

Trevel Henry

Conflict Resolution, Physical Intervention and Personal Protective Equipment

Expert Witness

Trevel has been actively involved as a training consultant in the prevention, de-escalation, resolution and management of challenging, aggressive and violent behaviours since 1994; including the use of physical intervention techniques, skills including the use of relevant organisation personal protective equipment.

Trevel is an active Board member of the Institute of Conflict Management (ICM), who were established with the support of the Health & Safety Executive in 1997 and fully incorporated as a national body in 2000. The ICM act as the Secretariat to the All Party Paliamentary Group on Work-related Violence and Bullying for the House of Commons. In 2003 the HSE funded the ICM to set national training standards to provide trainers with a structured accreditation and CPD process. This was followed by the introduction of the ICM Quality Award Centre (QAC) process which allows training providers the opportunity to provide evidence of compliance with the Department of Health (DoH) 2014 document: Postive and Proactive Care – reduing the need for Restrictive Interventions, and NICE Guidance: the Short term management of disturbed/violent behaviour. The DoH 2014 document references the ICM quality awards standards!

As an expert witness Trevel continues to provide advice, support and guidance to numerous organisations and bodies relating to the use of force, physical interventions including the use of personal protective equipment. He has been instructed in numerous cases regarding restraint related injuries and/or deaths, involving incidents relating to the Police Service, Prison Service, Scottish Police Service, Scottish Prison Service, Security Industry Authority, Home Office, Young Offenders Secure Institutions, Independent Police Complaints Commission (IPCC); now the Independent Office for Police Complaints (IOPC), Health & Social Care and across other work-related sectors.

Trevel initially acquired his training qualifications, knowledge and experience through twenty-years of employment delivering training to Kent Police officers and staff. Whilst working at Kent Police he became an member of the Police National Practitioners Group for Personal Safety Protection, a sub-group of the National Police Chief's Council's, Conflict Management Portfolio Group. It was at this point that he acquired a significant development of expertise regarding legislation, policies, procedures, risk assessments, training and post-incident management and welfare review of work-related violence incidents.

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Having been a representative of a number of previous panels (ie; Skills for Security, ICM representative at the All Party Parliamentary Group re Work-related Violence), Trevel is a current representative of on a number of insituational panels/groups aimed at addressing the prevention and management work-related violence. These include:

- The Security Industry Authority expert group reviewing the specifications within the SIA's licence-linked qualifications for management work-related violence, aggression and the use of reasonable force.
- ICM Board Meetings - Lead role for the Justice Sector Group of the ICM, towards the continued professional development for ICM members working within that sector.
- NHS Trusts - review, advice and guidance regarding policies, procedures and working practices, including search (person and environment) procedures for staff employed within medium and secure forensic settings.

High-profile cases Trevel has worked on include:

- Restraint related death involving police officers in England
- Restraint related death involving Door Supervisors in Essex
- Restraint related death involving prison officers in a Scottish prison
- Allegations of abuse at a Young Offenders Secure Training Centre
- Compliance failures within Care settings resulting in injuries to staff

During his career he has delivered training, presentations and talks to a range of operational and support staff across the UK, Europe, South Africa, Canada, USA and the Caribbean.

Publication – a co-author of the report 'Occurrence of Injury During Officer Safety Training at Kent Police'. Published in the Police Journal, Volume 82, Issue 3 dated 1 September 2009.

Media appearances – Trevel has undertaken interviews for TV and Radio discussing; **a)** law and legislation relating to the use of reasonable force and, **b)** the physiological and psychological effects of fear and stress upon the human body.



Curriculum Vitae

and

Trainer Profile

RESPONSIBILITIES

- Direct the delivery of conflict prevention and resolution, physical intervention and protective equipment training, and carry out assessments in accordance with regulatory authority national guidance. This will include planning and agreeing training needs analysis for clients and organisations as part of our service provision initiatives.
- Quality assure all work provision through feedback, advice and guidance as appropriate, ensuring the consistent application of good practice and procedures through observation.
- Act as a consultant on significant projects/ operations, providing high quality advice and guidance on training strategies, policies, systems, programmes and priorities, training and occupational standards, accreditation requirements and legislative and regulatory impacts, in order to ensure a continuously high standard of training delivery.
- Represent National Sector working groups on Work Related Violence, and when required act as an expert witness in Court, Hearings or Tribunals on issues surrounding the use of force etc; in order to provide specialist inputs, advice and recommendations on such issues.
- Develop and maintain professional expertise through membership of relevant bodies, participation in working groups and the development of contacts. Maintain an up to date knowledge of subjects and incorporate them into training courses, ensuring the development of sound strategies and good practice procedures and tactics.
- Manage project work initiatives including the post implementation reviews of re-organisation, revised policies and procedures and issues arising from review meetings, in order to assess the quality of service and cost effectiveness of any such changes. This will include proactive involvement in corporate projects to ensure that issues affecting staff and the public are effectively managed, revised and implemented as required.
- Deliver lectures, workshops and practical sessions on all aspects of training, including the delivery of certain specialist elements of training courses as required, in order to provide high quality expert tuition.
- Research, prepare reports and manage related project work including making recommendations and producing options for consideration. Take the appropriate responsibility for the content and structure of training programmes, in order to enable the development and promotion of effective policies, practices and procedures

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EDUCATION /TRAINING

Teaching Qualifications
Internal Quality Assurance/Assessment
Institute of Occupational Safety and Health
Senior Leadership Development Support
Mentoring Support

PROFESSIONAL QUALIFICATIONS/ACCREDITATION

- Prevention & Management of V&A
 - Conflict Resolution & Management
 - Disengagement (Breakways) Techniques
 - Safer Restraint Holding
 - Soft Restraint Equipment
 - Personal Protective Equipment usage
 - Risk Management and Policy Review
 - Post 'Incident' Management Review
 - Expert Witness – use of force – Review
 - Health & Safety Legislation
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WORK EXPERIENCE

TRAINING CONSULTANT

***Conflict Resolution, Physical Intervention
& Personal Protective Equipment – 31 May
1994 to date***

The introduction and review of policies, procedures and working practices aimed at preventing, defusing, resolving and managing challenging, aggressive and violent behaviours. These issues must be addressed against informed data and analysis; incident reporting procedures. The resulting strategies should be aimed at the introduction and review of proactive measures to enhance staff safety, whilst adding to the overall customer/client experience.

INSTITUTE OF CONFLICT MANAGEMENT

Board Member – 2002 to date

With the support of the HSE, we have a remit to set and monitor standards in managing work related aggression and violence, whilst educating trainers and supporting organisations to ensure they carry their due diligence process to ensure training and the support they commission operates to the relevant appropriate standards.

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KENT POLICE

Positive Action Lead-1 Jan 2014 to 3 Jan 2016

Secondment to work/support the Diversity Team, to review and introduce proactive measures to promote recruitment, representation, development, inclusion and progression of officers and staff across all areas of Equality and Diversity.

Personal Safety Lead-31 May 1994 to 3 Jan 2016

The delivery of staff safety, first aid, health safety and fitness training for Kent Police, including planning the long term delivery of all such training programmes to meet the strategic needs of the force, quality assurance and evaluation of all training provided, and participating in international, national and regional level working groups and committees representing the force to influence best practice in this field, in order to ensure the provision of high quality, appropriate training in compliance with national guidelines and best practice throughout the Force.

HM FORCES – ARMY

Warrant Officer (Regular Forces)

Captain (Territorial Army Reservist)

Codes of Ethics – sets out the principles and standards of behaviour that will support, reinforce and promote the highest standards of customer service provision.

MEDIA APPEARANCES

TV and Radio interviews

I have undertaken interviews on TV and Radio discussing police use of reasonable force issues, along with the psychological and physiological effects of fear and therefore the impact of stress within the human body.