



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

### PROGRAMME

#### THURSDAY 29 JUNE 2017

5.30pm	Choral Evensong & musical celebration of St. Peters Day	Temple Church
6.15pm	Pre-Conference Dinner Drinks Reception	Parliament Chamber
7pm	Pre-Conference Dinner	
9.30pm	Carriages	

#### FRIDAY 30 JUNE 2017

8.30am	Optional morning activity: Mindfulness exercise with Sarah Wiesendanger (30 minutes)	Inner Temple Garden or Parliament Chamber (weather dependent)
9.15am	Registration, tea and coffee	Ante Room
9.30am	Conference Opening: Rachel Spearing, Convener	Parliament Chamber
9.35am	Opening Address: Andrew Langdon QC, Chairman of the Bar	



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FRIDAY 30 JUNE 2017

9.45am	<b><i>Mindfulness for Resilience, Wellbeing and Sustainable Performance</i></b> Associate Professor Craig Hassed Department of General Medical Practice, Monash University, Australia		Parliament Chamber
<b>WORKSHOP</b>	<b>SESSION 1A</b>	<b>SESSION 1B</b>	<b>SESSION 1C</b>
10.30am	<b><i>Delivering large scale mental health and wellbeing training to law graduates: What have we learned and what opportunities lie ahead</i></b>  Michael Appleby & Judy Bourke  Parliament Chamber	<b><i>A Supervision Model for Legal Workplaces. Addressing the risks of vicarious trauma through peer group supervision: Case Studies &amp; Guides</i></b>  Robyn Bradey  Luncheon Room	<b><i>Re-wiring the law from within: Enhance your wellbeing, enhance your practice</i></b>  James Pereira QC & Zita Tulyahikayo  Drawing Room
11.15am	Tea and coffee break		Ante Room
11.45am	<b><i>Introduction to SOS: Silence of Suicide</i></b> Michael Mansfield QC & Yvette Greenway SOS aims to facilitate open discourse, work to eradicate stigma and raise awareness of the impact of suicide. This session will introduce the charitable organization and its objectives.		Parliament Chamber
12.45pm	Buffet Lunch		Luncheon Room



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FRIDAY 30 JUNE 2017

1.45pm	<b>Trauma Risk in Management</b> Andy McCann & Steve Eaton MBE DNA Definitive			Parliament Chamber
2.30pm	<b>Trauma Risk in Management Practical Skills Session</b> Andy McCann & Steve Eaton MBE			
<b>WORKSHOP</b>	<b>SESSION 2A</b>	<b>SESSION 2B</b>	<b>SESSION 2C</b>	
3.15pm	<b>Developing Policy &amp; Practices for Wellbeing in Chambers</b>  Sam Mercer  Parliament Chamber	<b>Optimising performance &amp; understanding pressure</b>  Rachel Spearing  Luncheon Room	<b>Crisis Management for Clerks &amp; Practice Managers</b>  Robyn Bradey  Drawing Room	
4pm	Panel Plenary Discussion – Applying research to practice: What next for the profession?			Parliament Chamber
4.30pm	Conference closing, tea and networking			Luncheon Room

This conference is **equivalent to 4 hours** of Continued Professional Development for barristers. Please ensure that you sign the CPD register on departure.



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### ABSTRACTS

#### KEYNOTE AT 9.45AM

##### ***Mindfulness for Resilience, Wellbeing and Sustainable Performance***

Associate Professor Craig Hassed

Mindfulness-based approaches have attracted great interest in recent times because of emerging evidence of its capacity to enhance resilience, physical and emotional wellbeing, and performance. This keynote address will explore the science, philosophy and application of mindfulness with particular emphasis on its relevance for the law. Topics explored will include the role of mindfulness in stress, mental health, executive functioning, communication, decision-making, cognitive bias and physical health.

#### WORKSHOPS AT 10.30am

##### **SESSION 1A**

***Delivering large scale mental health and wellbeing training to law graduates: What have we learned and what opportunities lie ahead***

Michael Appleby & Judy Bourke

In 2011 the College of Law Australia introduced a mental health workshop as a compulsory part of its curriculum for all students enrolled in the Graduate Diploma of Legal Practice (GDLP). In Australia all law graduates must complete a GDLP as a prerequisite for admission to legal practice. The workshop provides information about mental health issues in the legal profession and some mental health literacy. It seeks to help students develop resilience and stress management skills and attempts to better equip new lawyers to meet challenges they may encounter as they enter the profession. We celebrate the fact that about 20,000 students nationally have now attended the workshop. In this session the presenters reflect on the lessons learned from designing, implementing and running the workshop and look forward to what mental health training in the practical legal training sector and the legal profession more broadly might look like in the future.

##### **SESSION 1B**

***A Supervision Model for Legal Workplaces. Addressing the risks of vicarious trauma through peer group supervision: Case Studies & Guides***

Robyn Bradey

In this session Robyn will describe a number strategies, currently being used in Australia and other jurisdictions to manage vicarious trauma in legal settings and to increase the safety and wellbeing of lawyers. These include orientation programs wellbeing committees, peer supervision, skills training including in suicide prevention, wellbeing checks, mentoring, embedded counsellors, workplace guidelines amongst others. She will give a practical description of how these were implemented, how they work and their efficacy. Finally the workshop asks what's missing and where to go from here.



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### ABSTRACTS

#### SESSION 1C

*Re-wiring the law from within:  
Enhance your wellbeing,  
enhance your practice*

James Pereira QC  
& Zita Tulyahikayo

In this session you will learn how a holistic approach to wellbeing can help you discover health, contentment, purpose, connection and enhance the management and performance of your legal practice.

Here are just some of the questions we will be exploring – and answering - during our workshop:

**What does wellbeing mean in the modern working environment?**

**What prevents people from maintaining their wellbeing?**

**How will improving my wellbeing enhance my legal practice?**

This session will examine a number of key issues facing lawyers, and explain how old patterns can be reformulated with new perspectives, in order to achieve wellbeing and supercharge your practice.

#### KEYNOTE AT 11.45AM

##### ***Introduction to SOS: Silence of Suicide***

Michael Mansfield QC & Yvette Greenway

SOS Silence of Suicide is a social support network, which was established in 2015 following personal experiences of suicide by its founders, Michael Mansfield QC and his partner, Yvette Greenway. It is entirely self-funded by Michael and Yvette, although it has received some generous donations and contributions from fund-raising efforts. We are currently in the process of becoming a CIO (Registered Charity), which should mean we can obtain access to funding to develop our work and roll out our projects.

SOS is unique - we deliver free (to the end user) events, also known as initiatives, across the United Kingdom and will even be venturing as far as New Zealand later this year! Our core objective of encouraging open speech on the subject of suicide is at the heart of all our meetings. By providing a safe, group platform for people to recount their experiences, they are grateful for the opportunity to speak and share their stories, unburdening themselves whilst listening to, and empathising with, others. For two hours at least, the stigma, silence and isolation is expelled.

It is encouraging to see many people come alive, instilled with a new sense of belief and positivity, when they realise they really are not alone. From the SOS meetings they attend, some develop new support networks of their own with people they meet through our initiatives.

Our presentation and plenary session, although shorter than average meetings, will give the audience plenty of opportunity to speak and, just as importantly, to listen. We encourage everyone who's ever been affected by suicide to speak out. By helping yourself, you could be helping many others too.



# Wellness for Law

## RE-WIRING THE LAW

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### ABSTRACTS

#### KEYNOTE AT 1.45PM

##### ***Trauma Risk in Management***

Andy McCann & Steve Eaton MBE

The afternoon Keynote will provide an overview of Trauma Risk in Management (TRiM). The original TRiM is a proactive, peer delivered, cognitively based human resource management initiative for supporting individuals following exposure to traumatic events. Its purpose is the early identification of the symptoms of stress. Although TRiM is not a treatment for stress, it can assist with building resilience through the development of coping strategies.

TRiM began within the UK's Royal Marines Commandos. However, many other non-military organisations now use TRiM including the Foreign and Commonwealth Office; media organisations including the BBC and the emergency services including the London Ambulance Service and numerous UK police forces; and private organisations. The Keynote will consider human performance and scientific evidence and risk trauma presents.

#### SKILLS SESSION AT 2.30PM

##### ***Trauma Risk in Management Practical Skills Session***

Andy McCann & Steve Eaton MBE

The TRiM session will involve participation in a practical taster training session, developing 'Law TRiM' which is a new innovation designed to prepare new and existing practitioners with resilience skills adapted from the TRiM programme to support their professional practice and exposure to traumatic situations.

Delegates will be requested to collaborate in discussion and review of materials relevant to legal trauma scenarios working through the principles of TRiM, evaluating risk management and resilience strategies and building skills via a workshop.



# Wellness for Law

## RE-WIRING THE LAW

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### ABSTRACTS

#### WORKSHOPS AT 3.15PM

#### SESSION 2A

*Developing Policy & Practices for Wellbeing in Chambers*

Sam Mercer

We will share barristers' experiences of chambers-based wellbeing initiatives and developing wellbeing policies for a chambers environment. We will provide advice and tips on getting started, including designing a wellbeing approach that meets the needs and culture of chambers - recognising that different sets can operate in different ways. Included in the presentation, we will explore some of the challenges of introducing wellbeing in a profession with a tradition of 'hiding any weakness' and will debate effective management of a wellbeing issue in the chambers context. The emphasis of this session will be practical advice based on the experience of those that are leading the way. At the end of this session you should have a clear idea on how to get started, how to overcome resistance (by making the business case for action) and a much clearer idea of the many ways the profession is tackling stigma and taking positive action to support its members.

#### SESSION 2B

*Optimising performance & understanding pressure*

Rachel Spearing

This session will assist practitioners and chambers personnel with understanding pressure, and practical skills for managing their practice and optimising performance. It will present the methods used in Sport and High Performance Business for 'managing talent' which are currently being used by some Chambers within their practice and development reviews. It additionally considers the core competencies and handbook obligations with regards to fitness and professional performance.

#### SESSION 2C

*Crisis Management for Clerks & Practice Managers*

Robyn Bradey

This presentation gives an overview of the National Mental Health First Aid Training, offering a more proactive response to mental health issues in the workplace. Mental Health First Aid England (MHFAE) is an Adult course which was funded as part of a national approach to improving awareness of mental health problems in England. The MHFAE course is an internationally-recognised programme, running in over 20 countries around the world. It aims to provide knowledge and insight into identifying, understanding and helping others in the work place who may be developing mental health issues. The full course seeks to educate group on the common signs and symptoms of mental health issues and how to plan effective management of your own mental wellbeing and the wellbeing of their peers. The Wellness for Law network plan to host a full course in the Autumn.



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## RE-WIRING THE LAW

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### ABSTRACTS

#### PANEL PLENARY DISCUSSION

**Applying research to practice: What next for the profession?**

Chaired by Rachel Spearing

With:

Michael Appleby

Judy Bourke

Christine Kings

Sam Mercer

Elizabeth Rimmer

Clare Stafford

Our thanks are due to The Honourable Society of the Inner Temple for sponsoring this conference and the Bar Council, Bar Standards Board and College of Law Australia for their support.





# Wellness for Law

## RE-WIRING THE LAW

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### BIOGRAPHIES

ANDREW LANGDON QC



Andrew Langdon QC was called to the Bar in 1986 and took silk in 2006. He practices from Guildhall Chambers, Bristol.

He prosecutes and defends Regulatory Crime, in particular in relation to corporate responsibility for Health and Safety in the work place. He prosecuted the oil companies in the Buncefield explosion. He also prosecutes and defends serious mainstream crime – gun crime, homicide, fraud, corruption.

Andrew was appointed to sit as a Recorder in the Crown Court in 2002. He is a Bencher of Middle Temple. He was Leader of the Western Circuit from 2013-2015. He was elected Vice Chairman of the Bar in 2016. Upon becoming Chairman this year, he moved from Bristol to London.

ASSOCIATE PROFESSOR  
CRAIG HASSED



Associate Professor Craig Hased works at the Department of General Practice and is coordinator of mindfulness programs at Monash University. His teaching, research and clinical interests include mindfulness-based stress management, mind-body medicine, meditation, health promotion, integrative medicine and medical ethics. Craig is regularly invited to speak and run courses in Australia and overseas in health, professional and educational contexts. He was the founding president of the Australian Teachers of Meditation Association and is a regular media commentator. He writes regularly for medical journals and has published twelve books. Craig also featured in the documentary, *The Connection* and wrote the companion e-book, "The Mindfulness Manual" and co-authored with Richard Chambers the free online Mindfulness course in collaboration with Monash University and FutureLearn.



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

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MICHAEL MANSFIELD QC  
& YVETTE GREENWAY



Michael and Yvette work closely together on projects, but it is SOS Silence of Suicide that commands the majority of their time. The subject of mental health and in particular suicide, have a particular importance to both of them. Michael lost his daughter Anna to suicide in May 2015 and just four months earlier, on Christmas Eve 2014, Yvette lost a lifelong friend to the same, prolific killer. Between them, they personally knew no fewer than six people who decided to take their own lives.

Their sole aim is to encourage open discourse, by providing a safe platform for people to simply talk and/or listen. Besides their public events, Yvette and Michael have been speaking at conferences as well as working alongside the Ministry of Justice, private companies, festivals and feeding into the Government's suicide prevention policy.

Suicide and mental health need to be openly discussed. The stigma and isolation must cease. It's time to stop the silence.

ANDY MCCANN



A Director of DNA Definitive, Andy is in demand by high performing individuals from many walks of life. These include some of the UK's highest profile professionals from across the fields of business, entertainment, and international sport.

Previously an award-winning teacher of physical education, Andy provides specialist consultancy support to UK Sport, SportsCoach UK, and is a visiting / associate lecturer at a number of universities in England and Wales. In addition, Andy sits on the Sport Wales Advisory Group and the Welsh Advisory Committee for the Stroke Association.

He supports several international teams and coaches across different sports in their preparation to compete at the very highest level including the Olympics and Commonwealth Games. He is dedicated to the development and support of mental toughness and high level performance across all industries and disciplines. His work has been described as 'cutting edge' (Daily Telegraph) and he is regularly featured in the national press and on TV and radio.



# Wellness for Law

## RE-WIRING THE LAW

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### BIOGRAPHIES

#### ANDY MCCANN continued

An elected Fellow of the Royal Society of Medicine and an internationally published non-fiction author, he has been a commissioned writer for a diverse range of publications. As a popular conference speaker, Andy has spoken at various national business events; at the Royal Society of Medicine; and in collaboration with major sports performance brands.

He is a co-founder of the acclaimed 'Walking the Tightrope High Performance Symposium', which brings together high performing practitioners and experts, to knowledge share. His accessible style draws from an expertise including over 25 years combined experience of education, business, neuropsychology and elite sports performance.

As a sportsman Andy has been a keen swimmer, rugby player and skier, and has devoted many years developing a very successful martial arts career and has been involved in international and World Championship events as a competitor, coach and referee.

#### STEVE EATON MBE



Steve is a Performance Development Consultant, who works with individuals, teams and organisations to maximise potential, improve performance and achieve goals.

A former Officer in the UK Special Forces, Steve has many years of experience in operating under pressure in challenging situations and in some of the world's most inhospitable environments. As a result of this first-hand experience, Steve has a deep understanding of the need for mental aptitude as well as for physical strength and skill.

Steve also recognises the significance of 'softer' skills, such as effective communication, in personal and leadership development, and the need for shared values, goals and beliefs in building motivated and cohesive teams. Over two decades he has coached and mentored people of different backgrounds and capabilities, providing salient personal, tactical, operational and strategic guidance.

In 2009, Steve was awarded an MBE for 'compassionate and inspirational' leadership demonstrated on global operations. He has an Advanced Diploma in Management and has many years of practical management and leadership experience. Steve attained invaluable knowledge, whilst studying for a Master's Degree, in Risk, Crisis and Disaster Management, which has further increased his understanding of how people and organisations operate and react when faced with stressful situations.



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

### BIOGRAPHIES

STEVE EATON MBE  
continued

Steve has a particular interest in PTSD prevention and he has trained and practised as a Trauma Risk Management (TRiM) practitioner. He is also a nationally trained Hostage and Crisis Negotiator and has been involved in the management several high profile kidnapping situations.

SARAH WIESENDANGER



Sarah Wiesendanger is a psychotherapist and mindfulness practitioner. She has studied mindfulness meditation with a master from the Rinzai tradition of Zen. She works as a psychotherapist for cancer patients at The Royal Surrey County Hospital, for military veterans at PTSD Resolution, and for young people with Xenzone.

MICHAEL APPLEBY



Michael Appleby, formerly a legal practitioner, is now a lecturer at College of Law Australia. He was previously also an adjunct Lecturer at the Law Schools of both Sydney University and the University of New South Wales. For more than 10 years his area of research interest has been the mental health of lawyers and law students. In 2006, with colleague Judy Bourke, he developed a mental health workshop which is now part of the curriculum in the Graduate Diploma of Legal Practice offered at The College of Law. Since its inception in 2011 about 20,000 graduate lawyers (nationwide) have attended the workshop. Michael coordinates the workshop program and the more than 40 lecturers who teach in it. Michael is a regular speaker and presenter, a recent presentation being the giving of The Annual Mental Health Lecture, being a joint initiative of the ACT Supreme Court and the Law Society of the ACT. He is also actively engaged in other groups in the mental health field, being a member of the Advisory Council of the Tristan Jepson Memorial Foundation, and a volunteer with the Black Dog Institute.



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

### BIOGRAPHIES

JUDY BOURKE



Judy Bourke is a senior lecturer at the College of Law Australia and has many years' experience in postgraduate practical legal education. She has prior experience as a solicitor in city and suburban firms and as a sole practitioner mainly in property, commercial and estate matters.

For the last 10 years she has had a special interest in the mental health and wellbeing of lawyers and law students. Together with her colleague Michael Appleby she was instrumental in developing and implementing a mental health workshop. In 2011 this workshop was included as a compulsory component of the Graduate Diploma of Legal Practice, which is offered by the College of Law to qualify law graduates for admission as an Australian lawyer. She regularly attends and presents at legal conferences and acts as a mentor for her colleagues on this topic.

ROBYN BRADEY

Robyn Bradey (B. Soc.Stud. SYD.) is a Mental Health Accredited Social Worker with 36 years' experience, 25 of those in private practice. She has been a youth worker, a hospital social worker, and an administrator. She offers professional supervision to a wide range of health, welfare and legal workers. She is a counsellor, specialising in loss, grief, trauma, work related stress and injury. She has taught at TAFE, the Australian College of applied Psychology, and trained for the community Centre for Welfare Training, for 16 years. She is currently working as a consultant and trainer for The UK Bar, Training Advisory Council, London, the NZ Ombudsman, NZ Privacy Commissioner and NZ Electricity & Gas Commissioner Legal Aid, NSW Community Legal Services, the Law Society of NSW, the NSW and Commonwealth DPP, NSW and Commonwealth Ombudsman, the Royal Commission into Institutionalised Child Abuse, Knowmore, Refugee Casework and Advocacy Service, Administrative Appeals Tribunal, National Native Title Tribunal, Commonwealth Departments, Marrickville and Mosman Councils and previously worked for St Vincent de Paul, Sexual Assault Units @ RPA and St George Hospitals, Australian Red Cross, Medicines' San Frontier, and a large number of other agencies and organisations. She has written five books and numerous professional papers.



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

### BIOGRAPHIES

PROFESSOR CHERYL THOMAS



Cheryl Thomas is Professor of Judicial Studies at UCL Faculty of Laws. She is also Director of the UCL Jury Project and Co-Director of the UCL Judicial Institute (with Professor Dame Hazel Genn). A specialist in judicial studies, she has conducted ground-breaking research in the United Kingdom and other jurisdictions on juries, judicial decision-making, the role of diversity in the justice system, and the appointment and training of judges.

Professor Thomas has served as a specialist consultant on judicial affairs to the Lord Chancellor's Advisory Panel on Judicial Diversity, Her Majesty's Crown Prosecution Service Inspectorate, the European Commission, French government, Judicial Studies Board, Council of Europe, Lord Chancellor, and former Commission for Judicial Appointments. As well as an academic, she is also a documentary filmmaker and has produced programmes for the BBC, Channel 4, ITV, Discovery and PBS.

Professor Thomas was appointed an Academic Bencher of the Inner Temple in 2012 and sits on the Inn's Education & Training Committee.

JAMES PEREIRA QC



James Pereira QC was called to the Bar in 1996 and took silk in 2014. He has won many accolades in his area of legal practice - nominated Silk of the Year in 2017 by the Legal 500, and winning Chambers and Partner's Junior Barrister of the Year twice before taking Silk – but he has also had to grapple with many well-being issues along the way. He now speaks and writes regularly on the subject of well-being, leadership and professional performance for lawyers, and is a co-author of the successful column "Loving Legal Life" published by The Lawyer. He sees wellbeing as an integral and necessary part of a successful career at the Bar, and is happy to share his experiences with others.



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

### BIOGRAPHIES

ZITA TULYAHIKAYO



Zita is a Systemic Coach, Certified Clinical Hypnotherapist and NLP Master Practitioner. Her experience is underpinned by first class training from leading teachers around the world. Life Therapy is a concept of her own that draws upon her skills, training and experience to support her clients in resolving the seemingly intractable issues that arise in life, so that they can realise their full potential and be the best that they can be. In addition to her private practice Zita writes and speaks regularly on the subject of wellbeing for professionals in the field of Finance, Entertainment and the Law. Zita co-writes a regular column on wellbeing for *The Lawyer: Loving Legal Life*.

SAM MERCER



An award-winning campaigner, Sam has been Head of Equality & Diversity and CSR at The Bar Council since June 2013. Since joining the Bar Council, Sam has introduced the Bar Mentoring Service, undertaken extensive research on the experience of women at the Bar (providing Bar Council with a clear road map to tackle women's retention) and has created the 'EDO Network' providing chambers with advice and support on diversity and inclusion issues from both Bar Council and their peers. In 2015, working with Rachel Spearing (barrister) she initiated 'Wellbeing at the Bar', a major initiative to support wellbeing and normalise issues of mental health within the profession.

Prior to this, Sam worked on a portfolio of consultancy projects for blue-chip companies, NHS Trusts, Charities and Government and was Workplace Director at Business in the Community (BITC), the UK's leading business-led charity promoting responsible business practice. While at BITC, she led BITC's workplace campaigns on gender and race equality, employee health & wellbeing and learning & development.

Sam took time out in 2010 to work on a campaign for gender equality in Tanzania and gained a Masters in Corporate Social Responsibility in 2012.



# Wellness for Law

## RE-WIRING THE LAW

educating the profession to safeguard ethics and wellbeing

### BIOGRAPHIES

#### RACHEL SPEARING



Rachel Spearing is the Co-Founder & Chair of the Wellbeing at the Bar Programme and Director of Wellness for Law UK. She is a member of Pump Court Chambers and a Consultant with DNA Definitive. She holds Academic positions with the University of Portsmouth as a Senior Lecturer and is a Senior Consultant to the Singapore Academy of Law.

Rachel sits on the Bar Council, on behalf of the Western Circuit. She is a Mediator, an active Trustee and NED of Charities and was appointed a Bencher of the Inner Temple in 2015.

She speaks Nationally and Internationally at Conferences on a variety of topics covering Law, Diversity and Wellbeing and is actively engaged in supporting access to the profession and wellbeing.



We are grateful to Health Assured for their assistance to the Forum Delegates. Delegates attending the conferences who may be affected by any of the issues discussed may have access for a duration of 3 months from today and will be able to call 24/7 for the in-the-moment support from a BACP telephone counsellor. You may call as many times as you like within that period to practical information or emotional support for topics such as family issues, bereavement, trauma, relationship issues and stress.

Call: 0800 030 5182 and quote 'Wellness for Law UK Forum'.  
The login details are as follows:

Username: health  
Password: assured

Delegates can also access our Online Health & Wellbeing portal at [www.healthassuredeap.com](http://www.healthassuredeap.com) using the same login details.