



TRAINING & CONSULTANCY SERVICES IN HEALTH, SAFETY AND HR



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Penshaw View,
become your best you...



HEALTH & SAFETY TRAINING AND CONSULTANCY

Penshaw View are proud to deliver a high-quality Health and Safety consultancy service for businesses across the UK. Working with organisations from a variety of industries for over 10 years, our team of highly skilled consultants can provide bespoke solutions that work for you and your company, giving you peace of mind and reassurance that everything we do will have you at the forefront of our advice.

We can undertake a no-obligation assessment of your company's Health and Safety management system and make recommendations whilst also offering training solutions to ensure compliance with your Health and Safety responsibilities.

Our accreditations with industry leading organisations allow us to provide your staff with HSE recognised qualifications and a level of competence to keep everyone safe in the workplace. Our suite of training courses is not exhaustive, and we will strive to find a solution that meets all of your safety needs.

As well as our consultancy service, we have a number of Health and Safety training courses that our team can deliver for you. These courses can provide your staff with key lifesaving skills, mental health awareness, equality and diversity training and several others. We can also review your business needs and provide bespoke solutions for any staff training and development that you may need covered.

Please see the below list of courses which as mentioned, is not exhaustive.

COMMERCIAL TRAINING

- IOSH Managing Safely
- IOSH Working Safely
- IOSH Leading Safely
- Emergency First Aid at Work
- First Aid at Work
- Working at Height
- Manual Handling
- COSHH
- CDM Awareness
- Risk Assessment
- Fire Marshal
- Site Supervisor
- Legionella
- Face Fit
- Accident Investigation
- Equality and Diversity
- Level 2 Award in Introduction to First Aid for Mental Health
- Level 2 Award in Introduction to Mental Health Awareness
- Level 3 Award in Understanding Mental Health in the Workplace for Managers



HR CONSULTANCY

Working with businesses to ensure their people are supported effectively is a key part of the core service we provide at Penshaw View. Our HR Consultancy provides businesses with limited internal resources support from experienced staff who have a history of working with businesses from a wide range of industries.

Please see below a list of just some of the HR Support Services we can offer. The list is not exhaustive, and we can discuss any particular requirements you may have.

- Assisting in the production of HR letters, documentation and employee correspondence which are legally binding documents that get the best from your staff and protect your business from disputes.
- Development of employee contracts and handbooks. We create watertight employment contracts that lay out exactly what you expect from your staff. So, if the worst happens and you need to take disciplinary action, you know you have the law on your side.
- Guidance and support on conducting formal HR Meetings
- Immediate access to a dedicated HR consultant who can give advice and support on conflict, absence, sickness, redundancy, misconduct, mediate disputes and investigate grievances to name a few.
- Access to HR templates and guides which are updated in line with current legislation
- Advice on dismissal to avoid employment tribunal, including advice on constructive dismissal, dismissal on medical grounds, dismissal due to gross misconduct, dismissal during probationary period, severance, and redundancy pay & dismissing apprentices and staff within 2 years.
- Writing and delivering bespoke soft skills training
- Advice on employee retention and performance management

E-LEARNING PORTFOLIO

In addition to our consultancy services and practical training portfolio, we have a suite of e-Learning courses across several subject areas including Health and Safety, HR and Business, Soft Skills and Care Certificate.

Our video-based eLearning training courses provide the perfect solution to working towards compliance with current legislation, all in a cost-effective and straightforward way.

Whatever sector your business operates in, an organisation is only as good as its people. Our course library provides your organisation with over 150 titles out of the box and with a busy course production schedule you can be sure that this will only continue to grow...

HERE ARE SOME OF OUR MOST POPULAR COURSES IN EACH CATEGORY:

HEALTH & SAFETY	HR	BUSINESS	SOFT SKILLS
<ul style="list-style-type: none"> • Manual Handling • Asbestos Awareness • Fire Awareness • Display Screen Equipment (DSE) • Fire Warden/Marshal • COSHH • CDM Regulations • HACCP - Level 2 	<ul style="list-style-type: none"> • Equality, Diversity & Inclusion • Stress Awareness • Mental Health Awareness • Bullying & Harassment • Drug & Alcohol Awareness • Sexual Harassment Awareness • Unconscious Bias • Conflict Resolution • HR Compliance & Wellbeing Essentials 	<ul style="list-style-type: none"> • GDPR • Environmental Awareness • Anti-Money Laundering • Fraud Awareness & Prevention • Anti Bribery • Modern Slavery • Business Compliance Essentials 	<ul style="list-style-type: none"> • Time Management • Customer Service • Resilience Training • Communication Skills • Mindfulness • Confidence Building • Recognising Your Value

