

## Dr Bernard Horsford

PhD, 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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### Summary Profile

I have built up a practice with a large number of 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 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 effects of personal injury on the ability to work, particularly in relation to depression, road traffic accidents, anxiety, mental health, psychological injury, 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 the area of 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 loss of earnings. My work is consistently praised by solicitors; convictions and acquittals have frequently been secured on the basis of my expert reports. More than 95% of cases settle on the basis of my reports. Waiting times are short.

### Key Specialities

- Neuropsychological assessments and personal injury
- Assessment of employment and discrimination claims
- Crime and assessment of offenders
- Mental health and mental capacity assessments
- Impact of cognitive/intellectual functioning on ability to parent
- 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 a RTA.
- **OH Parsons and Unite:** assessment of psychiatric injury, brain damage and disability in a health and safety case.
- **Esure Insurance & Stewarts Law LLP:** 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 assessment personal injury following a road traffic accident.

#### Employment and discrimination

- **Olswang LLP & Bloomberg LP:** assessment of whether claimant's social anxiety disorder was a disability.
- **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 misconduct was caused by psychological illness.
- **DMH Stallard:** in *Simpson v CRI* I assessed whether the claimant's depression was a disability.
- **Kapoor & Co Solicitors:** Assessment of whether depression was caused by bullying and racial harassment to an employee of a major accountancy firm.
- **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.
- **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 assessment to determine if the claimant was disabled by her depression.
- **Ministry of Justice:** assessment of reasonable adjustments in a disability discrimination claim 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:** review of pupillage selection process.

### **Forensic and clinical**

- **DDP Law Solicitors:** in R v Wilson & Grant carried out a clinical forensic assessment of IQ/cognitive functioning in a high profile child destruction and GBH with intent case at the Old Baily.
- **Stuart Miller Solicitors:** in R v Bergum & Others carried out a clinical forensic 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 assessment 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 carried out a fitness to plead assessment in: Director's Disqualification proceedings.
- **Department of Business Innovation and Skills:** R v Smith fitness to plead assessment in insolvency proceedings.
- **Duncan Lewis Solicitors:** in R v Sterling I carried out an assessment 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, a complex 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.
- **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 produced 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 major 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.
- **Whitworth & Green:** assessment of impact of extradition on a child in a high value drugs trafficking case 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 assessment 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 violent offender 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 specific 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 specific reference to risk, parental alienation and substance abuse.
- **Re R:** Parenting capacity assessment 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 specific schools.
- **M v London Borough of Waltham Forest:** assessment of child with profound learning disabilities in order to support an application to her chosen school.
- **Re Hall:** Dyslexia Assessment of a highly intelligent 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 major 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**

(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, degenerative 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 assessments (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 programme.
  - 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 an 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**

- 09/15 – Date **Lecturer/Senior Lecturer in Business and Psychology**, University of Derby Online Learning, Enterprise Centre, 37 Bridge Street, Derby, DE1 3LD
- Teaching an supporting learning across a courses in business, forensic, health and clinical psychology.
  - 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/PhD) 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 additive behaviours and eating disorders.
- Delivering applied psychodynamic therapy for problems including: anxiety presentations, depression, relationship difficulties, personality presentations, health related presentations, additive behaviours and eating disorders. Assessing clients for psychodynamic therapy, engaging clients 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 therapy. 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, additive 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**

22/10/11 – 12/12/13 **BPP Law School:** Postgraduate Diploma, Bar Professional Training Course, very competent,

01/09/98 – 13/06/03 **Cranfield University:** PhD 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

### **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.

Horsford, B. I. (1990). Cultural issues and psychiatric diagnosis. Paper presented at the Abnormal Psychology Study workshop, Nottingham University. In N. Hayes (1994), *Foundations of Psychology: An Introductory Text*. London: Routledge.

Horsford, B. I. (1986). Psychology, education and race: a Black perspective. *Psychology News & In Mind* 2(1), 11–14.