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## Seven-year-old child killed on a construction site

### Summary

A civil engineering firm has been fined £600K for safety breaches after a seven-year-old child became trapped and suffocated on a construction site.

### What happened?

The child went missing from home on the morning of 26 July 2015 and was found the next morning by workers at the construction site. The child had become trapped in a drainage pipe, which had been fixed into the ground in preparation for the installation of fencing posts. Tragically, he had suffocated before being found the next morning when work restarted on site.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the construction site was a new-build housing development next to an existing housing estate and adjacent to busy pedestrian footpaths and roads. The HSE considered that there was insufficient fencing in place to prevent unauthorised persons from accessing the construction site due to a combination of poor planning, management and monitoring of the site and its perimeter.

### What was the outcome?

The company pleaded guilty to breaching regulation 13(4)(b) of the Construction (Design and Management) Regulations 2015 and to breaching Section 3 (1) of the Health & Safety at Work etc Act 1974. The company was fined £600K and ordered to pay £42,952.88 in costs.

### Anything else?

Speaking after the hearing, a HSE inspector said: “[The child] should never have been able to be on that site. He should have been kept out. The construction industry should be aware of the dangers of construction sites to members of the public and any other unauthorised persons.

“The dangers to children gaining access to construction sites and treating them like a playground is an ongoing problem which must be addressed at all types of sites no matter what their complexity or size.

“The industry must do all it can to ensure children can’t access construction sites and be exposed to the inherent risks they present to prevent further tragedies like this from occurring.”



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## Construction worker killed by DCM vapour

### Summary

A brick and stonework restoration company and its two directors have been sentenced following the death of a construction worker.

### What happened?

A worker was overcome by dichloromethane ('DCM') vapour whilst using a DCM-based paint stripper at a property in London on 25 July 2017.

He was working on his own stripping paint from the walls of a lightwell in a basement. DCM vapour is heavier than air and can accumulate in confined spaces with poor ventilation. While carrying out the work he was overcome by the DCM vapour and died from the exposure.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company failed to implement any effective measures to control exposure to DCM. The worker's death could have been prevented by eliminating the risk associated with DCM by using a different removal method or by substituting the DCM paint remover for a less hazardous product.

### What was the outcome?

The company pleaded guilty to breaching Regulation 7(1) of the Control of Substances Hazardous to Health Regulations 2002 and were fined £50,000 and ordered to pay costs of £2,805.64.

The first director pleaded guilty to breaching Section 37(1) of the Health and Safety at Work etc Act 1974 and was sentenced to 200 hours of community service and ordered to pay costs of £2,805.64.

The second director also pleaded guilty to breaching Section 37(1) of the Health and Safety at Work etc Act 1974 and was sentenced to 200 hours of community service and ordered to pay costs of £2,805.64.

### Anything else?

Speaking after the hearing, the HSE inspector said: '[The worker's] death was entirely avoidable. DCM is a volatile solvent and exposure to high concentrations of vapour can cause loss of consciousness and death. "Anyone intending work with DCM-based products should carry out a suitable and sufficient risk assessment and implement appropriate control measures. Crucially, DCM-based products should only be used in well ventilated areas to prevent the build-up of vapour."

## Worker died in a 4m fall

### Summary

A flooring retail company has been fined £300,000 after a self-employed contractor died after falling 4m through an asbestos cement roof panel.

### What happened?

In March 2019 the fatally injured man was appointed by a company to carry out repair works to the fragile roof at its showroom in Leicester.

The man accessed the roof to check the progress of two other workers when it gave way causing him to fall approximately 4m to the concrete floor of the showroom below.

Access on to the roof was provided by an unsecured and unfooted ladder which did not extend sufficiently to offer a handhold. Workers were then required to traverse the full width of the roof to carry out the repair work.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the client company failed to follow its own contractor selection procedures.

As a result, they appointed a contractor who did not have the skills, knowledge and experience required to plan and carry out the work using established control measures and safe working practices.

Consequently, all three men engaged in the work were exposed to a risk of falling a distance liable to cause personal injury while accessing the roof via the unsecured ladder or while walking across unprotected fragile roof panels. People inside the building, including customers, were also at risk of being struck in the event of a person or object (such as a tool) falling through the roof.

### What was the outcome?

The retailer, which is now in liquidation and no longer operates, were found guilty of breaching Sections 2(1) and 3(1) of the Health and Safety at Work etc. Act 1974 and Regulation 8(3) of the Construction (Design and Management) Regulations 2015. They were fined £300,000 and ordered to pay costs of £6,713.33 at a hearing on July 27 2022.



## Worker trapped by hydraulic ram

### Summary

A manufacturer of articulated vehicle trailers has been fined £400,000 after a worker became trapped under a hydraulic ram.

### What happened?

The incident occurred on 14 January 2020, when the man was undertaking work to strengthen the chassis of a vehicle, which involved removing and refitting the hydraulic ram which would lift the trailer of the vehicle. The ram had been returned to the vehicle and was poorly supported with pieces of steel and wood, and clamped underneath using G-clamps in an attempt to stop it from tipping forwards. The ram fell forwards trapping the man underneath. He suffered a fractured back as a result. He is now unable to work in the heavy fabrication industry due to the life-changing nature of his injuries.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the risk assessment undertaken for the work was not detailed and did not identify specific risks relating to the task and the control measures required to reduce those risks. Incorrect equipment was used and a safe system of work was not created and, instead, a poor working method was only agreed between those doing the work.

### What was the outcome?

The company, which is now in administration, pleaded guilty to breaching Section 2(1) and Section 3(1) of the Health and Safety at Work etc. Act 1974. The company was fined £400,000 and ordered to pay HSE costs of £3472.40.

## Technology company fined £1.2m after a worker was injured by machine

### Summary

A technology firm has been fined £1.2m after an employee sustained head and chest injuries when he was struck by a 1.5 tonne milling machine.

### What happened?

The worker at the company's factory was hit while moving a large CNC milling machine, which fell on top of him.

Workers lifted the machine using a five-tonne jack and were in the process of replacing two fixed roller skates with several wooden blocks when it fell.

A worker only escaped being crushed under the weight of the machine because it landed on two toolboxes and the handle of another machine. The incident happened on August 27, 2019.

### How did things go wrong?

The Health and Safety Executive (HSE) found that the company failed to provide suitable and sufficient information, instruction, and training to those undertaking the task. They also failed to adequately assess the task and devise a safe system of work to ensure the machine was moved safely.

### What was the outcome?

The company pleaded guilty to breaching Section 2(1) of the Health & Safety at Work Act etc. 1974. The company was fined £1.2m and ordered to pay costs of £11,511.



### Anything else?

The HSE inspector said: "This incident could have been fatal. Those in control of work have a duty to assess the risks, devise safe methods of working and to provide the necessary information, instruction, and training to their workforce."

## Worker is pulled into manual metal working lathe

### Summary

A classic car part manufacturing and engineering firm has been fined after a worker suffered injuries after becoming entangled in a metal working lathe.

### What happened?

On 10 August 2020, the worker was completing the process of polishing brake drums rotating on a manual metalworking lathe. The worker was applying emery cloth by hand, a practice condoned by the company, when he was drawn into the machine which resulted in lacerations to his forearm and injuries to his neck and face. Similar occurrences in Great Britain have resulted in other serious injuries to workers such as severed limbs.

The incident was not reported to HSE, as is required under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, until three months after the incident.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the business had failed to implement a safe system of work in that employees had routinely polished brake drums with an emery cloth by hand on the lathe.

This task is known to be dangerous due to the potential risk of entanglement of the cloth in the rotating parts of the lathe, which can result in serious personal injury. If the requirement to use emery cloth on a lathe is unavoidable, then tool posts and holding devices should be used.

### What was the outcome?

The company pleaded guilty to breaching Section 2(1) of The Health and Safety at Work etc Act. 1974 and Regulation 4(2) of The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 and was fined £12,000 and ordered to pay £6,349.34 in costs.

### Anything else?

The HSE inspector said: "We still see incidents like this, where unsafe work practices with machinery lead to injury, despite the existence of specific guidance published by HSE. "Workers coming into contact with machinery is the fourth biggest cause of workplace fatalities in Great Britain, with 14 people killed in the year 2020/21. Over 50,000 non-fatal injuries were reported by employers in the same year. "Employers should ensure that measures are taken to prevent workers from sustaining injury, where it is evident that persons are at risk of becoming entangled in machinery. It's important that, when people do get hurt, the relevant authorities are notified so that action can be taken to prevent recurrence."



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## Two company partners fined after a worker fell from height

### Summary

Two construction business partners have been fined after a sub-contractor suffered multiple fractures when he fell from an unsafe scaffold.

### What happened?

On 20 December 2018, sub-contractors were installing a roof light on a boot room extension as part of the refurbishment of a house in Kent. They were not provided with a safe route to the work area from the scaffolding, as there was a board spanning a large gap and step up from the first lift of a scaffold on to the boot room roof. The board was not secured in place.

### How did things go wrong?

The Health and Safety Executive (HSE) found the scaffold had not been inspected by a competent person every seven days and there was insufficient edge protection around the work area to prevent people falling a distance liable to cause serious injury.

### What was the outcome?

Two of the partners pleaded guilty to breaching Section 3(2) of the Health and Safety at Work Etc Act 1974.

One partner was fined £2,066 and ordered to pay costs of £7,500.

The other partner was fined £2,800 and similarly ordered to pay costs of £7,500.

## Unregistered gas installer fined after failing to answer questions from an HSE inspector

### Summary

A plumber who was suspected of having undertaken dangerous gas work while unqualified to do so, was fined for failing to answer questions put to him by a HSE inspector.

### What happened?

In February 2020 the man was alleged to have carried out unlawful gas work to replace a boiler in a house. The new boiler was left in such a dangerous condition that a Gas Safe registered engineer who attended the house had to make it safe by disconnecting it from the gas supply.

### How did things go wrong?

During a HSE interview under caution, the man claimed to have only been hired to do the installation work up to the point where it would then be connected to the gas supply. He claimed that he had arranged for a friend who was qualified to complete all the gas work. He also stated that another friend had assisted him with general labouring at the property. During the interview, the man was unwilling to provide the identity of either people which is an offence as it prevented the inspector from following reasonable lines of enquiry as part of the investigation.

### What was the outcome?

The man pleaded guilty to breaching Section 33(1)(e) of the Health and Safety at Work etc Act 1974. He was fined £583 and ordered to pay £1,500 in costs at a hearing on August 8, 2022.

## Worker crushed between shipping containers

### Summary

A cargo handling company has been fined after an employee was fatally crushed between shipping containers whilst working in a container park in Portsmouth.

### What happened?

On 25 August 2017 the injured man was working on the night shift in the container park. His job was to connect refrigerated container units to electrical supplies, which his colleague had lifted into position for him using a container stacker vehicle.

It was during one of these manoeuvres that he was fatally crushed between two containers.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company routinely failed to provide adequate supervision of operatives and drivers working on the night shift to ensure safe systems of work were followed.

This included failure to use safe walkways to segregate pedestrians from vehicles and the safe operation of container stackers by driving with shipping containers in the raised position to allow visibility.

### What was the outcome?

The company pleaded guilty to breaching Section 2(1) of the Health & Safety at Work etc Act 1974. It was fined £200,000 and ordered to pay costs of £15,631.61.

## Contractor died in a fall from height

### Summary

A waste management company has been fined £190,000 after a contractor died when he fell seven metres while carrying out maintenance work.

### What happened?

The experienced maintenance contractor was working as part of a team when he sustained fatal injuries in the fall on November 18, 2020. At the time he was working on a mechanical screening and separating plant.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company failed to ensure that work at height was properly assessed and planned. The company also failed to consider and identify how the necessary work at height could be carried out safely to ensure that the risk of falls was controlled.

### What was the outcome?

The company pleaded guilty to breaching Regulation 4(1) of the Work at Height Regulations 2005. It was fined £190,000 and ordered to pay costs of £14,816, with a victim surcharge of £190.

### Anything else?

The HSE inspector said: "Those in control of work have a duty to assess the risks and devise safe methods of working and to provide the necessary information, instruction and training to those undertaking the work. This incident could have been prevented had the work been adequately planned."

## Worker fell from a fork-lift truck while cleaning windows

### Summary

A carpentry and joinery company has been fined after a man working unsecured on the forks of a fork-lift truck fell 3.5 metres to the ground.

### What happened?

The incident occurred on 14 June 2021. The employee was working from an unsecured stillage on the forks of a fork-lift truck in order to clean office windows at height. The stillage tipped and the employee fell 3.5 metres to the ground.

As a result of the incident, he sustained a broken leg and an injury to his elbow.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found the company failed to identify that using a stillage to lift someone on the forks of a forklift truck, a method that they had used before, was unsafe. There was a lack of training for employees on the dangers of working at height without the proper equipment and there were no systems of work or risk assessments in place.

### What was the outcome?

The company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974 and was fined £200,000 and ordered to pay costs of £6,477.93.

## Worker crushed by a bus suffered life-changing injuries

### Summary

A bus company has been fined £380,000 after one of its employees was crushed between a reversing bus and a stationary vehicle.

### What happened?

The employee was working at the company's Torquay depot on the morning of 3 October 2019. Due to space limitations, buses often had to reverse to be able to leave the depot in readiness for the day's work.

The sole banksman, who would direct vehicles, was occupied at the top of the depot where most buses were parked. As a result, it became custom and practice for the bus drivers at the front of the depot to reverse without a banksman, or to assist each other when reversing, despite not being trained as banksmen.

The injured employee, who was caught between a reversing bus and a stationary vehicle, suffered compound multiple fractures of his arm requiring six titanium plates and 65 metal staples between his wrist and elbow.

### How did things go wrong?

The Health and Safety Executive (HSE) found that the bus company failed to put a suitable and sufficient risk assessment in place. This should have identified the risks inherent in the bus parking layout and action could have been taken to remove the need to reverse or mitigate the risks from

reversing. For example, changing the parking layout, providing a sufficient number of trained banksmen for peak times, and improved segregation of vehicles and pedestrians.

### What was the outcome?

The company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. It was fined £380,000 and ordered to pay costs of £18,000.





### Anything else?

Speaking after the hearing, HSE Inspector James Collins said: "Those in control of work have a responsibility to devise safe methods of working and to provide the necessary information, instruction and training to their workers in the safe system of work."

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## Contractor died in a fall from height

### Summary

A waste management company has been fined £190,000 after a contractor died when he fell seven metres while carrying out maintenance work.

### What happened?

The experienced maintenance contractor was working as part of a team when he sustained fatal injuries in the fall on November 18, 2020. At the time he was working on a mechanical screening and separating plant.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company failed to ensure that work at height was properly assessed and planned. The company also failed to consider and identify how the necessary work at height could be carried out safely to ensure that the risk of falls was controlled.

### What was the outcome?

The company pleaded guilty to breaching Regulation 4(1) of the Work at Height Regulations 2005. It was fined £190,000 and ordered to pay costs of £14,816, with a victim surcharge of £190.

### Anything else?

The HSE inspector said: "Those in control of work have a duty to assess the risks and devise safe methods of working and to provide the necessary information, instruction and training to those undertaking the work. This incident could have been prevented had the work been adequately planned."

## Government urged to treat menopause like maternity and pilot 'menopause leave'



### Summary

A new report published by the cross-party House of Commons Women and Equalities Committee said employers' lack of support for women experiencing menopausal symptoms is forcing skilled and experienced employees out of the workplace, which in turn impacts the gender pay gap, the promotion of women to senior leadership roles, and the pension gap.

The committee has called on the government to:

- amend the Equality Act so that menopause is treated like pregnancy and maternity;
- appoint a menopause ambassador to introduce model workplace policies; and
- pilot menopause leave in a public sector organisation.

Women experiencing one or more menopausal symptom are 43% more likely to have left their jobs by the age of 55 than those experiencing no such symptoms, notes the report. The committee determined that that stigma, discrimination and a lack of support all lead to women giving up work.

A survey of more than 2,000 women found that 70% reported increased stress as a result of menopausal symptoms but only 12% sought adjustments at work. It also found that 25% of those surveyed were worried about how their employer would react.

The committee's inquiry heard evidence of 'widespread' and 'shocking' discrimination against menopausal employees. But despite this, women can only bring sex, or age, based claims against their employers because, at present, the Equality Act 2010 does not include the menopause.

The committee considered that to be 'anomalous' given that all women experience menopause. The committee has therefore asked government to launch a consultation by the end of the year on making menopause a protected characteristic alongside pregnancy and maternity. It also calls on the government to enact section 14 of the Equality Act to allow combined discrimination claims, for example sex and age based claims.

### Access the report

The report can be accessed at:

<https://publications.parliament.uk/pa/cm5803/cmselect/cmwomeg/91/report.html>



## Retailer and electrical contracting company fined after an electrician sustained serious burns

### Summary

A retail company and an electrical contracting company have been fined after an electrician suffered serious burns to 15 per cent of his body when he was caught in an explosion at a warehouse in Liverpool.

### What happened?

On 22 September 2018, an electrician was using a metal spanner to repair an electrical fault at a warehouse. The spanner he was using came into contact with a live busbar (metallic strip) linked to the power distribution causing an electrical explosion.

The 35-year-old electrician sustained serious injuries which included burns to his arms, hands, thighs, legs, and face. He was placed in an induced coma for two weeks and had to undergo several skin grafts. As a result of the incident the electrician was unable to work for five months.

The victim said: "I am very conscious of the scars and always think people are staring at me or talking about me behind my back.

"To me, my arms look like Freddy Kruger's from Nightmare on Elm Street.

"I now can't play with my little boys as much as I used to and I'm worried about hurting myself, and they are worried about hurting me. I have paranoia of being touched.

"I do worry about the future as I know the pain will never go away and might get worse, leaving me unable to work and support my family."

### How did things go wrong?

The Health and Safety Executive (HSE) found that the victim, who was employed by an electrical contractor had been attempting to connect a generator to a Low Voltage supply in order to allow the company to operate some of its core site functions whilst high voltage maintenance was being undertaken. This work was complex involving several contractors and required co-ordination of different working parties with specific time limited requirements. There was insufficient planning between parties beforehand including who was in charge of each site, coordination of work and exchange of relevant documentation.

The retailer failed to appoint a suitably competent person to plan and carry out the work to connect temporary generators to their distribution board at the premises.

The electrical contractors work methods fell well below the required standards. Electrical work commenced without proper planning. The power supply to the circuit was not stopped prior to the incident and live working was allowed to take place, this meant that the power supply could be switched on or off at any point, putting workers at risk of electric shock.

### What was the outcome?

The retailer pleaded guilty to breaching Section 2 (1) and Section 3 (1) of the Health and Safety at Work etc. Act. The company was fined £1,000,000 and ordered to pay costs of £4,978 .

The contractor pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc. Act 1974. The company was fined £100.

## Man prosecuted for refusing access to HSE inspectors

### Summary

A man who was in control of a construction site in Scotland has been fined for not allowing two HSE inspectors access to the site to deal with unsafe work activity.

### What happened?

In 2021 multiple concerns about unsafe work at a construction site had been sent to the Health and Safety Executive (HSE). On 16 March 2021, two HSE inspectors attended the construction site and observed unsafe work at height taking place on a steel structure.

The inspectors tried to gain entry to the site, but the gates were locked. They spoke to the person in control of the site, but he refused to unlock the gates and let them in. Despite explaining the powers to enter a premise given to HSE inspectors as part of the Health and Safety at Work etc. Act 1974, the man still refused entry to the site.

After officers from Police Scotland attended and gained entry to the site, the HSE inspectors were able to take enforcement action to stop the unsafe work. Two workers were then found to be on the roof of the structure with no safe means of getting down. The Scottish Fire and Rescue Service attended the site and rescued the workers from the structure.

### What was the outcome?

The man pleaded guilty to an offence under Section 33(1) of the Health and Safety at Work etc. Act 1974 for contravening a requirement of an inspector – namely refusing entry to a premise where unsafe work was taking place. He was fined £1,500.

# Man jailed for illegally importing and burning waste

## Summary

A 40-year-old man who ignored Environment Agency warnings to stop illegally importing and burning waste at 2 Essex sites has been sent to prison for 14 months.

## What happened?

In June 2020, officers visited land in Essex after firefighters raised concerns following several fires at the site. They found large quantities of waste on the site, including waste electricals, household waste, and demolition waste. They also discovered piles of burned waste. They made several further visits and attempted to work with the man offering him opportunities to stop his activities and clear the site.

The man failed to clear the site and gave officers several different, conflicting accounts.

In September 2020, officers attended another site owned by the man. This time they found piles of burning waste with flames up to 2 metres high.

Essex Fire and Rescue attended and discovered a gas cylinder amongst the embers before immediately requesting fire engines to attend.

Environment Agency officers identified large piles of soils heavily contaminated with bricks, concrete, paving slabs, and plastics. They were told by a fire officer that the site was a “cause for concern”.

As at the previous site, the man was given chances to stop depositing, spreading and burning waste at the site. He was advised that all waste on site must be removed by a licensed waste carrier. The man then failed to engage.

Prosecuting for the Environment Agency, the barrister told the court that the man had operated “two professional, illegal, waste disposal sites.”

He further explained that the man’s activities had allowed him to avoid the fees and taxes associated with lawful disposal, undermining lawful competitors, and persisting with his offending in the face of intervention by the Environment Agency.

## What was the outcome?

Sentencing the man to 14 months’ imprisonment, the Judge told him that the two sites were, “professional operations for your own gain. The impact of your behaviour on others was profound. You affected legitimate businesses and encouraged others to sink to the bottom like you.”

The Judge made an order requiring the man to clean up both sites upon his release from prison. She ordered him to return to court in September 2023 for consideration of claims for prosecution costs and the confiscation of the proceeds of his crimes.

The man previously pleaded guilty to operating two waste management facilities without a permit. He also pleaded guilty to disposing of controlled waste in a manner likely to cause pollution or harm to human health at both sites. He further pleaded guilty to failing to remove the waste from one of the sites.



Environment Agency



Environment Agency



Environment Agency



## Fire safety in construction (HSG168) updated

### Summary

The Health and Safety Executive (HSE) has published a revised version of its publication Fire safety in construction (HSG168). The third edition of HSG168 explains how everyone involved in construction projects can comply with their legal duties relating to fire risks. It is aimed at all those who procure, design, develop and manage construction sites, including clients and designers. It is relevant to all construction projects.

### What has changed?

The main changes to the guidance relates to the elimination, and or, reduction of fire risks at the pre-construction stage as required by the Construction (Design and Management) Regulations 2015. The HSE have also added a glossary.

This guidance does not reference the findings of the Grenfell Tower fire in 2017 because the fire did not occur while the building was being renovated or constructed.

### Access the document

HSG168 can be accessed at:

<https://www.hse.gov.uk/pubns/priced/hsg168.pdf>

## UK climate continues to change in 2021

### Summary

The Met Office's annual look at the UK's climate and weather shows the continuation of warmer than average years and increasing rate of sea level rise around the UK.

### Key findings

**Temperature** - The maximum temperature recorded in 2021 was 32.2°C. Compared to years from recent decades this was a relatively low peak temperature, but is still considerably warmer than the average hottest day of the year for the period 1961-1990 of 31.4°C. While the year 2021 would be considered near normal compared to the last three decades, before 1990 a year like 2021 would be the second warmest in the national series that began in 1884. Winter and spring were both near-normal compared to the climate of a few decades ago (1961-1990) but summer and autumn were much warmer (+1.5°C, +1.8°C).

**Sea level** - Since the 1900s sea level has risen around the UK by around 16.5cm. This new report outlines how the rate of sea level rise around the UK is in fact increasing. While the rate of increase was 1.5mm per year since the 1900s, over the past 30 years the rates of increase have risen to 3.0-5.2mm each year

depending on location around the UK. As the sea level rises around the UK it exposes more areas of coastal land to larger and more frequent storm surges and wind driven wave impacts.



**Phenology**- First leaf dates in the UK were impacted by a cold April. The average April Central England Temperature (CET) was lower than that in March; a phenomenon which has only occurred 15 times in the 363 years of the CET series. Species that normally leaf earlier in the season (such as Elder) were even earlier, whereas those that normally leaf later in the spring were delayed; for example Oak first leaf dates were delayed by nearly four days. Weather related delays in the natural timing of these events can have further impacts on interactions with other species later in season. A warm October meant the average bare tree date was delayed across all monitored species.

### Access the document

The report can be accessed at:

<https://rmets.onlinelibrary.wiley.com/doi/10.1002/joc.7787>



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## Dugong believed to be extinct in China



Its habitat close to shore in China left it vulnerable to hunters in the 20th Century who sought the animal for its skin, bones and meat. After a notable decline in population, dugongs were classified as a grade-one national key protected animal by the Chinese State Council in 1988. It is believed that the destruction of its habitat (including a lack of seagrass beds for feed) has caused a rapid population collapse.

Scientists at the Zoological Society of London and the Chinese Academy of Science reviewed all historical data on where dugongs had previously been found in China. They found there had been no verified sightings by scientists since 2000. In addition, the researchers turned to

Researchers have declared the mammal extinct in China. It still exists elsewhere in the world but is facing similar threats.

The dugong is a unique creature. Typically weighing almost half a tonne, it is the only vegetarian marine mammal. It is related to the manatee, which is thought to have inspired historic tales of mermaids.

citizen science to interview 788 community members living in those coastal regions identified, to determine when local people had last seen one. On average, residents reported not having seen a dugong for 23 years. Only three people had seen one in the past five years. This has led the researchers to declare the dugong functionally extinct, meaning it is no longer viable to sustain itself.


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-  IOSH Approved
-  16-24 hours approx.
-  £125.00 + VAT
-  Includes a free Mix and Match 5 bundle





### IOSH Working Safely



-  IOSH Approved
-  6-8 hours approx.
-  £60.00 + VAT
-  All course fees included in the price





### IOSH Safety Health and Environment for Construction Site Managers



-  IOSH Approved
-  16-24 hours approx.
-  £195 + VAT
-  All course fees included in the price

### IOSH Safety Health and Environment for Construction Site Workers







-  IOSH Approved
-  6-8 hours approx.
-  £95.00 + VAT
-  All course fees included in the price

## Online IEMA approved courses





### IEMA Environmental Sustainability Skills for the Workforce



-  IEMA Assured
-  6-7 hours approx.
-  £90.00 + VAT
-  All course fees included in the price

### IEMA Environmental Sustainability Skills for Managers







-  IEMA Assured
-  10-14 hours approx.
-  £125.00 + VAT
-  All course fees included in the price



## Online environmental short courses





### Environmental Awareness for Construction Workers



-  CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Environmental Awareness at Home



-  CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Environmental Awareness at Home and Work



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Environmental Awareness at Work



-  CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

### Environmental Awareness - Giving up Plastic







-  CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection



## Online health, safety and welfare short courses





### Abrasive Wheels Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Asbestos Awareness (Category A)



-  IATP & CPD Assured
-  180 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Asbestos Awareness for Architects and Designers



-  IATP & CPD Assured
-  180 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Confined Space Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### COSHH Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Display Screen Equipment (DSE) Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

### Display Screen Equipment (DSE) Assessor Awareness







-  CPD Assured
-  120 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection







### Electrical Safety Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Fire Extinguisher Awareness



-  RoSPA & CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Fire Safety Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Fire Warden / Fire Marshal



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Infection Prevention and Control Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Ladder Safety Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Legionella Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

### Lone Working Awareness







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection







## Manual Handling Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Mental Health Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Mental Health Awareness for Managers



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Method Statement Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Moving and Handling People Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Noise Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Risk Assessment Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Sharps Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Silica Dust Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Slips and Trips Awareness



-  RoSPA & CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Slips, Trips and Falls Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

## Stress Awareness







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection







## Stress Awareness for Managers



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Vibration Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Work Equipment Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

## Working at Height Awareness







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

## Online safeguarding short courses





### Autism Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Child Mental Health Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Child Online Safety Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Child Sexual Exploitation Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Designated Safeguarding Lead (Children)



-  CPD Assured
-  150 minutes approx.
-  £12.50 - £25.00 + VAT
-  In the Mix and Match 5 selection





### Designated Safeguarding Lead (Vulnerable Adults)



-  CPD Assured
-  150 minutes approx.
-  £12.50 - £25.00 + VAT
-  In the Mix and Match 5 selection





### Extremism and Radicalisation Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Mental Health Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Mental Health Awareness for Managers



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Stress Awareness for Managers



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Children Level 1



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Children (Advanced) Level 2



-  CPD Assured
-  120 minutes approx.
-  £7.50 - £20.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Vulnerable Adults Level 1



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Vulnerable Adults (Advanced) Level 2



-  CPD Assured
-  120 minutes approx.
-  £7.50 - £20.00 + VAT
-  In the Mix and Match 5 selection

### Safer Recruitment Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection









## Online short food safety and hygiene courses





### Food Allergen Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene - Level 1



-  RoSPA & CPD Assured
-  60 minutes approx.
-  £6.00 - £10.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene (Catering) Level 2



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene (Manufacturing) Level 2



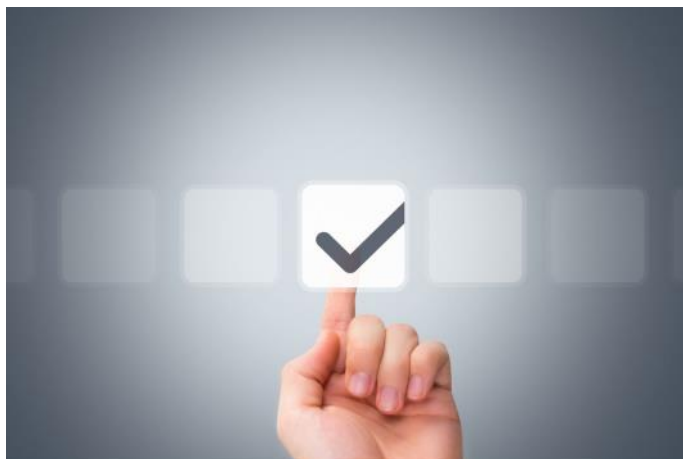
-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection

### Food Safety and Hygiene (Retail) Level 2




-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection

## Mix and Match 5 Bundle




£ £40.00 + VAT

-  Our Mix and Match 5 Bundle enables you to self-select 5 online training courses, from a set list of courses.
- If purchased separately, these courses could cost up to £85+VAT.
- You receive an approved certificate for each of the courses that you complete.
- You have 190 days from the initial enrolment to log on and complete the courses.
- The courses do not need to be completed in one sitting.– you can log out and return any time up until the bundle is completed or until the 190 day access expires.

## Value Bundle



£ £30.00 + VAT

-  Our Value Bundle brings together 5 set online training courses into one money-saving bundle:
  - Asbestos Awareness (RoSPA and CPD assured)
  - COSHH Awareness (RoSPA and CPD assured)
  - Fire Warden / Fire Marshal (RoSPA and CPD assured)
  - Manual Handling Awareness (RoSPA and CPD assured)
  - Working at Height Awareness (RoSPA and CPD assured)
- If purchased separately, these courses would cost £72+VAT in total.