**Tina Welford**

Owner/Director ECLM Ltd

Tina has significant experience of working in both the private and public sector in a variety of roles including operational and latterly strategic director level posts. Nurse Fellowship at the RCN, NHS Assistant Director Assistant Director of Patient and Nursing Services. She set up her own

Company ECLM - CQC and health and social care regulation support coaching, leadership and management development. ECLM Ltd successfully delivers bespoke Safeguarding Adult, Children and Young People Courses and Workshops within NHS, non NHS health and social care sectors, education and charity sectors. Tina voluntary work includes being a Trustee at a hospital and College governor for people with special health and learning needs

Tina’s work focuses on change and reform in and across organisations. An energetic and enthusiastic facilitator – bringing constructive challenge and support to all her projects.

Tina provides independent investigatory services into safeguarding cases, complaints, whistleblowing and harassment and grievance cases to the public, local government, education and the private sector. Tina also provides advice and guidance on health and social care regulation and inspection. This work spans national and local delivery and includes working in politically sensitive, complex settings, working with boards, senior teams and individuals designing interventions to support changes in services, culture and leadership.