



## **ADVANCED ASSESSMENTS LTD**

*Expert Witnesses & Psychologists*

**Dr Bernard Horsford**, D Occ Psych, PhD, LLB, BA, DipAd Ed, Dip M, MAPM, MAE, FCIPD, C Psychol, MIoD, FIBC, AFBPsS  
**Chief Executive**

Our ref: BIH/1964/Civil/2017  
Your ref:  
Date as email/download

**Dear Colleague**

### **Request for a Psychological Assessment Report for Civil Proceedings**

Thank you for your enquiry. Please find attached a copy of my CV and a summary of the type of expert reports we provide for employment, civil and immigration claims.

If you require the services of a psychiatrist, psychologist or medical practitioner with different expertise to mine, please advise of the same by return. Once I have sight of the information requested I would allocate your case to the most suitable psychologist, psychiatrist or general medical practitioner in our practice to take your case forward.

### **How to book your free initial advisory call**

To arrange an initial free telephone advisory call to discuss your client's needs, please email my customer care team on [wecare@advancedassessments.co.uk](mailto:wecare@advancedassessments.co.uk) with your name, phone number and the best time to call you back in the subject header. Alternatively, you may contact us on 0208 2000078.

Free initial advisory calls are only available to solicitors, barristers or other qualified legal professionals. There is a fee of £75 for the initial advisory call if a lawyer does not represent you. You can pay the fee for the initial advisory call by PayPal. If you wish to pay by PayPal, please advise us of this by return, and we will arrange for Sankofa Financial Services Ltd (who handle our credit card transactions) to send you a credit card invoice. Alternatively, you can pay the initial advisory call fee by bank transfer to:

Advanced Assessments Ltd  
Account number: 14120135  
Sort Code: 52-10-33

Bank: NatWest

*Please include your name as the reference.*



**How much will the expert witness medico-legal report cost?**

Before the date of the initial advisory call, to advise on costs and prepare an estimate I need the following information:

1. An indication of the deadlines of the report;
2. A detailed draft letter of instruction setting out exactly the questions that you would like the expert witness to consider;
3. Copies of all of the relevant NHS and private medical notes;
4. Copies of educational records, including psychologist's assessments, if applicable;
5. The Claimant's disability statement, for Equality Act 2010 claims;
6. Relevant witness statements and/or proofs of evidence;
7. Reports of the opposing party's experts if available;
8. All the Claimant's pleadings including, Particulars of Claim, Letter before Claim, ET1 or application to the Tribunal as appropriate;
9. All the Defendant's pleadings including, the ET3, Defence (and counterclaim, if applicable)
10. A schedule of loss, if applicable;
11. All related interlocutory Orders and case management decisions;
12. Counsel's advice on expert evidence;
13. Any personnel file (in employment cases);
14. Details of what your client's first language is and whether an interpreter will be necessary;
15. In indication of your client's current mental state;
16. Name of the opposing party, so that a conflict of interest check can be carried out; and
17. Any reports held by Adult Social Services, Children's Services; and CAF/CASS, if relevant.

Could you please send us this information electronically by email (or by a link to a file such as Dropbox with a further paper copy by post). We need to see all documents, which would assist or harm your case. Please do not send original documents at this stage. We regret that without seeing this information, we are unable to provide an estimate for the medico-legal report.

I can advise that the current hourly rate for our psychologists is a minimum of £200 per hour plus VAT. Your bill would need to be paid before the release of the report.

Our fee structure for expert witness reports is organised into five levels linked to how you intend to use the report and the complexity of issues we must consider in discharging our duty to the court. The five levels of reporting we offer are:

- (1) **Preliminary expert witness reports:** these assessments are designed for clients who are considering whether to use expert evidence in proceedings but are not sure whether there is sufficient medical evidence to defend or bring a claim. This level is sometimes suitable for occupational health assessments where the employer might be considering disciplinary action or dismissal. The minimum amount of time we devote to these triage reports is 7.5 hours. This equates to a fee of £1,500 plus VAT. If you proceed to a report at Level 1 or above the cost of the preliminary expert witness report will be credited to the overall fee, thus reducing the costs.
- (2) **Level 1 expert witness reports:** The minimum amount of time that is required to produce a report that is suitable for use in legal proceedings is 25 hours. Reports drafted in less than 25 hours are likely to be a false economy — they do not meet the rigorous minimum standards required of a competent expert witness psychologist. We operate on the reputation of rigorous



analysis and high-quality work. Our overriding duty is to the court, and we have found through experience and analysing the reports of other experts that it is not possible to produce a quality expert psychologist report in less than 25 hours. We normally work much longer than the number of hours given in our cost estimates without additional charge to produce robust reports that result in early settlement of claims, thus reducing the overall cost of litigation.

- (3) **Level 2 Expert witness reports:** more comprehensive coverage is often required. Where this is the case, it might take 27 to 50 hours to properly answer the questions that need to be addressed by the court.
- (4) **Level 3 Expert witness reports:** more complex cases such as those involving neuropsychological assessment are likely to take between 51 to 72 hours to complete proficiently.
- (5) **Level 4 Expert witness reports:** assessments of more than one individual or assessments of very complex injury are likely to take more than 72 hours to skilfully complete.

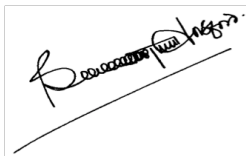
Cases with fewer documents for assessment are not always less complex. The amount of time required will ultimately depend on the quality of the evidence, the complexity of the instructions and factors which relate to the individual who is to be assessed. Thus, it is impossible to advise on the costs of the assessment without seeing all the evidence.

If your client is currently in receipt of legal aid, we are only able to carry out an assessment at the legal aid rate if you can provide proof of public funding in the form of a document bearing the current Legal Aid Agency reference number or unique funds number (UFN).

Thank you again for your enquiry, we look forward to working with you.

Kind regards

Yours faithfully



**Dr Bernard Horsford**  
**Consultant Chartered Psychologist and Neuropsychologist**  
**Chief Executive**  
**Advanced Assessments Limited**

Enclosures:

- 1. Dr Horsford's CV
- 2. Employment and Personal Injury Information Packs





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## Dr Bernard Horsford

Ph.D., D Occ Psych, MBA, BA(Hons), LLB(Hons), DipAd Ed, DipM, MAPM, MAE, MEWI,  
Chartered FCIPD, MIoD, FIC, AFBPsS, Chartered Psychologist and Neuropsychologist

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E: experts@advancedassessments.co.uk

### SUMMARY PROFILE

I have built up a practice with many solicitors, insurance companies, local authorities and government departments. I also take instructions directly from individuals. I have appeared in and prepared reports for, the County Court, the High Court, Crown Court, magistrates' court and Tribunals for both defendants and claimants. I am known for my hard work, excellent client care and meticulous preparation of cases, often exceeding 40,000 pages. My background in business and human resources is a strength when advising on white-collar crime, health and safety and regulatory proceedings. I have over 20 years' experience in the assessment of individuals in occupational, forensic, clinical and educational settings. I cover all areas of personal injury and medical negligence including the ability to work; road traffic accidents; anxiety; mental health, psychological harm, workplace injuries, workplace stress, occupational health, ill health retirements, bullying, sexual abuse, post-traumatic stress disorder (PTSD) and neuropsychological assessments. I have considerable experience in equality and diversity. Specialist interests include assessment of head injuries and memory loss, psychological testing, children, families, assessment of intellectual functioning, and assessments that consider the impact of drugs, alcohol and strokes. I have experience in assessing the effects of injury on the loss of earnings. Solicitors consistently praise my work; my expert reports have frequently secured convictions and acquittals. More than 95% of cases settle on the basis of my reports. Waiting times are short.

### Key Specialities

- Neuropsychological assessments and personal injury
- Evaluation of employment and discrimination claims
- Crime and evaluation of offenders
- Mental health and mental capacity assessments
- Impact of cognitive/intellectual functioning on ability to parent
- Assessment of malingered neuropsychological and psychiatric disorders
- Children and special educational needs

### NOTABLE CASES

#### Personal injury and neuropsychology

- **NHS Wales Legal Services & Morgan Cole LLP:** carried out a psychological assessment in £7m personal injury claim arising from clinical negligence.
- **Allan Jones Solicitors:** Assessment of traumatic brain injury and psychological damage following an RTA.
- **OH Parsons and Unite:** assessment of psychiatric injury, brain damage and disability in a health and safety case.
- **Esure Insurance & Stewarts Law LLP:** a neuropsychological assessment following a serious road traffic accident.
- **Hilary Meredith Solicitors:** neuropsychological assessment of brain injury and depression for CICB.
- **Horwich Farrelly Solicitors:** assessment reports in a number of high value paediatric personal injury claims for brain damage and psychiatric injury following road traffic accidents.
- **New Law Legal Limited:** neuropsychological assessment of brain injury arising from health and safety failures.
- **Blackstone Law Solicitors:** carried out an evaluation of personal injury following a road traffic accident.

#### Employment and discrimination

- **Wedlake Bell LLP:** Jointly instructed, Callahan v Countywide PLC to assess whether the claimant was disabled by dyslexia, dyspraxia and mixed anxiety and depressive disorder.
- **Olswang LLP & Bloomberg LP:** assessment of whether claimant's social anxiety disorder was a disability.
- **Michelmores LLP & Stanley de Leon Solicitors:** Ramos Alvarez v London Borough of Kensington & Chelsea. Disability discrimination assessment, whether the claimant was disabled by anxiety and mixed depressive disorder.
- **Michelmores LLP:** MacDonald v Commissioner of Police for Metropolis & Others. Whether the second respondent was suffering from a mental illness and whether he would be fit to give evidence at an Employment Tribunal.



- **Davies & Partners LLP:** Bailasz v International Federation of Gynaecology & Obstetrics. Disability discrimination assessment. Whether the claimant was disabled by mixed anxiety and depressive disorder.
- **Taylor Wessing:** carried psychological profiling of an individual with borderline personality disorder to support a Protection from Harassment Act (1997) and defamation claim.
- **Brewin, Leighton Paisner LLP:** assessment of whether psychological illness caused misconduct.
- **DMH Stallard:** in Simpson v CRI. I assessed whether the claimant's depression was a disability.
- **Morisons Solicitors:** advised on a complex claim involving fairness of Strathclyde Fire and Rescue redundancy selection process.
- **Freeth Cartwright & Howes Percival Solicitors:** carried out a psychological assessment of disability in a claim involving dyslexia brought by a solicitor.
- **Shakespeare Putman Solicitors:** carried out an expert psychological assessment of injury in race and disability discrimination claims.
- **Kapoor & Co Solicitors:** Assessment of whether depression was caused by bullying and racial harassment to an employee of a major accountancy firm.
- **Kids Charity:** Whether an employee was disabled by social anxiety disorder and depression.
- **Bond Solicitors:** assessment of whether a General Medical Practitioner expelled from practice was disabled.
- **London Borough of Tower Hamlets and Quinn Manton Solicitors:** carried out an evaluation to determine if the claimant was disabled by her depression.
- **Ministry of Justice:** assessment of reasonable adjustments in disability discrimination claims brought by a judge.
- **Re: Mannings:** assessment of whether a teacher was mentally fit to work with children.
- **National Offender Management Service:** Assessment of capability pending dismissal of a learning disabled and dyslexic probation officer.
- **Queen's Counsel Appointments Secretariat:** selection and assessment of Queen's Counsel candidates.
- **Serious Organised Crime Agency (SOCA):** designed and delivered assessment centres.
- **Searle Court:** a review of pupillage selection process.

### **Forensic and clinical**

- **J D Spicer Solicitors:** R v McGlue Assessment of illiteracy, IQ, suggestibility and mental health on ability to give evidence in a major £1m fraud trial.
- **Ison Harrison Solicitors:** R v Cummins Assessment of subarachnoid haematoma and depression on the ability of the defendant multimillionaire to serve a prison sentence.
- **Noble Solicitors:** assessment of intelligence, mental health and suggestibility on a juvenile sex offender.
- **Elliott Stern Solicitors:** assessment of mental health, autism and ADHD on a juvenile charged with sex offences.
- **DDP Law Solicitors:** in R v Wilson & Grant carried out a forensic clinical assessment of IQ/cognitive functioning in a high profile child destruction and GBH with intent case at the Old Baily.
- **Lionel Blackman Solicitors:** R v Haire Assessment of whether a head injury (subdural haemorrhage/subdural haematoma) was caused by the defendant or complainant.
- **Stuart Miller Solicitors:** in R v Bergum & Others carried out a forensic clinical assessment of the impact of learning disability, domestic violence and significant harm on a defendant in a murder case.
- **Crown Prosecution Service:** I carried out an evaluation of high-functioning autism (Asperger's syndrome) in R v Ali, a high-profile terrorism case heard at the Old Baily.
- **Bindman and Partners:** in R v Bello I carried out a neuropsychological assessment in £5m fraud and POCA proceedings.
- **Kesar & Co:** a risk assessment of a violent offender for the parole board in R v Dilley
- **Hodge Jones and Allen & London Borough of Camden:** carried out a mental capacity assessment.
- **Department of Business Innovation and Skills:** R v Ubsdell I completed a fitness to plead assessment in Director's Disqualification proceedings.
- **Department of Business Innovation and Skills:** R v Smith fitness to plead evaluation in insolvency proceedings.
- **Duncan Lewis Solicitors:** in R v Sterling I carried out an evaluation fitness to plead and fitness to stand trial.





- **Chelmsford Crown Court:** in R v Gaunt I risk assessed a high-profile child sex offender for sentencing.
- **HRS Solicitors:** I carried a psychological assessment of criminal responsibility in R v Khan, an elaborate DWP fraud.
- **Trinity Advocates:** assessment and sentencing of the impact of child sexual abuse on offending in R v Ferrier.
- **JD Spicer Zeb Solicitors:** R v Harten impact of ADHD, PTSD, and depression on offending;
- **JD Spicer Zeb Solicitors:** R v Garnder, impact of depression, IQ, suggestibility and borderline personality disorder on offending;
- **JD Spicer Zeb Solicitors:** R v Morgan-Kilner impact of suggestibility and depression on intent in a false imprisonment case.
- **JD Spicer Solicitors:** R v Day Assessment of suggestibility, mental health and IQ
- **Ann Blyth Cook and Co:** I produced a report for sentencing a suggestible offender with low IQ in R v McDermott.
- **Crown Prosecution Service:** in R v Underwood I provided a forensic neuropsychological assessment in a high-profile domestic violence case involving GBH with intent/attempted murder.
- **Jane's Solicitors:** I carried out a forensic assessment of fitness to plead and stand trial for ABH in R v Abu.
- **Kaim Todner Solicitors:** I assessed intellectual capacity and mental health in R v Peverall, a fraud case.
- **Criminal Defence Solicitors:** assessment of intention in a self-defence case involving automatism in R v Maltese.
- **Kangs Solicitors:** sentencing report for a claustrophobic offender in a significant VAT fraud in R v Hassan.
- **Lloyds PR Solicitors:** clinical psychological assessment of fitness to plead in a robbery in R v Dahair.
- **Philips Osborne Solicitors:** in R v Bayliss I assessed criminal intention and fitness to plead in a major conspiracy.
- **Shah Law Chambers:** I undertook an assessment of fitness to plead and stand trial for arson in R v Brown.
- **Selby Dixon Solicitors:** R v Preston. Assessment of the impact of severe gambling addiction on the defendant's life.
- **Whitworth & Green:** assessment of the impact of extradition on a child in high-value drugs trafficking case the USA v B.
- **Crown Prosecution Service:** a four-year programme improving the prosecution of hate crime.
- **DPP Law:** assessment of adjustments needed for a learning disabled defendant to stand trial in R v Ludlow.
- **Edwards Duthie Solicitors:** risk assessment and evaluation of fitness to plead of a violent psychotic offender in R v Murphy.
- **Advice Wise Solicitors:** assessment of fitness to plead and sentencing report of an of a violent criminal who suffered memory loss and PTSD in R v Taha.

#### **Family and child custody**

- **London Borough of Croydon:** I carried out a parental capacity assessment in child abuse proceedings.
- **Charles Allotey and Co Solicitors:** expert psychological assessment in Children Act proceedings with particular reference to father's use of drugs.
- **Re B:** Assessment of mother's IQ and parental alienation in child custody proceedings.
- **Re V:** Parenting assessment of father in custody proceedings with particular reference to risk, parental alienation and substance abuse.
- **Re R:** Parenting capacity evaluation in child custody proceedings where domestic violence and parental alienation were alleged.
- **Re S:** assessment of risk, domestic violence, parental alienation and attachment in a child custody case.

#### **Child psychology and education**

- **National Youth Advocacy Service:** in R (on the Application of Board & others) v Lincolnshire County Council. I carried out an expert assessment of two profoundly disabled young people to support judicial review proceedings for the right to attend their chosen school.
- **Special Educational Needs and Disability Tribunal:** numerous learning needs assessments of which to support applications to particular schools.







- **M v London Borough of Waltham Forest:** assessment of a child with profound learning disabilities to support a request to her chosen school.
- **Re Hall:** Dyslexia Assessment of a very smart general medical practitioner with work performance problems.
- **Re UG:** Dyslexia assessment of a bilingual student in higher education with multiple learning difficulties.
- **Re TG:** Dyslexia assessment of a bilingual student with a fragmented educational history was refused entry to her chosen school.
- **Re M:** Assessment of learning disabilities and developmental delay in a group of elite UAE children.
- **Re SD:** assessment of reasons for compulsive lying and poor academic performance in a child.
- **Re H:** assessment of additional support required to support a child with emotional problems and ADHD.
- **Re JH:** assessment of an autistic and dyslexic child with conduct disorder for additional educational support.

### **Regulatory and Disciplinary**

- **Solicitors Disciplinary Tribunal:** assessment of criminal intention in a significant fraud involving a solicitor.
- **Health Care Professions Council:** Panel member hearing fitness to practice cases for four years.
- **Department of Health:** set up the Office of the Health Professions Adjudicator.

### **EMPLOYMENT HISTORY**

07/05/01-Present **Chief Executive & Consultant Chartered Psychologist**, Advanced Assessments Ltd, 180 Piccadilly, Mayfair, London, W1J 9HF

(1) Preparing neuropsychological reports. (2) Providing education, counselling and therapy to clients with neurological disorders. (3) Interviewing clients to gain their medical histories. (4) Advising on the risks associated with particular neurological surgical procedures. (5) Devising rehabilitation plans for clients with cognitive dysfunction. (6) Distinguishing between psychogenic and neurogenic syndromes with two or more etiologies of cerebral dysfunction or between disorders involving complex seizures. (7) Diagnosing and treating neural and psychological conditions such as early dementing illnesses or chronic pain with a neurological basis. (8) Developing neurobehavioral measures for monitoring progressive cerebral disease. (9) Evaluating the progress of clients following pharmacologic, surgical or behavioural treatment. (10) Diagnosing and treating conditions such as dementias, psychosis and somatoform disorder. (11) Diagnosis and treatment of conditions that have resulted from damage to the CNS as head traumas, degenerative diseases, cerebrovascular accidents, neoplasms, infectious or inflammatory diseases, neurodegenerative diseases, demyelinating diseases and dementing conditions. (12) Diagnosis and treatment of children with learning disabilities including dyslexia, ADHD and autism. (13) Developing treatment plans with children and their parents. Carrying out neuropsychological assessments of intelligence and academic ability, attention, concentration, language, learning, memory and sensory-motor function. (14) Acting as an expert witness. (15) Registered provider of counselling and psychological services for AXA PPP Health Care.

23/02/98-04/05/01 **Managing Director**, Fanon Trust & Foundation, 33 Effra Road, London, SW2 1BZ

(1) Providing behaviour therapy and counselling interventions for patients with brain disorders. (2) Obtaining the medical histories of patients. (3) Preparing neuropsychological reports of patient's performance on neuropsychological tests and clinical observations. (4) Advising patients of the risks associated with neurological procedures. (5) Training and supervising psychologists and mental health staff. (6) Diagnosing and treating psychological and neural conditions. (7) Implementing rehabilitation plans. (8) Monitoring physiological responses in the patients (8) Assessment and care of people suffering from mental health problems and drug addiction. (9) Family and parenting assessments. (10) Carrying out forensic psychological evaluations (10) Managing clinical psychologists.

12/08/96-20/02/98 **Personnel Director**, London Borough of Harrow, Civic Centre, Harrow, Middlesex, HA1 2XY

- Acted up from Personnel Manager to Personnel Director.
- I led work on employment law and personal injury.
- Responsible for occupational assessments.





- Reduced sickness absence by 20%.
- Reduced personal injury and health and safety claims against the council by 10%.

05/09/94-09/08/96 **Senior Personnel Officer**, Coventry City Council, Council House, Coventry, CV1 5RR

- Acted up into the role of personnel manager.
- Managed a team of 30 human resource professionals.
- Reduced employment tribunal claims by 27% by implementing a mediation scheme.
- Improved the process for TUPE transfers of staff.

22/07/91-02/09/94 **Management Consultant**, Nottingham City Council, Burton Street, Nottingham, NG1 4BT

- Improved leadership effectiveness by introducing development centres.
- Reduced staff turnover by introducing a talent management programme.
- Improved CPA ratings by implementing a performance improvement plan.
- Led a team of consultants.

04/07/88-19/07/91 **Senior Personnel Officer**, Nottinghamshire County Council, County Hall, West Bridgford, Nottingham, NG2 7QP

- Trained social workers in child care and child protection.
- Reduced staff sickness by 10%.

06/07/87-01/07/88 **Job Club Leader**, Nottinghamshire City Council, Burton Street, Nottingham, NG1 4BT

- Achieved a 19% improvement rate in getting the long-term unemployed into work.
- Obtained the highest completion rate of the programme in the East Midlands.

07/10/85-03/07/87 **Leader-in-Charge**, Nottinghamshire County Council, County Hall, West Bridgford, Nottingham, NG2 7QP

- Led inter-agency work on reduction of offending and child protection with social services, education and probation
- Led and developed a large, inner city team of Youth and Community Workers.
- Working with young people at risk of offending.
- Joint assessment, mentoring and support of young people in education

### **PRIVATE PRACTICE, TEACHING & RESEARCH**

09/15 – 12/16 **Lecturer/Senior Lecturer in Business and Psychology**, University of Derby Online Learning, Enterprise Centre, 37 Bridge Street, Derby, DE1 3LD

- Teaching and supporting learning across courses in business, forensic, health and clinical psychology.
- The design of programmes of study in psychology and business.
- Assessing and providing feedback to learners.
- Developing effective learning environments and approaches to student support and guidance.
- Engaging in research and the evaluation of professional practice.

01/08 – 07/12 **Panel Chair**, Health Professions Council (HCPC), Park House, 184 Kennington Park Road, London, SE11 4BU

- Considering fitness to practice cases.
- Contributing to the development of educational standards for HCPC registered psychologists.

11/98 – 07/12 **Associate Lecturer in Business Studies and Human Resource Strategy**, Open University, Walton Hall, Milton Keynes, Buckinghamshire







- Teaching at undergraduate and postgraduate level both in university and prisons of industrial and organisational psychology including the courses: Managing Human Resources, Industrial Psychology and Industrial/Organisational Psychology and Business Psychology.
- Obtaining research funding support.
- Supervision of undergraduate taught graduate (Masters) or research graduate (MPhil/Ph.D.) students.
- Contributing to the development, planning and implementation of a high-quality curriculum.
- Developing learning materials, preparing schemes of work and maintaining records to monitor student progress, achievement and attendance.
- Leading departmental and faculty seminars aimed at sharing research outcomes and building interdisciplinary collaboration within and outside the department.
- Participating in the development, administration and marking of exams and other assessments.
- Providing pastoral care and support to students with specific learning disabilities including autism.
- Participating in the administration of programmes of study and other activities.

09/95 – Date

**Child psychologist and psychotherapist, Sankofa Group Ltd.**

- Therapy with adults, older adults, children, families and learning, disabled clients.
- Delivering applied cognitive behavioural therapy on a range of problems including phobia's obsessive-compulsive disorder, post-traumatic stress disorder, depression, psychosis, health-related presentations, family functioning, adjustment and addictive behaviours and eating disorders.
- Delivering applied psychodynamic therapy for problems including anxiety presentations, depression, relationship difficulties, personality presentations, health-related presentations, addictive behaviours and eating disorders. Assessing clients for psychodynamic therapy, engaging customers in psychodynamic approaches, psychodynamic formulation, recognising and working on unconscious communication and unconscious dynamics influencing relationships, working with clients to become aware of unexpressed feelings, using therapy to explore change, working with clients to terminate treatment. Making dynamic interpretations, working with transference and counter-transference, defences, projection and projective identification.
- Delivering systemic therapies for anxiety, depression relationship difficulties developmental transitions, family functioning, health-related presentations, addictive behaviours and family functioning. Conducting systemic assessments, engaging with clients in a developmentally appropriate way, developing systemic hypotheses and providing interventions from a systemic perspective, helping clients identify and change problematic behaviours. Applied systemic principles including circular questioning reframing techniques, working with clients to identify individual and family strengths, using mapping techniques to help clients understand the development and maintenance of problems working with systemic teams.
- Evaluating parental rights cases, training violent offenders, carrying out risk assessments, analysing sex offenders, offender profiling, evaluating child custody cases, counselling offenders, delivering offender treatment programmes, assessing the credibility of child witnesses, counselling victims of crime and detecting potential child abuse.

01/90 – 08/95

**Counsellor & Chairman, Central Management Corporation for Consultancy Ltd, Lenton Business Centre, Lenton Boulevard, Nottingham, NG7 2BY**

- Set up Uhuru mental Black health project and provided counselling for service users
- Improved engagement with service users and acted as a counsellor at Greenwich Mind.
- Contributed to the training of educational psychologists, Guardian Ad Litem and Court Reporting officers.
- Work with children who have special educational needs including dyslexia and autism.





## **QUALIFICATIONS**

22/10/16 – 08/08/17 **University of Huddersfield:** M.Sc Investigative Psychology (Forensic Psychology)  
22/10/11 – 12/12/13 **BPP Law School:** Postgraduate Diploma, Bar Professional Training Course, very competent,  
01/09/98 – 13/06/03 **Cranfield University:** Ph.D. Applied Psychology  
01/10/01 – 01/08/03 **Birkbeck College: University of London:** LLB (Hons) Law  
05/09/93 – 12/07/96 **University of East London:** Professional Doctorate in Occupational Psychology  
07/09/90 – 08/06/93 **Manchester Business School:** MBA  
31/10/85 – 18/03/93 **Open University:** BA(Hons) Psychology and Economics  
04/09/91 – 10/12/92 **Nottingham Trent University:** Professional Diploma in Marketing  
10/10/88 – 23/07/90 **University of Nottingham:** Postgraduate Diploma in Adult Education, teacher training  
02/09/88 – 05/11/90 **De Montfort University:** Professional Diploma in Personnel Management

## **Professional Courses**

Colorado State Licensing Board, Mental Health Jurisprudence Examination, 2015  
Human Sexuality Training, Psychceu.com (approved by the American Psychological Association) 2015  
Child Abuse Training, Psychceu.com (approved by the American Psychological Association) 2015  
Hogrefe, Autism Diagnostic Observation Schedule, Second Edition, 2015  
Hogrefe, Autism Diagnostic Interview-Revised, 2015  
Test User, Occupational Personality, Saville Consulting Wave, 2015  
Euro Test User, Occupational, 2015  
Forensic Test User, 2015  
Assistant Forensic Test User, 2015  
Pearson, Wechsler Adult Intelligence Scale (WAIS-IV) Training, 2014  
Pearson, Wechsler Memory Scale (WMS-IV) Training, 2014  
American Psychiatric Association, Diagnostic and Statistical Manual 5 (DSM-5), 2014  
IMA: Accelerating Implementation Methodology, 2014  
Test User, Occupational Personality, Occupational Personality Questionnaire, 2012  
Dr Craig Childress, Parental Alienation and Pathogenic Parenting Assessment, 2010  
APM Group: Managing Successful Programmes Practitioner, 2009  
APM Group: PRINCE2™ Project Management Practitioner, 2008  
PAR Inc: Personality Assessment Inventory (PAI), 2007  
AD&C: Assessment & Development Consultants, approved assessor, 2003  
SHL: Design and implementation of Assessment and Development Centres, 2003  
SHL: Motivation Questionnaire, 2003  
Test User, Occupational Personality, 16 Personality Factor Questionnaire, 2000  
Test User, Occupational Ability 1995  
Assistant Test User, Occupational Ability, 1995

## **Membership of Professional Institutions**

American Psychological Association, 2015  
Society for Industrial and Organizational Psychology, full member 2015  
Expert Witness Institute, Member (number 8451) 2014  
The Honourable Society of Gray's Inn, Barrister (number 14674) called 2013  
Academy of Experts, Member (number 2994) 2011  
Employment Law Bar Association, 2010  
Bar Association for Commerce Finance and Industry, 2010  
Administrative Law Bar Association, 2010  
Association for Project Management, Member (number R46425) 2010  
Association of Child Psychologists in Private Practice, Member, 2009  
Institute of Consulting, Fellow, (number 00426350) 2008 to date





Chartered Institute of Personnel and Development, Chartered Fellow (number 10049934) 1998  
British Psychological Society, Associate Fellow, 2015  
British Psychological Society, Chartered Psychologist (number 31939) 1999  
British Psychological Society, Full Member of the Division of Occupational Psychology, 1999  
British Psychological Society, Special Group in Coaching Psychology, 2008  
British Psychological Society, Full Member of the Division of Neuropsychology, 2015  
British Psychological Society, Full Member of the Division of Academics, Researchers & Teachers in Psychology, 2015  
British Psychological Society, Associate Member of the Division of Clinical Psychology, 2011  
British Psychological Society, Associate Member of the Division of Child and Educational Psychology, 2011  
British Psychological Society, Associate Member of the Division of Forensic Psychology, 2011  
Registered with the Health Care Professions Council (Registration number PYL15766) 1999  
Institute of Directors (number H131172) Member, 1994

### **AWARDS**

Crown Prosecution Service, Outstanding Achievement Award, 2007  
Interim Management Association, Interim Manager of the Year Award (overall winner) 2004  
Interim Management Association, Interim Manager of the Year (project management) 2003

### **SELECTED PUBLICATIONS**

Horsford, B. I. (2014) *Initial analysis of the equality impact to support to support development of the revised Mental Health Act 1983 Code of Practice*, London: Department of Health

Horsford B. I. (2006) *An equality Impact assessment of the virtual court*, London: London Criminal Justice Board and the Legal Services Commission.

Horsford, B. I (2005) *Performance appraisal ratings: a review and impact assessment*. London: The Crown Prosecution Service: Equality and Diversity Unit & Human Resources Department

Horsford, B. I (2003) *Career progression of black managers*, Cranfield: Cranfield University

Horsford, B. I., & Foster, D. (1993). Are South African psychologists to blame for blustering racial segregation? *All in the Mind*, BBC Radio 4, 19 October 1993.

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# **Advanced Assessments Ltd**

Expert witnesses and Psychologists

A Member of the Strategic Enterprise Group

180 Piccadilly, London, W1J 9HP T: 0845 130 5717

**Expert Witness Services for  
Employment Lawyers**

## Expert Witness Service for Employment Lawyers

We provide one of the most comprehensive employment expert witness service in the United Kingdom. You will have access to a multi-disciplinary team of leading psychologists, human resource experts, psychiatrists and occupational health physicians. Our expert witness service encompasses the whole range of employment law needs, providing timely and comprehensive reports for employment tribunals, county court and high court claims.

We work in the following markets:

- Private sector
- NHS
- Central government
- Local government
- Charities and social enterprises

We are often instructed to report on claims arising out of working conditions, organisational change, restructuring, workplace stress, bullying and harassment, discrimination and disability at work. We assess rehabilitation after illness and make recommendations on reasonable adjustments.

Assessment and treatment of occupational stress is a particular feature of our work. We report on the vocational effects of brain injury, psychological damage and severe trauma, such as spinal cord injuries, amputation, or other health issues that impede employment or career.

Typical reports cover the following areas:

- Advising on the fairness of reward and remuneration systems
- Pay and benefits claims, including equal pay and equal value claims
- Job evaluation claims
- Employment demographics and statistics
- Discrimination in employment in respect of race, gender, age, disability sexual orientation and religion and belief
- Psychological injury arising from unfair dismissal and redundancy
- Assessment of discrimination in recruitment and selection
- Psychological effects of physical disability
- Personal injury and fatal accidents
- Personal injury rehabilitation
- Cost of injury, disability and death

- Loss of future earnings and pension rights
- Career and employment prospects
- Potential earning assessments
- Employment disputes linked to established practices
- Fitness to work assessments
- Financial quantification of injury/death
- Loss of income and loss of profits
- Rehabilitation assessments
- Vocational evaluation of the cost of injury
- Employment prospects and employability
- Workplace issues and adaptations for disabled people
- Medical injury — quantum in employment cases
- Employment and disciplinary disputes
- Harassment investigations and reports
- Business valuation/loss
- Insurance claims assessment, investigation and loss adjustment
- Occupational stress
- Psychological testing
- Workplace hazards
- Human contributory factors in accidents
- Fitness to work following personal injury
- Failure to recover/suspicion of malingering

We offer knowledge and experience of a broad range of occupations and industries. Clients are normally seen within a week of confirmation of funding and reports are normally released within two weeks.

## Occupational Health Assessments

Our consultants have a wide range of expertise in occupational health and well-being.

We have a range of proactive and reactive services that will improve productivity, boost morale and effectively manage mental health and well-being issues in your organisation.

Here is a summary of what our occupational health team does:

- We assess what an employee can and cannot do following illness or injury
- We assess and recommend reasonable adjustments in accordance with the Equality Act 2010
- We assess psychological injury in unfair dismissal claims
- We assess the health risks and liability for redundancy and restructuring
- We carry out independent assessments for ill-health and early retirement
- We assess discrimination claims involving race, gender, disability, sexual orientation and religion and belief





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- We assess personal injury claims involving bullying and harassment
- We assess and manage medical redeployment
- We carry out risk assessments
- We carry out pre-employment screening
- We deliver independent medical assessments in long-term sickness absence cases
- We assess individuals with mental health problems at work
- We provide Employee Assistance Programmes, including a confidential 24-hour 7-day a week counselling service, CBT, mentoring and coaching service
- We assess and design health and safety and well-being policies

Our specialists act as single and joint experts in matters. Our extensive legal training allows us to produce reports that meet all the necessary legal standards.

To find out more contact Dr Bernard Horsford or Mr Ali Khan on:

0208 2000078 or email us on: [wecare@advancedassessments.co.uk](mailto:wecare@advancedassessments.co.uk)

# **Advanced Assessments Ltd**

Expert witnesses and Psychologists

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## **Expert Witness Services for Personal Injury Lawyers**

# Expert Witness Service for Personal Injury Lawyers

We provide the most comprehensive personal injury expert witness service in the United Kingdom. You will have access to a multi-disciplinary team of leading psychologists, human resource experts, psychiatrists, occupational health physicians and medical specialists. Our expert witness service encompasses the whole range of your personal injury claim needs. We provide timely and comprehensive reports for employment tribunals, county court and high court claims.

We work in the following markets:

- Private sector
- NHS
- Central government
- Local government
- Charities and social enterprises

We are often instructed to report on claims arising out of road traffic accidents, working conditions, restructuring, workplace stress, bullying and discrimination. We assess rehabilitation after illness and make recommendations on reasonable adjustments.

We regularly prepare medico-legal reports on *adults* and *children* in personal injury claims. We assess Post Traumatic Stress Disorder (PTSD), depression, and mental health problems following a road traffic accident (RTA), bullying at work, school or other distressing incidents. We advise on fitness to return to work and/or therapeutic requirements with timescales and costs.

We typically work with the following:

- Solicitors
- Barristers
- Human resource professionals
- Occupational health and well-being departments
- Insurers and re-insurers
- Trade Unions and professional associations
- Claims management companies, case managers, and rehabilitation companies

Our service is divided into seven practice areas:

**1. Adult personal injury assessments**

This comprehensive expert assessment service includes immediate post-accident assessment, current symptoms, pre-accident history, treatment implications and prognosis. Pre-interview questionnaires and tests are used. These assessments usually relate to injuries that have occurred in public places.

**2. Child personal injury assessments**

When a child is under 10 or 11, they are given a brief and friendly interview, after which their parent is interviewed in depth. Assessments on young people are typically carried out by one of our specialist child psychologists.

**3. Brain injury and neuropsychological assessments**

This is carried out when any type of intellectual (cognitive) functioning is impaired following a head injury, concussion or brain disease. It involves a comprehensive series of tests plus, where appropriate, interviewing of relatives.

**4. Chronic pain assessments**

This provides a comprehensive assessment of the psychological aspects of chronic pain. It assesses pre-injury history of pain complaints plus post-injury coping strategies. Pain management treatment options are recommended.

**5. Employment, stress and absence assessments**

These include either individual or organisational assessments of stress or other psychological illness and the impact that they have on the individual or the organisation. A summary of the employment difficulties is presented, along with practical strategies to reduce absence cases caused by stress and other psychological conditions.

**6. Road traffic injury assessments**

These assessments typically are prepared in complex road traffic claims. We provide an objective assessment of the full set of injuries and with particular emphasis on issues such as PTSD and phobias that may of developed as a result of the injury.

**7. Therapy and support**

We also provide psychological therapy carried out by experienced therapists using up-to-date treatment techniques such as:

- Cognitive behavioural therapy
- Psychodynamic psychotherapy and Integrative therapy
- Therapy underpinned by attachment theory and other systemic therapy approaches
- Cognitive analytical therapy
- Cognitive rehabilitation and Brief therapy
- Counselling

### Typical personal injury issues that we prepare reports on:

- Road traffic accidents
- Train accidents
- Workplace accidents
- Medical accidents
- Flying and boating accidents
- Assaults
- Emotional, physical and sexual abuse
- Natural disaster accidents
- Mental health problems
- Brain injuries
- Assessment of difficulties with memory, concentration and attention
- Psychological factors related to road traffic accidents
- Psychological factors relating to workplace accidents
- Clinical negligence
- IQ and mental capacity
- Neuropsychological assessments
- Psychological assessment of occupational stress
- Quantum in road traffic accidents
- Road traffic accident psychological sequel
- Psychological assessment of redundancy
- Psychological assessment of sexual abuse
- Psychological assessment of physical abuse
- Advice on quantum
- The effects of disfigurement and psychological trauma;
- Phobias and/or specific anxieties
- Depression
- Social, psychological and emotional issues.
- Equality Act cases
- Mental Capacity Act
- Mental Health Act
- Adult sexual abuse
- Anxiety
- Psychological assessment of anxiety
- Psychological assessment of brain injury
- Occupational bullying
- Bullying in education
- Educational negligence
- Care homes, residential, sexual abuse
- Neurological cognitive skills assessment
- Psychological cognitive skills assessment
- Reasonable adjustments
- Criminal Injuries Compensation Authority (CICA)
- Assessment of malingering
- Slipping accidents
- Public area hazards
- Workplace hazards
- Treatment accidents
- Assessment of depression
- Disabled persons employment,
- Harassment — employer's liability
- Employment prospects
- Earning capacity
- Discrimination in employment
- Psychological assessment of Fitness to work
- Psychological assessment of the mental state
- Road traffic accident related neurological injuries
- Occupational health
- Building collapse
- Criminal assaults and CICA claims
- Police accidents
- Human contributory factors in accidents
- Rehabilitation
- Fitness to work and failure to recover
- Suspicion of malingering
- Children's play area accidents
- Decompression sickness
- Mortality calculations
- Cost of injury, cost of death and cost of disability
- Housekeeping requirements
- Care requirements
- Equipment requirements
- Housekeeping costs
- Care costs
- Care needs analysis
- Care needs quantification
- Medical requirements and nursing care requirements
- Housing adaptations, structural alterations and equipment requirements
- Mobility assessment
- Financial quantification
- Leisure injuries

Waiting times are short; clients are normally seen within seven days of confirmation of funding. Reports can be prepared and within five days of setting the client. We are jointly instructed in the majority of our cases (34%) and the remainder of our work is equally split between defendant and claimant work.

To find out more contact Dr Bernard Horsford or Mr Ali Khan on:

0208 2000078 or email us on: [experts@advancedassessments.co.uk](mailto:experts@advancedassessments.co.uk)