



Parm Sandhu

INFLUENCER

Senior leaders are asked to hold composure when an institution is in crisis and the cameras are already outside. The harder problem is the one underneath: a culture that suppresses dissent, protects its own, and quietly costs the organisation its best people. Most leadership development does not prepare anyone for either.

Parm Sandhu is a former Metropolitan Police Chief Superintendent who helps organisations lead under operational pressure and confront the cultural patterns that quietly damage performance.

Parm Sandhu's 2026 Biography

Why organisations work with Parm Sandhu

- A first-hand command perspective on incidents the public watched unfold, including the Lee Rigby murder in Greenwich and senior organising responsibility during the London 2012 Olympics.
- A serving leader's account of how institutional culture excludes capable people, evidenced by her settled discrimination case against the Metropolitan Police and her memoir *Black and Blue*.
- Operational fluency in counter-terrorism, public order, anti-corruption and crisis response, drawn from 30 years across the Met rather than from secondary research.
- A current education brief as Managing Director of the London Policing College and Associate Lecturer at the University of West London, which keeps her thinking close to how leadership and ethics are actually taught to the next generation.
- Comfort in front of cameras and senior audiences, built from regular analysis on BBC News, Sky News, ITV News, Channel 4, Channel 5, LBC, Times Radio and Good Morning Britain.

Biography highlights

- Former Chief Superintendent, Metropolitan Police Service; first and only Asian female officer promoted through the ranks to that grade.
- Borough Commander for Richmond and senior officer with operational responsibilities during the London 2012 Olympics and on duty during the Lee Rigby murder in Greenwich.
- Author of *Black and Blue: One Woman's Story of Policing and Prejudice*, Atlantic Books, co-written with Stuart Prebble.
- Managing Director, London Policing College; Associate Lecturer, University of West London.
- Honorary Doctorate of Letters, University of West London, for contribution to public service and police education.

AVAILABLE FOR

- After Dinner Engagement
- Guest Appearance
- Speaking

PARM'S SPEAKING THEMES

- Business Continuity and Crisis Management
- Corporate Culture
- Diversity, Equity & Inclusion
- Executive Development
- Inclusive Leadership

LANGUAGES: English

- Public Sector Award, Asian Women of Achievement Awards.
- Regular on-air contributor for BBC News, Sky News, ITV News, Channel 4, Channel 5, LBC, Times Radio and Good Morning Britain.

Biography

The Lee Rigby murder happened on a residential street in Greenwich in 2013. Parm Sandhu was the superintendent on duty. That kind of moment, where command judgement is made quickly and reviewed slowly, sits at the centre of how she thinks about leadership.

Thirty years inside the Metropolitan Police gave her the operational range to back it up: counter-terrorism, anti-corruption, public order, and a senior organising role during the London 2012 Olympics. She finished as a Chief Superintendent and Borough Commander for Richmond, the first and only Asian woman in the force's history to be promoted through the ranks to that grade.

She also wrote about what it cost. *Black and Blue*, published by Atlantic Books with journalist Stuart Prebble, is a serving officer's account of how institutional culture decides who gets believed and who gets through. Her later discrimination case against the Met, settled confidentially, made the same argument in a different register. Audiences hear both sides of the same career, the command decisions and the cultural ones.

Today she runs the London Policing College and lectures at the University of West London, where she holds an honorary Doctorate of Letters for her contribution to public service. The combination of senior operational command, public commentary on BBC News, Sky News, ITV News and LBC, and a settled record on discrimination is rare. It is also why she lands with leadership audiences who are tired of being told that culture and performance are separate problems.

Key speaking topics

- Crisis command and decision-making under public scrutiny
- Counter-terrorism and major incident leadership
- Institutional culture and organisational integrity
- Inclusive leadership in hierarchical institutions
- Women's safety and violence against women and girls
- Resilience and personal recovery from adversity
- Ethics, accountability and public trust

Ideal for

- Boards and executive committees of institutions where culture, scrutiny and public trust are commercial risks, including financial services, healthcare and regulated public bodies.
- Senior leadership programmes for police, military, civil service and other hierarchical organisations.
- CHRO and Chief People Officer audiences working on inclusion outcomes rather than inclusion communications.
- Conferences on women in leadership and on safeguarding, where a commander-rank perspective is genuinely uncommon.

Audience outcomes

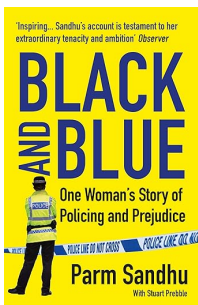
- A clearer sense of what command judgement actually looks like when an incident is live and the public is watching.

- A practical view of how culture quietly suppresses talent, and what senior leaders can do about it before it reaches a tribunal.
- A frame for thinking about resilience that is grounded in 30 years of operational policing rather than in self-help language.
- A direct, named account of how institutional discrimination operates in practice, with implications for any organisation under similar scrutiny.

Parm Sandhu's Videos



PARM'S LATEST BOOKS



Black and Blue: One Woman's Story of Policing and Prejudice