

At Weightmans we have a sophisticated training offering which is delivered by our team of specialist lawyers. The training sessions can be adapted to suit a particular client's needs and industry and we pride ourselves on leaving delegates with practical advice to take away and implement lasting changes.

## Training

**Mock trial event** – this is a health and safety or motor crime related prosecution following a serious incident. Attendees are given a realistic insight into how cases are presented by the prosecution and defence counsel and help to decide if the defendant is 'guilty' or 'not guilty' before sentencing.

**Directors and senior managers duties** – the training focuses on the duties imposed on directors and senior managers under health and safety legislation. We share our experience of investigations and prosecutions of individuals following serious incidents and deliver our top tips on seeking to minimise the risks of such a prosecution.

**Health and safety 'hot-topics'** – in this training session we focus on the key forthcoming changes to health and safety law and practice and give practical guidance on how to prepare for the changes. We can tailor the session to suit a particular client's industry to focus on the specific issues that matter to them.

**Crisis management** – the event is based on a fictional health and safety incident and takes attendees through the immediate aftermath of the incident to the conclusion of the regulatory investigation. We provide guidance on incident reporting, dealing with the regulator, requests for documents and statements, formal interviews and preparing crisis management plans.

**When an Inspector Calls** – in this session the delegates get an insight into what steps can be taken to prepare for a visit from a regulator and how to deal with such a visit. We cover key matters such as regulator's powers, Notifications of Contravention, Improvement and Prohibition Notices and Fees for Intervention.

**Preparing for an Inquest** – this training is designed for organisations who may be involved in an inquest already or would like to ensure that their employees have an awareness of the inquest process in the event of a future coronial investigation. With the support of a current serving Assistant Coroner in our team we can provide guidance on the inquest process from start to finish and give our 'top tips' on giving evidence in court.

**Covid-19 and return to work** – this session has been delivered to clients who are keen to ensure that they are aware of the latest guidance on properly planning for the return of employees to the workplace. We also deal with emerging issues such as the management of employees working from home on a long-term basis and duties in relation to their mental health and wellbeing.

**Employees' v Employers' duties for health and safety** – in this training module we provide an overview of the duties placed on employees and employers for health and safety. Consideration is given to cases where employers have been found guilty of health and safety offences notwithstanding that the main cause of the incident has been attributed to the acts of an individual employee. We offer advice on behavioural safety and the steps that organisations can take to seek to embed a positive health and safety culture.

**Conducting internal incident investigations** – through our experience of handling many hundreds of incidents over the years, we have gained a valuable insight into the common pitfalls with internal investigations. We can advise on how to take comprehensive witness statements, what documents and materials should be examined, how to document the findings of the investigation and when to seek legal advice on matters such as legal professional privilege.

**Mock inquest training** – this training session is designed to help delegates understand how the inquest process works from start to finish. The case study is based on a real life scenario and the inquest is re-enacted with the assistance of Weightmans' inquests advocates who take on the role of representing Interested Persons. Witnesses are questioned and legal submissions are made before the Coroner returns the conclusion and makes findings about the facts of the case.

## Contact us



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