



Wellness for Law

TRAUMA RISK MANAGEMENT FOR LAW

FRIDAY 21 JUNE 2019

PROGRAMME

9am	Registration, tea, coffee and pastries
9.30am	CONFERENCE OPENING & HOUSEKEEPING <i>Professor Cheryl Thomas QC – Professor of Judicial Studies, UCL and Dean of Education, Inner Temple</i>
9.40am	WELCOME ADDRESS <i>Greg Dorey CVO – Sub-Treasurer (CEO), The Honourable Society of the Inner Temple</i>
9.50am	INTRODUCTION TO TRiM IN PRACTICE <i>Rachel Spearing</i> Followed by Q&A
10.05am	TRiM FOR THE POLICE <i>Amanda Williams QPM – Inspector and Mental Health Liaison Officer, Gwent Police Force</i>
10.25am	TRiM IN PRACTICE <i>Andy McCann – Director of DNA</i>
10.45am	Tea and coffee break
11am	TRiM FOR THE MILITARY <i>Miles Hall – Warrant Officer 1 of Royal Marines Commando 40</i>
11.20am	TRiM IN THE CPS <i>Tom Bivins – Preventative Health Service Lead for Vita Health Group</i>
11.45am	WELLBEING BEST PRACTICE <i>Presentations from Certificate of Recognition Holders in Chambers</i>
12.30pm	Buffet Lunch
1.45pm	KEYNOTE: WELLNESS FOR LAW INCLUDING THE JUDICIARY <i>Sir Andrew McFarlane – President of the Family Division</i> Followed by Q&A
2.15pm	EMBRACING THE RAINBOW: THE ROLE OF INCLUSIVITY & WELLBEING <i>Robyn Brady</i> Followed by a Panel Q&A with <i>Brie Stevens-Hoare QC and S Chelvan</i>



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3.15pm	Break
3.30pm	RETURN TO WORK: RETENTION AND SUPPORT <i>Gill Lever – Head of Health and Welfare Unit at the Foreign and Commonwealth Office</i>
3.50pm	LEADERSHIP PLENARY PANEL SESSION <i>S Chelvan – Barrister at No5 Chambers</i> <i>Cyrus Larizadeh QC – Barrister at 4PB and Vice-Chair of the Family Law Bar Association</i> <i>Athena Markides – Barrister at Crown Office Chambers and Chair of the Young Barristers’ Committee</i> <i>Sam Mercer – Head of Equality, Diversity & CSR, Bar Council</i> <i>Brie Stevens-Hoare QC – Barrister at Hardwicke Chambers</i> <i>Facilitated by Katherine Duncan – Barrister at Garden Court Chambers and Vice-Chair of the Young Barristers’ Committee</i> <i>Followed by Q&A</i>
4.40pm	CONFERENCE CLOSING <i>Rachel Spearing</i>
4.45pm	Tea, coffee and networking
5.30pm	Close

#wellnessforum2019

This conference is equivalent to 4 hours of Continued Professional Development for barristers.

Please ensure that you sign the CPD register on departure.
You must attend the entire conference to obtain CPD.



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ABSTRACTS

INTRODUCTION AT 9.50AM

INTRODUCTION TO TRiM IN PRACTICE Rachel Spearing

An introduction into the background, research and use of TRiM (Trauma Risk in Management). What it is, how it works and the peer to peer assessments and training. Setting the scene and context for hearing how other professions have implemented this safeguarding proactive post traumatic peer group strategy.

PRESENTATION AT 10.05AM

TRiM FOR THE POLICE Amanda Williams QPM – Inspector and Mental Health Liaison Officer, Gwent Police Force

Research has shown that over 90% of all police officers have been exposed to incidents that are potentially traumatising and 1 in 5 have diagnosed PTSD or PTSD related symptoms. This session will explain why the introduction of TRiM into Gwent Police was essential; how we have embedded it into everyday police life and the benefits of doing so.

PRESENTATION AT 10.25AM

TRiM IN PRACTICE Andy McCann – Director of DNA

This session will outline how TRiM has been developed and used, in different ways, within the NHS and Shropshire Fire & Rescue Service.

PRESENTATION AT 11.00AM

TRiM FOR THE MILITARY Miles Hall – Warrant Officer 1 of Royal Marines Commando 40

TRiM is delivered to the Royal Marines as part of operational stress management training. Miles will share 34 years of experience within the Royal Marines reflecting upon the introduction, delivery and quality assurance of programs operated by the special forces, and his recent involvement with adapting the training within other organisations.

PRESENTATION AT 11.20AM

TRiM IN THE CPS Tom Bivins – Preventative Health Service Lead for Vita Health Group

There has been a significant increase in the number of serious sexual offences handled by the CPS over the last five years. CPS employees working in Rape and Serious Sexual Offences (RASSO) Units and Complex Casework Units (CCUs) prepare and present criminal cases for some of the most distressing crimes and often affecting the most vulnerable people in society. A case study shall be presented, detailing the methodological approach and outcomes of an intervention aimed at raising awareness of trauma and improving employee wellbeing.



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PRESENTATION AT 11.45am

WELLBEING BEST PRACTICE

Representatives of chambers who have received a Wellbeing at the Bar Certificate of Recognition give examples of best practice and positive policies and activities that have been put in place to support the wellbeing of their members and staff.

KEYNOTE AT 1.45am

WELLNESS FOR LAW INCLUDING THE JUDICIARY

Sir Andrew McFarlane – President of the Family Division

WORKSHOP AT 2.15am

EMBRACING THE RAINBOW: THE ROLE OF INCLUSIVITY & WELLBEING

Robyn Brady

This workshop gives an overview of the mental health risks for those identifying as LGBTQI people citing various Aus studies and gives practical workplace strategies to minimise risk and encourage diversity.

PRESENTATION AT 3.30pm

RETURN TO WORK: RETENTION AND SUPPORT

Gill Lever – Head of Health and Welfare Unit at the Foreign and Commonwealth Office

The FCO has used an approach called Trauma Risk Management (TRiM) since 2001. TRiM is what is known as a “peer review” and is structured conversation with a colleague about what happened before, during and after an incident that is potentially traumatic i.e. terror attack, natural disaster. It is based on the risk factors for traumatic stress and on what helps people get better. The aim is to get support for people who need it so as to maintain operational effectiveness, as well as exercise duty of care.

PANEL AT 3.50PM

LEADERSHIP PLENARY PANEL SESSION

S Chelvan – Barrister at No5 Chambers

Cyrus Larizadeh QC – Barrister at 4PB and Vice-Chair of the Family Law Bar Association

Athena Markides – Barrister at Crown Office Chambers and Chair of the Young Barristers’ Committee

Sam Mercer – Head of Equality, Diversity & CSR, Bar Council

Brie Stevens-Hoare QC – Barrister at Hardwicke Chambers

Facilitated by Katherine Duncan – Barrister at Garden Court Chambers and

Vice-Chair of the Young Barristers’ Committee

This final session will draw upon dialogues and talks throughout the day. Delegates will have the opportunity to hear from leadership as to what their experience of leading policy and programs has been and their vision of the next steps. It will include brief overviews on the challenges and feedback from their organisation’s perspective on wellbeing issues within the legal profession; what their organisation has been doing to improve the resilience of the profession; what lessons have been learned; and the challenges and positive impact of work undertaken.

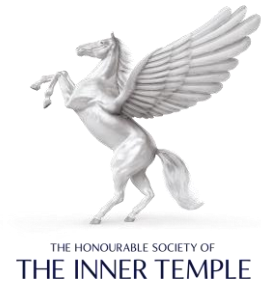
Followed by a Q&A plenary discussion with delegates.



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Our thanks are due to
The Honourable Society of
the Inner Temple
for sponsoring this
conference and to The
Faculty of Laws, University
College London for hosting.





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Assistance Programme

Are you feeling stressed or overwhelmed? The pressures of life at the Bar can be challenging no matter whether you are a barrister, clerk or practice manager. If you are looking for support, the Assistance Programme can offer confidential help.

The Bar Council, Institute of Barristers' Clerks ('IBC') and the Legal Practice Managers' Association ('LPMA') provide an Assistance Programme to all self-employed barristers with a practising certificate as well as members of the IBC and LPMA

An Assistance Programme (AP) is designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and wellbeing.

This AP is provided by Health Assured. Health Assured's (HA) AP service is offered as a confidential service that is separate from the Bar Council in order to encourage individuals to seek support when they need to, without fear of their employer/representative body/regulator finding out. Whilst HA work hard to reduce the stigma associated with seeking support, they recognise the importance of individuals feeling confident that they have anonymity through this service.

You can access assistance by calling the confidential telephone service to discuss emotional and practical problems.

For confidential help, call

0800 169 2040

On calling, you will be asked to identify whether you are a self-employed Barrister, or a member of the IBC or LPMA (see members' areas of IBC/LPMA websites for member access code).

You will also have access to online services, providing information and assistance with common health concerns. Details are available at www.wellbeingatthebar.org.uk/ap/ and on the members' areas of IBC/LPMA websites.



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BIOGRAPHIES

IN ALPHABETICAL ORDER

TOM BIVINS

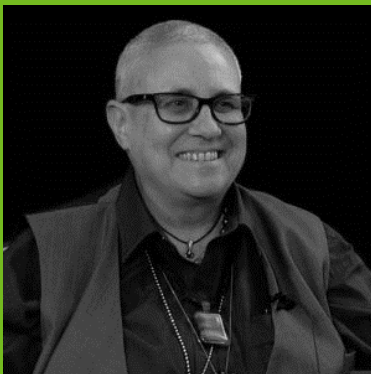


Tom Bivins has spent over a decade working in an occupational health and wellbeing setting.

He is a sports scientist, chartered physiotherapist and ergonomist by trade, and has a specific interest in developing system-level interventions to stimulate positive behaviour change.

Tom is passionate about adhering to evidence-based practice while at the same time consulting with target users and employers to develop simple and effective interventions

ROBYN BRADY



Robyn Bradey (B.Soc.Stud. SYD.) Is a Mental Health Accredited Social Worker with 39 years' experience, 28 of those in private practice. She has been a youth worker, a hospital social worker, and an administrator. She offers professional supervision to a wide range of health, welfare and legal workers. She has been a counsellor, specialising in loss, grief, trauma, work related stress and injury. Since 2008, she has specialised in training consulting and supporting the legal profession in Australia, New Zealand and the UK, She is currently working as a consultant and trainer for the Federal Court of Australia, the UK Bar and Inns of Court, NZ Privacy Commission, NZ Ombudsman, NZ Electricity & Gas Commissioner, NZ Law Society, Legal Aid, NSW Community Legal Services, The Bar Association of NSW, the Law Society of NSW, the NSW and Commonwealth DPP, NSW and Commonwealth Ombudsman, Knowmore, Australian Red Cross, and a large number of other agencies and organisations. She has written 5 books and numerous professional papers.

S CHELVAN



Chelvan practises from No5 Chambers in London. He has a national and international reputation in asylum law and as an expert in the field of international human rights. Chelvan litigates and provides advice on strategic litigation from the First-tier Tribunal (Immigration and Asylum Chamber), up to and including the UK Supreme Court and the European Courts.

Chelvan's international work not only includes litigation, but also encompasses advisory work with practitioners, academics, the judiciary, the UN High Commissioner for Refugees (UNHCR), non-governmental organisations, the media and governments. He is regularly consulted by national and international governments and bodies with respect to international human rights and provides training and advice with respect to both cases and policy development.

He was recognised as Legal Aid Barrister of the Year in 2014 for his ground-breaking work in gay asylum claims and his reputation in asylum law. In 2018, he was the winner of an Attitude Magazine Pride Award in recognition of how he has helped change the way LGBT+ people's asylum cases are assessed in the Home Office.



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GREG DOREY CVO



Greg Dorey is the Sub-Treasurer (Chief Executive) of the Inner Temple. In this role, he is responsible for all aspects of the Inn's day-to-day management and educational programmes, as well as serving as the Secretary to its Executive Committee and Governing Board, known as Bench Table. Greg represents the Inn on the Board of the Council of the Inns of Court which delivers a range of regulatory and professional services to the Bar of England and Wales, plus advocacy training programmes internationally. He maintains the Inn's links with organisations ranging from the American Inns of Court Foundation to the Royal Commonwealth Society, as well as liaising with government departments, High Commissions and Embassies in London on legal issues.

Greg spent most of his previous career before joining the Inn in public service, the majority of it with the British Foreign and Commonwealth Office (FCO). He was posted to Hungary as First Secretary (Political/Economic) from 1989-92, during one of the most interesting periods of modern Hungarian history; to Pakistan (also covering Afghanistan) as Counsellor and subsequently Deputy High Commissioner from 1996-99; and to Hong Kong as Deputy Head of Mission from 2000-4. He returned to Hungary as Ambassador from 2007-11. His final FCO posting was as Ambassador to Ethiopia and Djibouti (non-Resident) and British Permanent Representative to the African Union and the UN Economic Commission for Africa from 2011-15. Greg was made a Commander of the Royal Victorian Order by HM The Queen in 1997. He holds a First Class Honours Degree in Modern History from Oxford University. Greg married Alison in 1981 and they have two sons and a daughter.

KATHERINE DUNCAN



Katherine is a barrister at Garden Court Chambers, specialising in family law. She has a busy practice in private and public children matters, international family law and financial remedies. Katherine takes a keen interest in forced marriage and FGM cases and provides seminars on these subjects. She recently spoke at the Family Law team's seminar on relocation, temporary leave to remove from the jurisdiction and Brexit. She has also recently provided advocacy training to trainee solicitors.

Katherine is a member of the Family Law Bar Association, of the Bar Council and Vice-Chair of the Young Barrister Committee in 2019. She is a member of the Bar Liaison Committee at The Inner Temple, where she supports wellbeing initiatives for members.

MILES HALL



Warrant Officer Hall has served in the Royal Marines since 1985. He has developed specialist training and provided career management around the globe. Since 2009, he has been responsible for the quality assurance of TRiM and Operational Stress Management within the Royal Marine Corps internationally. He has been TRiM Chief Instructor for the Royal Marines for the past 8 years.



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CYRUS LARIZADEH QC



Cyrus Larizadeh is a barrister at 4 Paper Buildings, having been called to the Bar in 1997, and took silk in 2016. He specialises in the most serious and complex Public and Private Law cases in all matters relating to children. Legal 500 and/or Chambers and Partners directories recommended him as a leading barrister in Children Law.

Cyrus is Vice Chair of the Family Law Bar Association and a Member of the Wellbeing at the Bar Working Group. He has advised the Attorney General on Anguilla on the Drafting of their Child Protection Bill. And was appointed by the Attorney General of Bermuda to prepare their public agencies for the extension of the Lanzarote Convention to Bermuda.

He became a Master of the Bench at Inner Temple in 2018. He is also a member of the Magic Circle and a professional Magician.

GILL LEVER

Gill Lever is Head of the FCO's Health and Welfare unit and oversee the FCO's healthcare offer to staff and families overseas.

Gill joined the FCO in 1989 and has done postings in Romania, India, Japan, Nigeria and Vietnam. Her background is a blend of corporate and HR roles as well as bilateral and multilateral foreign policy.

Gill lead TRiM deployments to Nigeria in 2012 after the terror attacks in Kano and to Kenya in September 2013 after the terrorist attack on the Westgate Mall in Nairobi.

ATHENA MARKIDES



Athena is a barrister at Crown Office Chambers, with expertise in insurance, commercial litigation, construction and property damage. She has a particular interest in work with an international dimension. Athena has considerable advocacy experience, regularly attending trials and interlocutory hearings on all three tracks and in both the High Court and county courts across the country.

Prior to pupillage, Athena gained valuable experience working in-house at a start-up providing online invoice discounting services. She is confident undertaking work involving complex financial products and facilities and collections operations. Working with institutional investors and with SMEs also honed Athena's understanding of the needs of corporate clients and how best to deliver for them.

Athena has also worked as a paralegal at the Office of Communications (Ofcom). She undertook a wide variety of work including advising upon competition, procurement and public law issues and drafting documents for the Leveson Inquiry.

Athena is a member of COMBAR, LCLCBA, PNBA, PIBA, TECBAR and the European Circuit. Athena is also an elected member of the Bar Council and the EU Law Committee. She is Chair of the Young Barristers' Committee in 2019.



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ANDY MCCANN



Andy is a human performance specialist, a Director of DNA Definitive and a Visiting Professor at Manchester Metropolitan University. With an exclusive international portfolio of clients, he is in demand to help develop high performance environments and to support elite teams, which he does through applied performance psychology and the development of evidence based resilience focused strategies.

He has co-written a series of acclaimed resilience that have been approved by the Royal Colleges of Physicians and Royal College of Nursing, and adopted by, among others; critical care practitioners, the police, the fire and rescue service, ambulance services and social services. He has been involved in the implementation of TRiM across several sectors.

At home on the other hand, he gets outwitted on a daily basis by both his partner Anne, and Ronnie, the dog that owns them.

SIR ANDREW MCFARLANE



Andrew McFarlane was called to the Bar in 1977 and practiced in chambers in Birmingham until 1993 when he moved to specialist family law chambers in London. He appeared at all levels of court including the House of Lords and the European Court of Human Rights. He was appointed as a QC in 1998. In April 2005 he was appointed to the High Court, Family Division and was for 5 years the Family Division Liaison Judge for the Midland Circuit. He was the legal member of the Government 'Family Justice Review' Panel. In July 2011 he was appointed to be a Lord Justice of Appeal sitting full time in the Court of Appeal in London. Sir Andrew became President of the Family Division and Head of Family Justice in July 2018.

Together with the late David Hershman he is the co-author of a loose-leaf legal text book entitled "Children: Law and Practice". In addition he has contributed to other publications and lectured throughout the UK and abroad.

Sir Andrew has been a trustee of YoungMinds (the national young person's mental health charity) and is Patron of HOPE Family Centre (Bromyard). In addition to being Chancellor of the Diocese of Exeter, Sir Andrew is Chairman of the Church of England Clergy Discipline Commission and President of Clergy Discipline Tribunals. He has been a native of Herefordshire and Worcestershire for over 20 years.



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SAM MERCER



Sam has run the Bar Council's Equality & Diversity (E&D) and social responsibility programmes for the last 6 years. Sam is responsible for the design and delivery of E&D/CSR training for the profession. She also has oversight of the provision of advice and support to chambers and individuals on implementing E&D and wellbeing policy and practice, on managing E&D related issues and complaints. Also, on wider CSR issues. Prior to this, she set-up and ran the leading diversity and inclusion charity on age and employment and led the workplace division in Business in the Community (BITC). She is an award-winning communicator on diversity and inclusion issues, and has worked on this agenda across a wide range of private and public sector organisations and charities (both in the UK and overseas). Sam pursues a chambers focused approach and is skilled in creating high profile programmes and campaigns across a wide range of issues including E&D, wellbeing/mental health and social mobility. In 2015, working with Rachel Spearing (barrister) she initiated 'Wellbeing at the Bar', a major initiative to support wellbeing and normalise issues of mental health within the profession. Sam has a Masters in Corporate Social Responsibility, self-funded through consultancy work and is a trustee at the Institute of Employment Studies.

RACHEL SPEARING



Rachel Spearing is the Co-Founder and immediate past-Chair of the Wellbeing at the Bar Programme, Director of Wellness for Law UK and Master of Wellbeing at Inner Temple. She is a member of Serjeants' Inn Chambers, where she is instructed in a wide variety of civil and criminal matters with a particular emphasis on business crime, financial & regulatory and disciplinary law.

Rachel is a visiting lecturer with the University of Portsmouth and a Fellow of the Dispute Resolution Centre, Bond University Australia. She is a Senior Consultant to the Singapore Academy of Law.

Rachel sits on the Bar Council, on behalf of the Western Circuit. She is a Mediator, an active Trustee and NED of Charities and was appointed a Bencher of the Inner Temple in 2015. She speaks nationally and internationally at conferences on a variety of topics covering Law, Diversity and Wellbeing and is actively engaged in supporting access to the profession and wellbeing.



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BRIE STEVENS-HOARE QC



Brie Stevens-Hoare QC is a property barrister at Hardwicke Chambers with experience dealing with all aspects of property litigation, property related probate and professional negligence as well as franchising. She recently won Barrister of the Year at the Modern Law Awards (2019) and Chambers UK's Real Estate Silk of the Year Award (2017).

Brie's successful property practice focuses in particular on real property, property development and the more commercial aspects of property work. In addition she has developed a strong reputation for her contentious probate work, which frequently involves property issues. Property related professional negligence (particularly involving solicitors and surveyors), probate (often involving property issues) and franchising form the balance of Brie's practice. Mediation is the other string to Brie's bow. She has a great deal of experience of mediation from both angles: as a mediator and representing clients in mediations. She is increasingly in demand in both capacities and works as a mediator privately and in the FFT.

Brie's preferred form of transport is a motor cycle. She has a reputation for enjoying activities like bungee jumping, roller coasters, body flying and travel to far flung places such as the North Pole, Iran and Kurdistan.

PROFESSOR CHERYL THOMAS QC



Cheryl Thomas is Professor of Judicial Studies at UCL's Faculty of Laws, which is the first chair in judicial studies in the United Kingdom, and is Director of the UCL Jury Project and Co-Director of the UCL Judicial Institute. She is also Dean of Education of the Inner Temple, the first Dean to be appointed by an Inn of Court. Professor Thomas is the country's leading expert on judges and juries. She has conducted ground-breaking research on sensitive and controversial issues about the jury system, she is the author of a number of landmark jury studies including *Are Juries Fair?* (2010). Her most recent jury research led to a new Criminal Practice Direction (26G) requiring new easy read guidance for all sworn jurors designed to reduce juror stress. As part of her work with the professional judiciary, Professor Thomas runs the longitudinal UK Judicial Attitude Survey on behalf of the judiciaries of England and Wales, Scotland and Northern Ireland. Since 2014 this survey has assessed judges' experiences of their working life, including the sources of and need for support to deal with work-related stress.

AMANDA WILLIAMS QPM



Inspector Amanda Williams has been a Police Officer for almost 30 years and for the past 10 years has been the Mental Health Lead for Gwent Police. During that time she has introduced a raft of Well Being initiatives into Gwent Police including setting up a Mental Health Support Group; introduction of 50+ Well Being Ambassadors (peer supporters) and over 90+ TRiM practitioners. Amanda was awarded the Queen's Police Medal QPM in the 2019 New Year's Honours list for her work around Mental Health in Policing. She retires in August 2019 and is emigrating with her husband Jon to Transylvania.