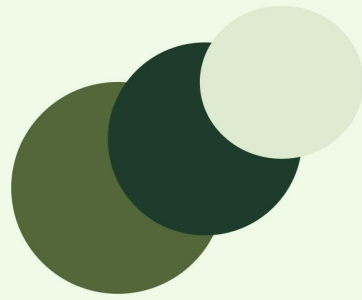


RANDALL



CONSULTANTS

Randall Consultants Training Brochure

Discover our comprehensive portfolio of training services, delivered by seasoned professionals and teaching experts.



Randall Consultants Training Services

Randall Consultants is committed to empowering your team with the knowledge and skills necessary to excel in today's dynamic professional landscape. Our training services are designed to meet the critical compliance and developmental needs of your organisation.

Our Expertise

All our training courses are meticulously developed and delivered by a team of seasoned professionals. These instructors are not just educators; they are industry veterans who bring a wealth of practical, hands-on experience and deep, specialist expertise from their respective fields directly into the classroom.

Our commitment goes beyond merely teaching the core material. We believe in providing an educational experience that is both relevant and transformative. This means every module is enriched with practical, real-world case studies, scenario-based exercises, and up-to-date industry insights. By focusing on application, we ensure that the theoretical knowledge immediately translates into tangible, workplace-ready skills. This practical, insight-driven approach is what ensures the learning is not just impactful in the short term, but truly lasting, leading to measurable improvements in professional performance and business outcomes.

Our Core Training Offerings

We offer a focused portfolio of essential training courses, ensuring your staff is well-versed in legal requirements and best practices.

1. **Health and Safety**
2. **Equality and Diversity**
3. **Manual Handling**
4. **Fire Safety**
5. **Employment Law**

1. Health and Safety

This essential training programme is designed to provide participants with a robust foundation of knowledge and a practical understanding of workplace health and safety. It delves into the core legal framework, ensuring attendees are fully versed in the relevant legislation, regulations, and statutory duties that govern safe working practices.

Key Learning Outcomes:

- **Legal Compliance:** Participants will gain a deep understanding of their responsibilities and the organisation's obligations under current health and safety law. This includes an overview of enforcement bodies and the implications of non-compliance.
- **Risk Assessment Mastery:** A primary focus is placed on the systematic process of risk assessment. Attendees will learn proven methodologies for identifying, analysing, and evaluating potential hazards across various work environments. The training provides practical tools and techniques for developing effective control measures to eliminate or reduce risk to an acceptable level.
- **Best Practice Implementation:** The course outlines and promotes industry-leading best practices for maintaining a consistently safe working environment. This encompasses topics such as safe operating procedures, the proper use of Personal Protective Equipment (PPE), effective accident reporting and investigation, and the cultivation of a proactive safety culture within the organisation.
- **Risk Assessment Method Statements (RAMS):** Attendees will be guided through the process of developing comprehensive Risk Assessment Method Statements. This crucial step involves synthesizing the hazard identification and risk evaluation process into clear, step-by-step instructions (Method Statements) that detail how a task or operation can be performed safely, effectively controlling the identified risks.

The ultimate goal of this comprehensive training is to empower employees at all levels with the knowledge and competence necessary to actively contribute to, and ensure, a safe and secure working environment for themselves and all colleagues. By mastering these principles, organisations can significantly reduce the incidence of workplace accidents, injuries, and occupational ill-health.

1hr Course - £60 Online/ £85 In-person

3hr Course - £150 Online/ £215 In-person

5hr Course - £240 Online/ £345 In-person



2. Equality and Diversity

This comprehensive course is designed to equip your employees and management with the essential knowledge and practical skills to cultivate an inclusive, compliant, and thriving work environment.

Key Learning Outcomes:

- **Understanding the Legal Framework:** Participants will gain a thorough understanding of the key national and international anti-discrimination laws and equal opportunity legislation that govern workplace behavior. This includes detailed coverage of protected characteristics and employer responsibilities to ensure full legal compliance and mitigate the risk of costly litigation.
- **The Business Case for Diversity:** This session will delve into the powerful evidence showing how diversity across background, experience, thought, and identity serves as a key driver. We will explore how a diverse workforce leads to increased innovation, stronger problem-solving capabilities, better employee morale, and ultimately, superior financial results.
- **Preventing Discrimination and Harassment:** The training provides clear, actionable guidance on identifying, preventing, and addressing all forms of discrimination, harassment, and bullying. We will cover unconscious bias, microaggressions, and the creation of clear, defensible reporting and investigation procedures.
- **Fostering an Equitable Environment:** A significant portion of the course focuses on practical strategies for building an environment where every individual feels respected, valued, and empowered to contribute their best work. Topics include inclusive communication, equitable talent acquisition and promotion processes, and the implementation of reasonable accommodations.

By completing this course, your organisation will actively demonstrate its commitment to corporate social responsibility, fostering a positive, respectful, and fully equitable workplace for all employees.

1hr Course - £60 Online/ £85 In-person

3hr Course - £150 Online/ £215 In-person



3. Manual Handling

This essential and highly practical course is meticulously designed to minimise the risk of musculoskeletal injuries associated with manual handling tasks in the workplace. Participants will receive comprehensive training in best-practice, safe techniques for the lifting, carrying, lowering, pushing, pulling, and handling of various objects.

Key Learning Outcomes:

- **Taught Training:** Understand the fundamental biomechanics of manual handling and injury prevention. Apply the principles of efficient and less strenuous movement patterns to all manual handling duties.
- **Practical Training:** Master best-practice, safe techniques for lifting, carrying, lowering, pushing, and pulling loads. Implement correct posture, stable base techniques, proper grip, and effective teamwork where necessary.
- **Risk Assessments:** Conduct critical risk assessments for manual handling tasks in line with regulatory requirements.

By mastering the principles taught, employees will be empowered to execute their duties in a manner that protects their health and well-being, leading to a significant reduction in workplace accidents, specifically those related to back injuries, strains, and sprains. This vital investment ensures a more compliant, productive, and operationally efficient work environment with a demonstrable reduction in sick leave.

1hr Course - £60 Online/ £85 In-person



4. Fire Safety

This essential training programme is meticulously designed to equip participants with the critical knowledge and practical skills required to significantly enhance workplace safety and minimise the risk of fire-related incidents.

Key Learning Outcomes:

- **Fire Prevention Strategies:** Detailed instruction on identifying potential fire hazards within the environment, implementing best-practice housekeeping standards, managing flammable materials, and understanding the role of passive fire protection systems (e.g., fire doors, compartmentation) in preventing fire spread.
- **Emergency Procedures and Evacuation Protocols:** Thorough training on establishing, communicating, and practicing clear emergency evacuation routes and procedures. This includes understanding the operation of fire alarm systems, designated assembly points, and accounting for all personnel, including visitors and those with mobility challenges.
- **Use of Fire Extinguishers:** Hands-on training covering the principles of combustion, the fire triangle, and the classification of different types of fires (A, B, C, D, K). Participants will learn to correctly select the appropriate fire extinguisher (e.g., water, foam, CO₂, dry chemical) and apply the P.A.S.S. technique (Pull, Aim, Squeeze, Sweep) for effective and safe use.
- **Roles and Responsibilities of the Designated Fire Marshal:** Focused modules detail the vital statutory and practical duties of the Fire Marshal (or Fire Warden). This includes conducting regular fire safety checks, ensuring escape routes are unobstructed, assisting in the safe and orderly evacuation of the building, liaising with emergency services upon arrival, and acting as a key communicator between management and staff on all fire safety matters.

The overall goal of this training is to safeguard life and property by creating a proactive, prepared, and highly competent team capable of responding effectively to any fire emergency.

1hr Course - £60 Online/ £85 In-person

3hr Course - £150 Online/ £215 In-person



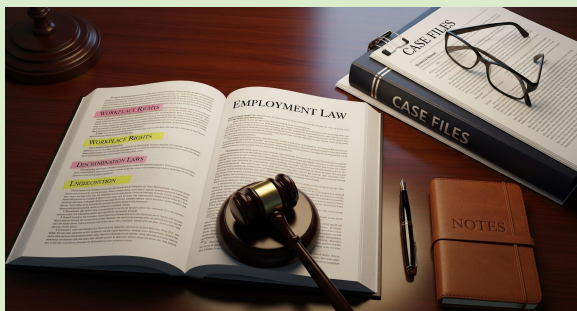
5. Employment Law

Staying current with the complexities of ever-evolving employment legislation is no longer a suggestion—it is a critical necessity for effective business operation and risk mitigation. This comprehensive and practical training course is specifically designed to equip both managers and Human Resources professionals with the deep, actionable knowledge required to navigate the legal landscape of employee management.

Key Learning Outcomes:

- **Employee Relationships:** Develop a nuanced understanding of the legal rights and obligations that define the employer-employee relationship, ensuring fair treatment and fostering a legally sound working environment. Learn best practices for managing workplace disputes, grievances, and fostering positive employee relations while adhering to statutory requirements.
- **Employment Contracts:** Gain expertise in drafting, implementing, and managing robust employment contracts that are fully compliant with current legislation. This includes understanding mandatory contract terms, handling variations, and ensuring contracts provide the necessary clarity and legal protection for your organisation.
- **Disciplinary and Grievance Matters:** Master the procedural fairness and legal compliance required for handling disciplinary actions, dismissals, and formal grievance procedures. The course will provide step-by-step guidance on conducting thorough investigations, holding fair hearings, and documenting all processes to withstand legal scrutiny.
- **Legal Compliance and Risk Management:** The overarching goal is to ensure that all managerial and HR actions are executed in strict compliance with the law. By embedding this legal knowledge, participants will significantly reduce the risk of costly claims, employment tribunals, and reputational damage associated with non-compliance.

The primary goal of our training services is to empower your staff with the essential knowledge and skills necessary to enhance workplace safety, boost productivity, and ensure full compliance with current legal and industry standards. By investing in our tailored expertise, you are directly contributing to a more capable, efficient, and secure future for your organisation.



1hr Course - £60 Online/ £85 In-person

3hr Course - £150 Online/ £215 In-person

5hr Course - £240 Online/ £345 In-person

Specialist Training

Beyond our core portfolio, Randall Consultants excels in developing and delivering bespoke training programmes specifically tailored to meet the unique operational requirements, industry regulations, and specific developmental needs of your organisation.

We understand that standard solutions often fall short in addressing highly specialised challenges. Our consultants work closely with your internal stakeholders to conduct a comprehensive training needs analysis. This collaborative approach ensures that the content, delivery method, and case studies are hyper-relevant to your operating environment, specific compliance obligations, and internal policies.

Whether you require advanced compliance modules, specialised technical instruction, or targeted management development, our team possesses the expertise and flexibility to craft a high-impact learning experience that addresses your precise objectives and delivers measurable results.

Next Steps

To discuss your specific training needs, request a detailed course outline, or schedule a session for your team, please contact us.

Contact Person	Email
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