



20
Years

Inspiring positive change
2002 - 2022

You can now study IOSH Environment for Business with us 100% online

We have added another IOSH approved online training course to our collection. Like all our other IOSH-approved courses, IOSH Environment for Business, is 100% online, including the final assessment.

Aims and learning outcomes

The aim of the course is to give managers the latest understanding and practical guidance to integrate environmental management and sustainability into everyday business activity.

By the end of the course, learners should be able to:

- Understand that the natural world works in cycles
- Understand that natural resources are finite
- Understand that the environment delivers ecosystem services
- Understand that natural systems are interlinked
- Understand that the environment impacts all organisations
- Recognise the key ways in which the environment might interact with their own organisation.
- Understand that all organisations impact the environment
- Understand that impacts can be positive and negative
- Identify ways to increase efficiency through improved environmental performance
- Understand the difference between a linear and circular business model
- Identify the benefits of a circular economy
- Identify different types of business models in a circular economy



Course content and other details

The course is split into four modules:

- Module 1 – What the environment is
- Module 2 – Recognising how the environment impacts organisations
- Module 3 – Recognising how organisations impact the environment
- Module 4 – Minimising environmental risks and maximising sustainability opportunities

Like all our other courses, the course is specifically designed to work on either a PC, tablet or smartphone and so it can be taken anytime 24/7. Being 100% online, it can be started immediately and there is no need to travel to a venue and pay for travel and accommodation. Most learners take approximately five hours to complete the course.

More information

You can find out more information at:

<https://hsqe.co.uk/courses/iosh-environment-for-business/>

IOSH Managing Safely® Special Offer



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- No hidden fees



IOSH Managing Safely® plus 5 courses for £125 +VAT per learner



We will credit you with a Mix and Match 5 bundle with every IOSH Managing Safely® purchase, at no extra cost to you. You will be able to choose 5 courses from a selection of over 50 courses marked 'In the Mix and Match 5 selection' at the back of this newsletter.

ISO launch Net Zero guidelines

Background

The International Organization for Standardization (ISO) launched a set of Net zero guidelines at COP27 this month.

According to the ISO, the guidelines set a common path for:

- the definition of “net zero” and related terms (greenhouse gas removals, offsetting, value chain, etc), clarifying the differences in scope between direct emissions, indirect emissions from purchased energy, and other indirect emissions arising from an organisation’s activities
- high-level principles for all actors who want to achieve climate neutrality,
- actionable guidance on getting there as soon as possible, by 2050 at the very latest, and
- transparent communication, credible claims, and consistent reporting on emissions, reductions and removals.

The guidelines are a valuable tool for policy makers and all who work towards net zero greenhouse gas emissions for their business, group or country. More than 1,200 experts from over 100 countries contributed to make the Net Zero Guidelines



ISO’s International Workshop Agreement (IWA) process was used to facilitate the broad and direct participation. IWAs are prepared through a workshop mechanism outside of ISO committee structures. An IWA is reviewed three years after its publication and can be further processed to become a Publicly Available Specification, a Technical Specification or an International Standard, according to the market requirement.

Access the guidelines

The Net Zero Guidelines can be accessed at:
<https://www.iso.org/obp/ui/en/#iso:std:iso:iwa:42:ed-1:v1:en>

COP27 Reached a breakthrough agreement on a new 'Loss and Damage' fund for vulnerable countries

The United Nations Climate Change Conference COP27, held in Sharm El-Sheikh, closed with a breakthrough agreement to provide 'loss and damage' funding for vulnerable countries hit the hardest by climate disasters.



The conference resulted in countries delivering a package of decisions that reaffirmed their commitment to limit global temperature rise to 1.5 degrees Celsius above pre-industrial levels. The package also strengthened action by countries to cut greenhouse gas emissions and adapt to the impacts of climate change, as well as boosting the support of finance, technology and capacity-building needed by developing countries.

The World Leaders Summit, held over two days during the first week of the conference, convened six high-level roundtable discussions. The discussions highlighted solutions – on themes

including food security, vulnerable communities and just transition – to chart a path to overcome climate challenges and how to provide the finance, resources and tools to effectively deliver climate action at scale.

The conference brought together more than 45,000 participants to share ideas, solutions, and build partnerships and coalitions. Indigenous peoples, local communities, civil society, including children, showcased how they are addressing climate change and shared how it impacts their lives. In parallel with the formal negotiations, the Global Climate Action space at COP27 provided a platform for governments, businesses and civil society to collaborate and showcase their real-world climate solutions. The UN Climate Change High-Level Champions held a two-week programme of more than 50 events. This included a number of major African-led initiatives to cut emissions and build climate resilience, and significant work on mobilising finance.

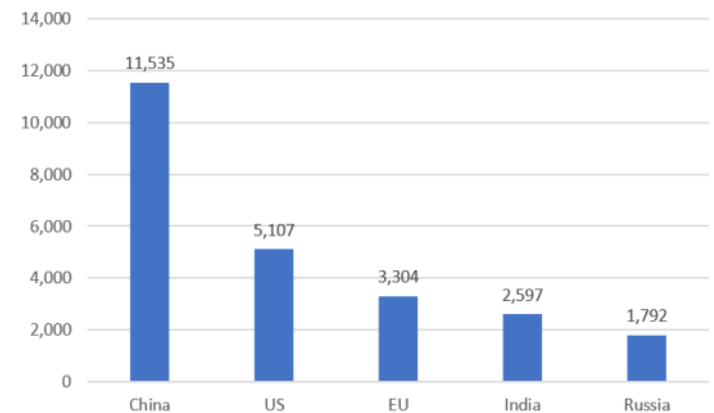
Simon Stiell, UN Climate Change Executive Secretary, reminded delegates in the closing speech that the world is in a critical decade for climate action. A stark report from UN Climate Change underpinned his remarks, as well as discussions throughout the two-week conference. According to the report, implementation of current pledges by national governments put the world on track for a 2.5°C warmer world by the end of the century. The UN's Intergovernmental Panel on Climate Change indicates that greenhouse gas emissions must decline 45% by 2030 to limit global warming to 1.5°C.

The Climate Plans Remain Insufficient: More Ambitious Action Needed Now report can be accessed at:
<https://unfccc.int/news/climate-plans-remain-insufficient-more-ambitious-action-needed-now>

Nations and groups including UK, EU, and New Zealand left COP27 unhappy with compromises on fossil fuels and curbing climate change.

The president of the previous COP summit in Glasgow, the UK's Alok Sharma, said "A clear commitment to phase-out all fossil fuels? Not in this text." After the conference, he went on to say to the press "I'm incredibly disappointed that we weren't able to go further."

UK Prime Minister Rishi Sunak welcomed the progress made at COP27 but said "more must be done" to tackle climate change.



Countries that emit the most CO2 in megatonnes | (1 megaton = 1,000,000 tonnes) | Source: EC, Emissions Database for Global Atmospheric Research

The UN website can be accessed at:
<https://unfccc.int/>

The full list of decisions from COP27 can be accessed at:
<https://unfccc.int/cop27/auv>

IOSH letter to the new PM

The Institution of Occupational Safety and Health (IOSH) has written to Rishi Sunak asking him to reverse a decision made by his predecessor, Liz Truss, to exempt about 40,000 businesses from reporting requirements and regulations. Ms Truss announced the plans to widen exemptions which previously applied to the smallest of businesses to those with fewer than 500 employees. She claimed that it would free 40,000 businesses from "future bureaucracy". IOSH suggests that it would be a backward step, adding "it risks increasing costs (direct and indirect) from occupational injuries, ill-health and damages that will inhibit growth in the long term".

The letter can be viewed at:

<https://iosh.com/media/10922/221102-letter-to-new-prime-minister.pdf>

How big is your environmental footprint?

You can find out your environmental footprint, in the UK and abroad, by using the WWF WWF-UK footprint calculator.

You can access the calculator at:

<https://footprint.wwf.org.uk/#/>



6 new courses introduced





We have added a further six courses to our collection of online training courses since we published the October HSQE Newsletter.

We have also increased the courses in our Mix and Match 5 Bundle Offer, so you can choose from a selection of 59 courses. And, you can now get our Environmental Awareness at Home course, completely free of charge.

If you missed any of that news, why not follow us on Facebook or LinkedIn?

IOSH Environment for Business







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-  All course fees included in the price

NEW
Course

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-  In the Mix and Match 5 selection

NEW
Course

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-  In the Mix and Match 5 selection

NEW
Course

Anti-Money Laundering Awareness







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-  In the Mix and Match 5 selection

NEW
Course

Cyber Security Awareness







-  CPD Assured
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-  In the Mix and Match 5 selection

NEW
Course

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

NEW
Course

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Worker injured at a chocolate factory

Summary

A confectionery maker has been fined after an employee suffered life-changing injuries at its factory in Newcastle upon Tyne.

What happened?

The incident happened in November 2020 when the man was drawn into a roller mechanism on a conveyor machine. The maintenance technician was investigating a problem on the conveyor belt of a machine used to make chocolate sweets. While checking the machine, his sleeve was caught in a roller, which dragged his left arm into the machine, trapping it between the roller and a conveyor belt.

How did things go wrong?

A Health and Safety Executive (HSE) investigation into the incident found that the company had not properly assessed the risk created by the rollers under the conveyor belt and failed to guard the roller, which was a dangerous part. It was foreseeable that employees would require access to this area and there was a clear risk of injury to employees coming into contact with this roller. The company had previously been prosecuted following a similar incident at a different factory.

What was the outcome?

The company pleaded guilty to breaching Regulation 11(1) of the Provision and Use of Work Equipment Regulations 1998 and was fined £800,000, ordered to pay costs of £7776.50 and a victim surcharge of £190.

Worker died after falling into a hot water tank at an industrial cleaning company

Summary

A catering equipment cleaning company has been fined £200,000 after a worker died after falling into a tank of hot water.

What happened?

The man fell through the lid of a tank of hot water heated to 76° centigrade and died a week later in hospital. It happened on 8 January 2018 when the worker was standing on the lid of a covered tank when it gave way. He was pulled from the hot water by a colleague and taken to hospital but had sustained 37% burns from which he did not recover.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company had failed to carry out risk assessments or develop written systems of work for any maintenance to the tank line. There was no instruction about what should or should not be done when access to the restricted rear area was necessary, including whether it was acceptable to walk across the tops and lids of the tanks. This resulted in employees routinely accessing the area in this way, placing themselves at significant risk and which subsequently led to this death.

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 £200,000 and ordered to pay costs of £14,597.17.

BICoF consultation begins

Background

As a result of the Building Safety Act 2022, Building control professionals and private sector building control organisations will have to register with the new Building Safety Regulator (BSR) in order to perform building control work in England from April 2024.

The Health and Safety Executive (HSE) will operate the BSR and registrations will be open from October 2023.

The HSE has launched a consultation seeking views on how it should develop the Building Inspector Competence Framework (BICoF) which will apply to all who wish to register with the BSR as a building inspector, whether they work in the private or public sector.

The HSE intends to publish the final BICoF in April 2023.

There are four BSR registration classes for individual building inspectors:

- Class 1 Building Inspector (Associate/Assistant)
- Class 2 Building Inspector (Standard)
- Class 3 Building Inspector (Complex/HRBs)
- Class 4 Building Inspector (Manager)

More information

You can find out more about the consultation and give your views via:

<https://consultations.hse.gov.uk/bsr/bicof-consultation/>

The deadline for submitting comments is 9 December 2022.

Logistics company exposed workers to asbestos

Summary

A logistics company has been fined after work at one of its sites exposed staff to asbestos.

What happened?

In early 2018, an area at one of the company's sites was earmarked for the storage of empty containers. As the ground had become damaged by heavy lift loaders used to move containers, it was decided to scrape away the top layer to reach an older, more level surface below.

This work took place over several months and subsequently the remnants of old buildings containing asbestos were present in the surface material. Underground basement cavities were also found and excavated and then backfilled with rubble. Several workers complained about the dust created by these processes and what it may contain.

How did things go wrong?

An investigation by Health and Safety Executive (HSE) found an asbestos survey had not been carried prior to the work beginning to determine if any of the excavated material contained asbestos. A risk assessment had not been carried out nor suitable control measures put in place to prevent or reduce exposure to asbestos or prevent the spread of asbestos

containing materials from the site. The workers involved in the excavation work hadn't received any training in relation to asbestos. It was several months after the work had been completed that testing was carried out and the subsequent survey identified ACMs in the mounds of spoil, as well as scattered around the footprint where the work had taken place. The company then failed to report the incident under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) within the 10-day timeframe required.

What was the outcome?

The company pleaded guilty to breaching Regulation 5 of The Control of Asbestos Regulations 2012 and Regulation 11(1) of The Control of Asbestos Regulations 2012. It was fined £133,000 and ordered to pay costs of £9,260.

Anything else?

Following the hearing, the HSE Inspector said: "Asbestos was historically used in countless applications and can be found in a variety of places.

"The law requires businesses undertaking work in demolition, maintenance or any other work which exposes or is liable to expose employees to asbestos to assume ACMs are present unless you have evidence, such as an asbestos survey to indicate otherwise.

"The duty to manage asbestos relates to entire premises including yard areas, not just buildings. There is no safe level of exposure to asbestos."

Poor manual handling practice seen on-site



The Health and Safety Executive (HSE) have shared an image of an activity that was observed on a large commercial build. The worker in the image was carrying a large and awkward-to-handle pipe across site, rather than using handling equipment.

An investigation revealed the pipe weighed 44kg and was 6m in length. It was one of many pieces of a water collection system that needed moving; including many more pipes of the same weight and length.

The HSE found that the risk assessment and method statements for this activity did not go far enough to address the risks involved. Enforcement action was taken by the HSE.

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copy of this newsletter each month.



HGV driver crushed while unloading a vehicle

Summary

Two companies have been fined after a HGV driver suffered fatal chest injuries while unstrapping a load on a trailer.

What happened?

The man was fatally crushed when he was hit by a pack of steel gates that fell approximately three metres from a load on a flatbed trailer. The incident happened in June 2018.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that arrangements for planning and restraining loads were inadequate to ensure that the stability of goods was independent of the load straps so that release of the straps did not allow the load to fall from the vehicle.

What was the outcome?

The man's employer pleaded guilty to breaching Sections 2 (1) and 3(1) of the Health and Safety at Work Act 1974. They were fined £120,000 and ordered to pay costs of £16,334 and a victim surcharge of £100.

The company that loaded the gates pleaded guilty to breaching Sections 2(1) and 3 (1) of the Health and Safety at Work Act 1974. They were fined £239,000 and ordered to pay costs of £17,834 and a victim surcharge of £100.

Anything else?

The HSE inspector said: "This death would have been prevented had an effective system for managing load restraint been in place at both companies.

Three companies given six-figure fines after HGV driver seriously injured

Summary

Three companies have been given six-figure fines after a driver was crushed between a reversing HGV and a forklift truck in a warehouse beside Heathrow Airport.

What happened?

The driver was collecting a consignment from [Company B] which is alongside the airport.

Another vehicle which was collecting a consignment from [Company B] reversed causing the employee to become crushed between the rear of the vehicle and the forklift truck, resulting in serious injuries.

The site was being managed by [Company A] when the incident occurred in August 2017.

How did things go wrong?

The Health and Safety Executive (HSE) visited the site and an investigation found the site layout did not segregate those working or visiting the site, so far as reasonably practicable, from being struck by moving vehicles.

None of the defendants had taken responsibility for managing traffic. Neither did they communicate, co-operate or co-ordinate with one another.

What was the outcome?

[Company A] pleaded guilty to breaching the Health and Safety at Work etc. Act 1974 Section 3(1).

[Company B] and [Company C] both pleaded guilty to breaches of the Health and Safety at Work etc. Act 1974 Sections 2(1) and 3(1).

[Company A] was fined £320,000 and ordered to pay costs of £17,584. [Company B] was fined £120,000 and ordered to pay costs of £17,605, and [Company C] was fined £110,000 and ordered to pay costs of £10,878.

Anything else?

Speaking after the case, the HSE inspector said: "Where reasonably practicable, reversing manoeuvres should be avoided and pedestrians and moving vehicles segregated. "Where businesses share a workplace, as in this case, they should ensure that there are systems in place for sufficient communication, co-operation and co-ordination so that others are aware of the risks arising from their undertaking."

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Construction company and two workers sentenced after worker suffers electric shock

Summary

A construction company and two workers have been sentenced after a worker suffered an electric shock whilst working on a farm.

What happened?

On 30 September 2019 an employee of the company was working on a farm. While pouring concrete, the floating arm of a mobile concrete pump came into contact with an overhead powerline.

As a result, the employee received an 11,000-volt shock which caused him to lose consciousness. His colleagues had to perform CPR to resuscitate him at the scene. The man was later taken to hospital where he was in a coma for six days and hospitalised for 10 days.

What went wrong?

A Health and Safety Executive (HSE) investigation found that the company fell far below the expected standard and failed to implement its own control measures documented within its risk assessment. Therefore, the company did not meet the requirements of regulation 14 of the Electricity at Work Regulations 1989.

The HSE investigation also found that a sole trader, failed to plan, manage and monitor the construction phase and failed to ensure reasonably practicable control measures were in place.

Additionally, the concrete pump operator failed to take reasonable care for the health and safety of himself and others who were affected by his acts or omissions.

What was the outcome?

The company pleaded guilty to breaching regulation 14 of the Electricity at Work Regulations 1989. It was fined £50,000 and ordered to pay costs of £5425 plus a victim surcharge of £181.

The sole trader pleaded guilty to breaching regulation 13 (1) of Construction Design and Management Regulations 2015. He was fined £3,000 and ordered to pay costs of £525 plus a victim surcharge of £181.

The concrete pump operator pleaded guilty to breaching section 7 of the Health and Safety at Work Act. Mr Walker was handed a 12-month community order with a requirement to carry out 60 hours of unpaid work and ordered to pay costs of £2,000 plus a victim surcharge of £90.

51,211

Employee non-fatal injuries were reported by employers under RIDDOR in 2020/21

Building firm commits multiple safety failings

Summary

A building firm has been fined £116,666 after a long history of health and safety failings.

What happened?

An investigation by the Health and Safety Executive (HSE) found that the company failed to plan, manage, and monitor health and safety work on construction sites across England. The company was given a series of Notification of Contravention (NoC) letters, which are official correspondence that outline how firms need to improve and provide advice on doing so. They also received a significant number of formal Improvement and Prohibition Notices due to unsafe work, yet the firm repeatedly failed to ensure the work being done on their sites was carried out safely and without risks to health. The HSE investigation also found that the managing director should have ensured measures were taken to comply with each concern when it was raised by HSE and these measures were maintained.

What was the outcome?

The company pleaded guilty to breaching regulation 13 of the Construction (Design and Management) Regulations 2015. It was fined £116,666 and ordered to pay costs of £8294.40.

The managing director was served with a formal caution after accepting he was guilty of breaching section 37 of the Health and Safety at Work etc Act 1974, in relation the company's failing of regulation 13 of the Construction (Design and Management) Regulations 2015 on the basis of neglect.

Building contractor and director fined after fire risk failings

Summary

A building contractor has been fined £600,000 and its director has been ordered to complete 100 hours of unpaid work and fined £4,200 following serious and repeated failings in managing the risk of fire during work at a construction site.

What happened?

In January 2018 the Health and Safety Executive (HSE) undertook a proactive inspection to investigate health and safety failings by the company at a construction site in Essex after a concern was raised that people were sleeping on site.

How did things go wrong?

The subsequent HSE investigation, which was assisted by Essex Fire & Rescue Service, identified failings in fire management at the site which created risks to workers and members of the public who were visiting show flats outside of business hours. The environment at the site was poorly managed and the construction work was being carried out in an unsafe manner which could have resulted in a fire.

The company had previously been subject to HSE interventions after risks of a fire had been identified across a number of sites over several years. Evidence gathered during the proactive HSE investigation indicated that the company director regularly attended the site and failed to implement improvements from previous HSE interventions.

What was the outcome?

The company pleaded guilty to breaching 3(1) of the Health and Safety at Work etc Act 1974. It was fined £600,000 and ordered to pay costs of £36,894.

The company director pleaded guilty to contravening Section 37 of the Health and Safety at Work etc Act 1974. He received a community order to complete 100 hours of unpaid work and was fined £4,200.

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Worker fell through station canopy

Summary

An engineering company has been fined £20,000 after a worker fractured his pelvis and suffered internal injuries after falling through a petrol station forecourt canopy.

What happened?

The worker was replacing guttering at the top of the canopy on the company's petrol station in Tyne and Wear, on 5 December 2019.

As he was removing corrugated metal sheets to access sections of the guttering below, he was knocked off balance when a gust of wind caught the sheet, causing him to fall approximately 4 metres through a fragile section of the canopy on to concrete below.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that a risk assessment should have been carried out and had a method statement been produced, this would have identified the need for effective control measures to prevent employees falling from the edge of the canopy or through the exposed fragile roof surface.

What was the outcome?

The company pleaded guilty to breaching Section 4(1) of the Work at Height Regulations 2005 and was fined £20,000, with £7,825 costs and a victim surcharge of £190.

Bird flu (avian influenza) is back in the UK

Signs of bird flu

Birds infected with the most serious strain of bird flu, called highly pathogenic avian influenza (HPAI), usually show some (or all) of the following signs:

- sudden death
- swollen head
- closed and runny eyes
- lethargy and depression
- lying down and unresponsiveness
- lack of coordination
- eating less than usual
- lethargy
- sudden increase or decrease in water consumption
- head and body shaking
- drooping of the wings
- dragging of legs
- twisting of the head and neck
- swelling and blue discolouration of comb and wattles
- haemorrhages and redness on shanks of the legs and under the skin of the neck
- breathing difficulties such as gaping (mouth breathing), nasal snicking (coughing sound), sneezing, gurgling or rattling
- fever or noticeable increase in body temperature
- discoloured or loose watery droppings
- stop or significant drop in egg production

Some species such as ducks, geese and swans can carry the avian influenza virus and spread it without showing any signs of illness.

Birds infected with the less serious strain of bird flu, called low pathogenic avian influenza (LPAI) may not show clear signs of infection. They may have mild breathing problems. These signs can indicate bird flu, but the avian influenza virus can only be confirmed through laboratory tests.

If you are concerned about the health of your birds speak to your private vet. If you suspect bird flu, you or your vet must report it immediately to the Animal and Plant Health Agency (APHA) even if the signs are mild.

Reporting suspected bird flu in poultry or other captive birds

If you suspect bird flu in poultry or other captive birds, you must report it immediately by calling:

- 03000 200 301 if you are in England
- 03003 038 268 if you are in Wales
- your local Field Services Office if you are in Scotland

The local Field Services Office can be found at: <https://www.gov.uk/guidance/contact-apha#scotland-apha-field-services>

Bird flu is a notifiable disease in poultry and other captive birds. If you do not report it, you are breaking the law.

Reporting dead wild birds

You should call Defra on 03459 33 55 77 if you find:

- one or more dead birds of prey
- 3 or more dead gulls or wild waterfowl (swans, geese and ducks)
- 5 or more dead birds of any species

You do not need to report any other found dead wild birds. Bird flu is not a notifiable disease in wild birds.

Reporting sick or injured wild birds

You can report sick or injured wild birds to the:

- RSPCA on 0300 1234 999 if you're in England or Wales
- SSPCA 0300 999 999 if you're in Scotland

Disposing of small numbers of dead garden birds found at your home

The Department for Environment, Food & Rural Affairs and APHA say if you find small numbers of dead garden birds at your home (domestic residential property only) you can dispose of them in your household or municipal waste bin, or you can bury them.

If you dispose of a dead wild bird with your household or municipal waste, you should:

- Pick it up wearing disposable gloves or a plastic bag over your hand.
- Put the bird in a plastic bag and tie it. Take care not to contaminate the outside of the bag.
- Put the bird in a second (preferably leak proof) plastic bag, along with the gloves or plastic bag you used to pick it up and tie it. Take care not to touch the outside of the gloves with bare hands.
- Put it in your outside household or municipal waste bin.
- Wash your hands thoroughly with soap and water.

If you bury a dead wild bird you should:

- dig a hole at least 60cm deep to stop animals digging it up
- not bury it in a plastic bag (put it in your outside household or municipal waste bin)
- not bury it near any watercourses or in a place where it could contaminate local water supplies
- wash your hands thoroughly with soap and water when you've finished

Consultation on proposed changes to the Food Law Code of Practice (England) in relation to a new food standards delivery model

Background

The Food Standards Agency (FSA) has launched a consultation seeking views from local authorities, food business operators, unions and other interested groups on proposed changes to the Food Law Code of Practice in England.

The code is used by local authorities when carrying out official food controls.

The proposed changes to the Code will implement a new food standards delivery model, including increasing the flexibility local authorities have to use official control methods and techniques, and direct local authority resource to where it is most needed to tackle risk in the food chain

More information

You can find out more about the consultation and give your views via:

<https://www.food.gov.uk/news-alerts/consultations/consultation-on-proposed-changes-to-the-food-law-code-of-practice-england-in-relation-to-a-new-food-standards-delivery-model>

The deadline for submitting comments is 9 December 2022. The results of the consultation should be issued within three weeks of the December deadline.

Supporting disabled workers and workers with long-term health conditions in work

The Health and Safety Executive (HSE) has published new principles and guidance to support businesses to create an inclusive approach to workplace health.

Employers can use the principles to create an enabling workplace culture, where disabled workers and workers with long-term health conditions feel valued and thrive.

These new principles can help employers to:

- Create a supportive and enabling workplace
- Take an inclusive approach to workplace health
- Understand the work barriers that impact on workers
- Make suitable workplace adjustments or modifications
- Develop skills, knowledge and understanding
- Use effective and accessible communication
- Support sickness absence and return to work

The guidance can be accessed at:

<https://www.hse.gov.uk/disability/best-practice/overview.htm>

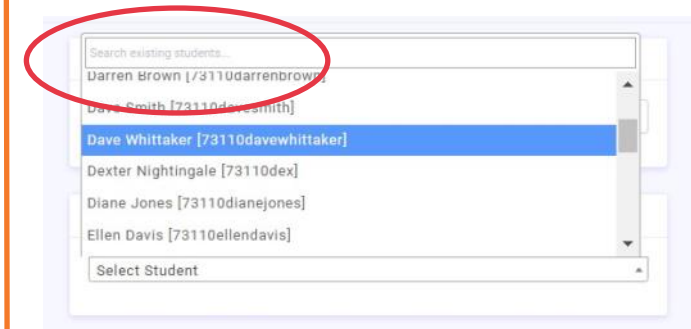
The HSE has also developed a 'Talking Toolkit' that can help structure conversations with workers and potential recruits.

The toolkit can be accessed at:

<https://www.hse.gov.uk/disability/assets/docs/talking-toolkit-support-workers-with-disabilities-and-long-term-health-conditions.pdf>

Searching existing students on our Dashboard has been made easier

We have always had a search box on our dashboard that enabled Training Coordinators to find their existing students when enrolling them on courses. But we recently discovered, through an analysis of customer feedback, that it was not labelled clearly enough. So, we have added some text into the search box to make it more visible. Simply look out for 'Search existing students...' when enrolling your learners onto their course.



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-  5 hours approx.
-  £95.00 + VAT
-  All course fees included in the price

NEW
Course





IOSH Managing Safely®



-  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 Managers



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

IEMA Environmental Sustainability Skills for the Workforce







-  IEMA Assured
-  6-7 hours approx.
-  ~~£90.00~~ NOW £70.00 + VAT
-  All course fees included in the price

NEW
Price

Online business short courses

Anti-Bribery Awareness







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

NEW
Course

Anti-Money Laundering Awareness







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

NEW
Course

Cyber Security Awareness







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

NEW
Course

Data Protection and GDPR Awareness







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

NEW
Course

Equality, Diversity and Inclusion Awareness







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

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.
-  £0.00 - £6.50 + VAT
-  In the Mix and Match 5 selection

NEW
Price





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

Free offer

Absolutely no hidden costs!

Complete our Environmental awareness at home course, and get the course certificate, completely free of charge.





Find out more at:
hsqe.co.uk/courses



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 Marshall



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

Health Safety and Welfare for Workers







-  RoSPA & CPD Assured
-  4.5 hours approx.
-  £12.50 - £25.00 + 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
-  Sorry not in the Mix & Match 5 selection





Designated Safeguarding Lead (Vulnerable Adults)



-  CPD Assured
-  150 minutes approx.
-  £12.50 - £25.00 + VAT
-  Sorry not in the Mix & 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



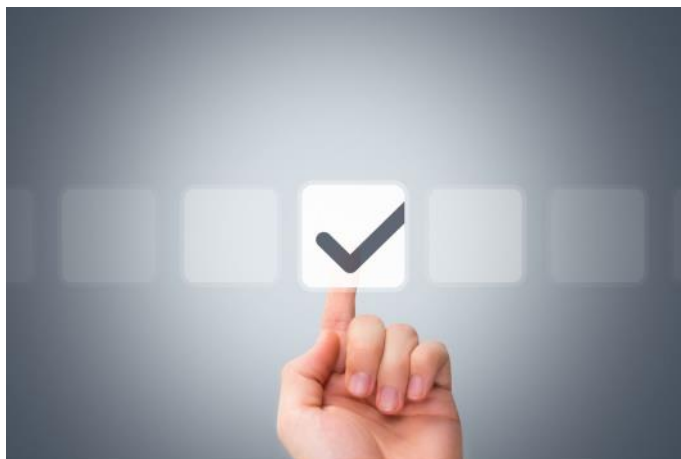
-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection

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 £115+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.