Assurance, Transformation & Financial Management (Interim)
- Amanda Benton, Autism, Learning Disability, Mental Health, Carers, AMHPs, DoLS & PfA
- Sana Qureshi, Admission Avoidance, Hospital Discharge & Enablement
- Sara Podmore, My Options
- Emma Clutton, Prevention, Independence, Older Adults, Physical Disability, Family Connect & Adult Safeguarding

Katherine Kynaston
Director: Housing, Commercial and Customer Services

- Louise Stanway, Community Services (Interim)
- Jon Bielstein, Culture (Group Manager)
- Lee Higgins, Customer Relationships, Welfare Services & Libraries
- Toni Guest, Housing Solutions
- Stuart Davidson, Operations
- Ravi Phull, Strategic Housing & Regeneration

Ross Cook
Executive Director: Place

Dean Sargeant
Director: Neighbourhood & Enforcement Services

- Adam Brookes, Highways, Engineering & Project Delivery
- Paul Fenn, Neighbourhood Enforcement (Group Manager)
- Jas Bedesha, Safer Stronger Communities
- Matt Powell, Strategic Transport & Highway Network Management
- Debbie Germany, Waste & Neighbourhood Services Performance

Vacant
Director: Prosperity & Investment

- James Foster, Corporate Property, Design and Programme Delivery
- Valerie Hulme, Development Management
- Kate Callis, Housing Investment Programme
- Dawn Toy, Regeneration & Investment
- Gavin Ashford, Strategic Planning, Inward Investment & Business Support (Group Manager)

- Phil Parker, Communications & External Affairs