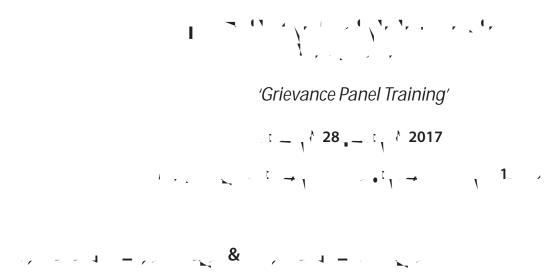


## GRIEVANCE TRAINING COURSE

Module Two

'Grievance Panel Training'

28 February 2017 Programme



The aim of this course is to enable those who may be required to manage and participate in grievance procedures to ensure that they are dealt with promptly, fairly and consistently.

By the end of the module participants will:

- have identie ed the role of the panel members and have condence in participating in a grievance panel
- be able to recognise the nature and relevance of a range of evihuAtyb we thape in p2.5197 553q Tfti Tf0tmn t

$$P = \frac{1}{4} \frac{1}{4}$$



Christina Ahlfors

is Dean of UCL Faculty of Laws and Co-director of the UCL Judicial Institute. She is an expert on civil and administrative justice and has conducted numerous empirical studies of court and tribunal processes. She worked with the Judicial Studies Board (now the Judicial College) for 12 years, and is experienced in the design and delivery of training for the judiciary at all levels. She has undertaken a number of judicial training needs analyses in England and Scotland and was closely involved in developing the JSB's framework of judicial qualities and abilities. She served on the Judicial Appointments Commission from 2006 to 2012, was a member of the Advisory Panel on Judicial Diversity 2010-11and the Committee on Standards in Public Life 2003-7. She chaired the Judicial Sub-Committee of the Senior Salaries Review Board from 2012-15.

UCL Jury Project. A specialist in judicial studies, she has conducted ground-breaking research on juries, judicial decision-making, the role of diversity in the justice system, and the appointment and training of judges. Professor Thomas is a frequent contributor to Judicial College training courses for judges, including Long and Complext Trials, Serious Crime and Serious Sexual O ences. She has served as a specialist consultant on judicial a airs to the Lord Chief Justice, Law Commission, Lord Chancellor, Her Majesty's Crown Prosecution Service Inspectorate, European Commission, Council of Europe, French government and Judicial Education Institute of Trinidad and Tobago.

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School and he lectured on subjects including Housing Law, Law of Landlord and Tenant, Family Law, and Social Security Law. In 1992 he took up a full-time judicial appointment as a District Tribunal Judge, and subsequently sat as a Deputy District Judge and in the Upper Tribunal. From 1999-2008 he was seconded to the Judicial Studies Board of England and Wales as Director of Training for Tribunals where he developed standards for UK tribunals, as well as training courses

was a matrimonial solicitor in private practice for 21 years until 1995 and a magistrate for 18 years in the West London PSD. She held a judicial post as Regional Chair of the London South, South and South West Region of the Mental Health Review Tribunal from 1998 to 2004. She is a judge in the Health and Social Care chamber of the Tribunal Service, sitting in the Mental Health Tribunal (MHT). She is a legal chair for the GMC, an independent member of the Parole Board and a Deputy Tra c Commissioner. She is also a family mediator. She is an appraiser and mentor for the MHT and the Parole Board. She has worked as a trainer and facilitator for the Judicial College (formerly the Judicial Studies Board) in all areas of tribunal skills development, including diversity training and reason writing and was involved in the drafting and preparation of the JSB booklets, Tribunal

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priorities. Prior to joining UCL, Sarah held HR management roles across the Education Sector as well as other public and private sector organisations. Sarah has over 15 years' experience as a HR specialist ensuring people strategies are linked to business objectives. With her extensive practical knowledge and experience in employee relations, performance management, recruitment and training and developing HR processes she has supported medium-large size client groups partnering with operating business leaders to ensure HR strategies are aligned with business initiatives.

opment activity across the nancial services, charity and higher education sectors. He leads the UCL HR Organisational Development team and is responsible for areas including leadership development, researcher development, delivering the Doctoral Skills Development Programme and ensuring a Schools-facing consultancy provision. A quality ed coach, Richard coaches and mentors stativities within UCL and his current activities include creating the annual New Heads of Department Programme and supporting UCL Qatar.

# BIVIA House directions

Directions from Euston Station Walk into the station forecourt with the platforms behind you and head towards

Directions from Kings Cross Station

Directions from Russell Square Station:

The UCL Judicial Institute is the rst and only centre of excellence for research and teaching about the judiciary in the UK. The Institute's purpose is to provide evidence-based understanding and intellectual leadership about the judiciary as a critical social institution and the about the process of judicial decision-making. The Institute carries out cuttingedge research on the judiciary and provides outstanding educational opportunities for students, practitioners, judges and those performing



quasi-judicial roles. The Judicial Institute is led by co-directors Professor Dame Hazel Genn and Professor Cheryl Thomas and guided by an Advisory Board of distinguished jurists and scholars from both the United Kingdom and abroad.

Lord Carnwath, Justice of the United Kingdom Supreme Court Lady Hale, Justice of the United Kingdom Supreme Court Lord Justice Jackson, Court of Appeal Lord Justice MacFarlane, Court of Appeal Sir John Goldring, Court of Appeal (retired) Sir Stephen Sedley, Court of Appeal (retired)

Judge Antoine Garapon, Secretary-General, Institut des Haute Etudes sur la Justice (France) Professor Judith Resnik, Arthur Liman Professor of Law, Yale Law University Professor Richard Susskind, President of the Society for Computers and Law Alexandra Marks, Commissioner, Judicial Appointments Commission of England & Wales

For further information on the Institute please see: <a href="https://www.ucl.ac.uk/laws/judicial-institute">www.ucl.ac.uk/laws/judicial-institute</a>

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