



Worker killed using adapted work equipment

Summary

A garden landscaper has been handed a suspended prison sentence after a worker was killed when a moving circular saw kicked back into his groin.

What happened?

The labourer, who had been working for the landscaper for just two days, was killed in the incident at a house on 11 August 2021. The 31-year-old had been assisting with the installation of railway sleepers along the edge of the front garden driveway.

At the time of the incident he was using an angle grinder fitted with a toothed circular saw blade to cut the wooden sleepers. The toothed saw blade on an angle grinder made it a dangerous machine. The guard had been removed from the grinder as the circular saw blade fitted was larger than the original grinder disc on the power tool.

In addition, the sleeper had been placed in a skip and was not secured whilst being cut. While attempting to cut the sleeper, the tool kicked back under power into the worker's groin causing him to sustain a serious, fatal laceration.

How did things go wrong?

An investigation by HSE found that the garden landscaper failed to ensure that work equipment was used only for operations for which, and under conditions for which, it was suitable. Changing from the use of an abrasive wheel through fitting of a circular saw blade meant a dangerous machine was created.

What was the outcome?

The garden landscaper pleaded guilty to breaching Regulation 4(3) of Provision and Use of Work Equipment Regulations 1998 and Section 33(1)(C) of the Health and Safety at Work etc. Act 1974. He was sentenced to six months in prison, suspended for two years, ordered to complete 200 hours of unpaid work and pay £3,467.72 in costs.

More info

More information can be accessed at:

<https://www.hse.gov.uk/work-equipment-machinery/power.htm>



Decoding Safety: A Glossary Guide to Health and Safety Jargon

Remember the difference between:

- a hazard and a risk;
- An accident and an incident; or
- Qualitative risk analysis and quantitative risk analysis?

IOSH have a list of keywords on their website that can help.

More info

The Glossary of terms can be accessed at:

<https://iosh.com/health-and-safety-keywords>

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New guidance issued on menopausal support in the workplace

Summary

The Equality and Human Rights Commission (EHRC) has released new guidance urging employers to support employees going through menopause or face potential legal consequences. The guidance aims to help employers understand their legal obligations, highlighting the need for reasonable workplace adjustments for those experiencing menopausal symptoms.

Reasonable adjustments

If menopause symptoms have a long term and substantial impact on a woman's ability to carry out normal day-to-day activities, these symptoms could be considered a disability. If menopause symptoms amount to a disability, then under the Equality Act 2010, an employer will be under a legal obligation to make reasonable adjustments.

Reasonable adjustments could include modifying the physical work environment and relaxing dress codes to accommodate symptoms like hot flushes, anxiety, and brain fog. Failure to make these accommodations could lead to claims of disability discrimination under the Equality Act 2010, emphasising the importance of recognising menopause as a significant workplace issue.

Research by the CIPD and the Fawcett Society

The EHRC guidance points to research conducted by the Chartered Institute of Personnel and Development that shows menopause symptoms can have a significant impact on women at work.

Their research found that two thirds (67%) of working women between the ages of 40 and 60 with experience of menopausal symptoms said they have had a mostly negative impact on them at work.

Of those who were negatively affected at work:

- 79% said they were less able to concentrate
- 68% said they experienced more stress
- 49% said they felt less patient with clients and colleagues
- 46% felt less physically able to carry out work tasks.

The EHRC also point to research conducted by the Fawcett Society that found that one in ten women surveyed who were employed during the menopause left work due to menopause symptoms.

More info

More information about the menopause and premenopause can be accessed on the NHS website at:

<https://www.nhs.uk/conditions/menopause/>

More information about the guidance from the EHRC can be accessed on the EHRC website at: [https://](https://www.equalityhumanrights.com/guidance/menopause-workplace-guidance-employers)

www.equalityhumanrights.com/guidance/menopause-workplace-guidance-employers

The CIPD research can be accessed at: <https://www.cipd.org.uk/knowledge/reports/menopause-workplace-experiences/>

The Fawcett Society research can be accessed at:

<https://www.fawcettsociety.org.uk/menopauseandtheworkplace>

The Equality Act 2010 can be accessed at:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

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Worker killed at bus depot

Summary

A national bus company and a commercial cleaning firm have been fined after a “much loved young man” was killed at a depot in Hemel Hempstead.

What happened?

The man was working for the cleaning company when he was hit by a reversing bus being driven by a colleague on 5 November 2019. The 25-year-old had been working in the yard of the bus depot when the vehicle was reversed out of the wash down area. He sustained fatal injuries.

According to UK law, people near a route where vehicles pass must be kept safe. HSE guidance on separating pedestrians and vehicles in the workplace sets out clear steps those responsible should take.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the bus company failed to properly assess the risk of vehicle-pedestrian conflict, and both they and the cleaning company failed to implement a suitable system of work to control this risk.

There were also insufficient measures in

place to protect pedestrians from vehicles being moved around the depot and to ensure that walkways within the perimeter of the yard were being utilised.

What was the outcome?

The cleaning company, which is now in administration, offered no plea but was found guilty of breaching Section 2(1) of the Health and Safety at Work Act 1974. It was fined a nominal £1,000.

The bus company pleaded guilty to breaching Section 3(1) of the Health and Safety at Work etc Act 1974, were fined £32,000 and ordered to pay costs of £22,392.

Anything else?

The HSE inspector said: “This tragic incident led to the avoidable death of a much loved young man.

“There was a failure to undertake safety measures to segregate vehicles and pedestrians.

“They also failed to properly consider who was responsible for determining and implementing suitable measures to ensure safe working practices when contracting out some of the activities performed within a shared workplace.”

More info

More information can be accessed at:

<https://www.hse.gov.uk/workplacetransport/separating.htm>

Worker found unconscious in a manhole

Summary

A hospital foundation trust has been fined £480,000 after an employee suffered a brain injury after he was found unconscious in a manhole.

What happened?

The man had been unblocking a drain at the hospital on 1 February 2022 when he was discovered by other members of staff.

He was rescued from the manhole by the fire and rescue service and was treated at hospital for acute sulphate intoxication. This resulted in a traumatic brain injury, and ongoing issues with memory loss and nerve damage.

How did things go wrong?

A Health and Safety Executive (HSE) investigation found that the Trust failed to identify the manhole as a confined space, and thereafter, failed to properly risk assess the activity. The trust failed to prevent entry of employees into confined spaces at the site – which was custom and practice for a number of years. The trust also failed to identify a safe system of work or method statement for clearing blocked drains and no precautions were identified to reduce the risk of injury.

HSE's investigation also highlighted that no confined space training was given to members of the estates team and insufficient information and instruction was provided to those involved as to the methods to be adopted, the risks involved and the precautions to be taken, when clearing drains and entering deep drains or manholes.

What was the outcome?

The trust pleaded guilty to breaching Section 2(1) of The Health & Safety at Work etc. Act 1974. The trust was fined £480,000 and ordered to pay £4,286.15 in costs.



The worker was found unconscious in a manhole

Anything else?

The HSE inspector said: "This case highlights the dangers of working in confined spaces. The manhole should have been identified as a confined space, and risk assessed accordingly. Safe systems of work for entry into confined spaces should have been in place, such as those outlined in the HSE's Approved Code of Practice."

More info

More information about confined spaces can be accessed at: <https://www.hse.gov.uk/confinedspace/introduction.htm>

Chemical release

Summary

A company has been fined more than £16,000 after staff at a hospital were left with life-changing medical conditions after being exposed to ionised hydrogen peroxide.

What happened?

The workers attended the hospital on 18 September 2019 after being hired to carry out the decontamination of a ward. The company used ionised hydrogen peroxide to decontaminate the rooms in the ward. They failed to appropriately seal the rooms, meaning the ionised hydrogen peroxide escaped into the adjacent corridor where hospital staff were working. Three staff members required treatment after being exposed to the substance. They suffered from itchy skin and became lightheaded. All three continue to suffer with life changing medical conditions as a result of their exposure and struggle to carry out day to day tasks or work.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the work had not been properly risk assessed prior to being undertaken. The employees carrying out the work were not appropriately trained nor supervised and the working practices displayed was below the required standard. The level of ionised hydrogen peroxide was not adequately monitored to warn of release, exposing people to dangerous levels.

What was the outcome?

The company pleaded guilty to breaching Section 2(1) and Section 3(1) of the Health and Safety at Work etc. Act 1974 and Section 3 of the Management of Health and Safety at Work Regulations 1999. The company was fined £16,775 and ordered to pay £27,228 in costs.

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Scaffolder received 11kV electric shock

Summary

A scaffolding company has been fined and its director given a suspended prison sentence after a scaffolder suffered an 11,000-volt electric shock.

What happened?

The injured worker was working alongside a small team of scaffolders, to erect a temporary roof scaffold at an open-air drinks depot. The company had been contracted by the depot owner to erect the temporary roof structure over its open-air depot in order to provide shelter for operations during the winter months.

On 29 November 2021 the father-of-one struck a live 11kV power line running across the site while lifting a six-metre scaffold tube. He then fell over five meters to the ground suffering a badly broken leg. He sustained life-changing electrical burns to both hands, which he will never regain full use of.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that scaffolding company, and its director, had failed to ensure the high-risk temporary roof scaffold assembly job near a high voltage line was properly risk assessed.

The investigation also highlighted that, despite being fully aware of how close the temporary roof scaffold was being built to the 11kV line, no attempt was made by the scaffold contractor or its director to consult the network operator about line voltage and safe clearance distances.

While directing the scaffold assembly works on site himself, the director allowed his team of scaffolders to use six-metre-long metal scaffold tubes at near vertical angles within striking distance of the high voltage line without any precautions to prevent injury.

What was the outcome?

The scaffolding company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. The director pleaded guilty to an offence under Section 37 (1) of the Health and Safety at Work etc. Act 1974.

The company was fined £50,000 and the director was sentenced to 18 weeks in prison, suspended for 12 months, and ordered to undertake 200 hours unpaid work and 20 rehabilitation activity requirement days.

More info

Information about overhead power lines can be accessed at:

<https://www.hse.gov.uk/pubns/gs6.pdf>

Young worker killed by alloy wheel stripper fumes

Summary

A company in Peterborough has been fined £67,000 after a young employee lost his life.

What happened?

The man was found unconscious over the side of a large container. The 21-year-old had entered the company's stripping shed, which housed an Intermediate Bulk Container (IBC) containing alloy wheel stripper.

He was later found by his manager slumped over the side of the IBC, and could not be revived.

He had sustained multiple organ failure and chemical pneumonitis and cutaneous burns from exposure to dichloromethane, hydrofluoric acid and methanol.



How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company had failed to control exposure to dichloromethane and hydrofluoric acid. It would have been reasonably practicable for the company to have installed local exhaust ventilation (LEV), used a hoist or long-handled tools to lower and lift parts in and out of the tank, provide pumped chemical systems to prevent the need to lean into the IBC and finally ensure that any Personal Protective Equipment (PPE) or Respiratory Protective Equipment (RPE) provided was suitable for the environment it was being used in.

What was the outcome?

The company pleaded guilty to breaching Regulation 7(1) of the Control of Substances Hazardous to Health Regulations 2002 and Article 67 of the REACH regulation. The company was fined £67,000 and ordered to pay £7,231 in costs.

Anything else?

The HSE inspector said: "Awareness within the alloy wheel stripping industry of the importance of using appropriate control measures and the dangers of this cold stripping process needs to improve.

"Companies need to understand the dangers of working with hazardous chemicals and ensure employees are not unnecessarily exposed. Deaths can result from working with Dichloromethane-based stripping fluids. HSE will be inspecting businesses carrying out similar work to ensure suitable health and safety arrangements are in place. If they are not then HSE will take appropriate action."

More info

Health and Safety Executive (HSE) guidance for those working with dichloromethane is available at: <https://www.hse.gov.uk/cosh/essentials/direct-advice/dichloromethane.htm>

Worker had his finger amputated in cleaning a machine

Summary

A cosmetic manufacturing company has been fined after a worker lost part of a finger while cleaning a machine.

What happened?

On 8 October 2021, the man was working on a tube filling machine. He was supervising five members of staff who were using the machine to fill tubes with a product that needed to stay hot. During the process the machine became contaminated and had to be cleaned. When the employee was cleaning the machine, part of it moved, trapping his finger, and causing the injury. Part of his middle finger was amputated, and he still suffers pain in his finger end and may require additional surgery.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the interlocked guard had been bypassed to allow the machine to run with the guard door open. The risk was not managed properly and a range of employees from machine operators to cleaning staff were exposed to it.

What was the outcome?

The company pleaded guilty to breaching Section 2 (1) of the Health & Safety at Work etc Act 1974. The company was fined £300,000 and ordered to pay £4,511.70 in costs.

More info

See: <https://www.hse.gov.uk/work-equipment-machinery/introduction.htm>

Worker suffered serious injuries in a fall

Summary

A construction company and a roofing contractor have been fined after a roofer suffered multiple fractures in a fall from a building roof.



What happened?

Company B had been appointed by principal contractor – Company A – to undertake the installation of a new roof. Following this, Company B were appointed to replace the roof of an existing modular building that was being refurbished, due to the original contractor becoming unavailable to complete the work. On 29 September 2020, three roofers began work on the modular building roof, and during the work an unexpected flare from a gas gun caused one of the roofers to stumble backwards and fall from the edge of the unprotected roof to the ground below.

The roofer, who worked for Company B, suffered multiple fractures to both of his legs which required surgery.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that Company B had failed to adequately plan, appropriately supervise, and ensure that the work was carried out in a safe manner.

What was the outcome?

Company A pleaded guilty to breaching Regulation 4(1) of the Work at Height Regulations 2005. They were fined £14,000 and was ordered to pay £1,619.25 costs.

Company B pleaded guilty to breaching Regulation 4(1) of the Work at Height Regulations 2005. They were fined £3,333 and was ordered to pay £1,619 costs at the same hearing.

More info

More information about roofwork can be accessed at:
<https://www.hse.gov.uk/pubns/priced/hsg33.pdf>



Company director falsified asbestos removal documentation

Summary

A company director has been fined £5,000 after he falsified asbestos removal documents while his firm worked on a block of flats.

What happened?

The company's director created a fraudulent document claiming a 4-Stage Clearance had been completed on 26 September 2021. A 4-Stage Clearance is required by law to ensure asbestos removal work has been completed safely.

With the asbestos removal work at the site running behind schedule, the director decided against using an independent company to check the work had been carried out safely, that the site had been properly cleaned, and it was safe to reoccupy. Instead, he decided to falsify the 4-Stage Clearance certificate.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that 72-year-old director had used a previous authentic test certificate to create a fraudulent document to deceive other parties into believing that the 4-Stage Clearance had been completed, allowing further maintenance work to continue in the basement.

What was the outcome?

The director pleaded guilty to breaching Section 33(1)(m) of the Health and Safety at Work etc. Act 1974. He was fined £5,000.

Company fined for not actioning Improvement Notices relating to inadequate welfare facilities

Summary

Inadequate welfare facilities were seen at a motor repair shop. Pictures from the location have been released by the Health and Safety Executive (HSE) after the workplace regulator prosecuted the company failing to comply with its enforcement action.

What happened?

Following an inspection of its site, the HSE served the company with Improvement Notices that required the firm to provide suitable toilets and washing facilities for its workers. The inspection, which took place in June 2021, found welfare facilities at the site were in a poor state. This included the failure to provide suitable sanitary conveniences and adequate washing facilities. There was no supply of clean, hot and cold water, no soap nor any toilet paper. A letter was then sent by HSE to the company outlining its health and safety breaches.

In December 2021, HSE inspected the site again and found the company had taken no action to address the issues with its welfare facilities. HSE then served the company with two Improvement Notices, legally requiring the company to provide suitable toilets and washing facilities, including hot and cold running water for its staff.

The company failed to take appropriate action to comply with these notices. Despite being given additional time by HSE, the company failed to meet the deadline in January 2023.

What was the outcome?

The company pleaded guilty to breaching Section 33(1)(g) of the Health and Safety at Work etc Act 1974. It was fined £8,000 and ordered to pay £3,292.77 in costs.

More info

HSE guidance about welfare provision can be accessed at:
<https://www.hse.gov.uk/pubns/indg293.htm>



Wood dust failings

Summary

A manufacturing company has been fined £15,000 after exposing its own workers to wood dust and failing to comply with two improvement notices.

What happened?

Concerns were raised about the company and the Health and Safety Executive (HSE) attended site. As a result, notices were served on the firm requiring it to undertake an examination of the local exhaust ventilation (LEV) system fitted to a chop saw and for failing to control exposure to wood dust from the use of a circular table saw. When HSE inspectors returned to the site, the circular saw was still being used, despite the company saying it had been taken out of use. Likewise, the chop saw and LEV was also still being used, and the company had not provided HSE with confirmation it had been examined and was adequately controlling wood dust exposure.

How did things go wrong?

The subsequent HSE investigation found the company had shown a disregard for health and safety due to their failure to comply with the improvement notices.

What was the outcome?

The company was found guilty of contravening two counts of Section 33(1)(g) of the Health and Safety at Work etc Act 1974 and Regulations 9(2) and 7(1) of the Control of Substances Hazardous to Health Regulations 2002. The company was fined £15,000 and ordered to pay £4,500 in costs.

More info

<https://workright.campaign.gov.uk/campaigns/wood-dust/>



Worker killed after being struck by an excavator

Summary

A construction company has been fined after a worker was struck on the head and killed by a 16-ton excavator.

What happened?

On 13 January 2021, the worker, an employee of the company, was undertaking groundwork activities in a partially excavated trench at a site in Ripon, North Yorkshire.

During the works, the 56-year-old was struck on the head by the moving bucket of the excavator suffering catastrophic injuries to his face and head. He was pronounced dead at the scene by the ambulance service.

The groundworks team had been preparing the trench for the laying of new drainage. The worker had moved to the foot of an existing manhole directly adjacent to the trench when the excavator was reported to have met resistance whilst digging. With nothing in place to prevent his entry into the danger zone of the excavator, he exited the manhole via a makeshift opening to investigate. However, the excavator driver and other workers were not in a position to see that he had entered the danger zone. Here the excavator bucket then swung into him with fatal consequences.

How did things go wrong?

The Health and Safety Executive (HSE) investigation found that the company had failed to identify or assess the risk arising from using the existing manhole chamber as an improvised refuge. This meant the company failed to implement a system whereby workers were prevented from entering the



dangerous working zone of the excavator while the machine was being operated by a driver with limited sight. There was also inadequate supervision on site, alongside a failure to carry out monitoring visits which would have identified crucial safety failings.

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 £330,500 and ordered to pay £9,141.80 costs.

Methane 'mega-leak' went on for months according to the BBC

The BBC has reported that in Kazakhstan, a catastrophic methane leak occurred at a remote well, releasing an estimated 127,000 tonnes of methane over six months. Considered to be one of the worst leaks ever, its environmental impact is likened to driving over 717,000 petrol cars for a year. The leak, which began on June 9, 2023, was only contained by December 25. Satellite technology played a crucial role in identifying and analysing the leak, highlighting the significance of methane, a potent greenhouse gas, in climate change discussions. Despite denials from the owning company about the leak's extent, scientific verification from multiple institutions confirmed the massive emission.

More info

See: <https://www.bbc.co.uk/news/world-asia-68166298>

World's first year-long breach of 1.5C warming limit

For the first time, global warming has surpassed the critical 1.5C mark over an entire year, signalling a pressing need for action against climate change. The period from February 2023 to January 2024 reached 1.52C of warming, according to the EU's Copernicus Climate Change Service. This development, despite not breaching the Paris Agreement, underscores the urgency in reducing carbon emissions to slow the warming trend. The influence of natural phenomena like El Niño, coupled with human activities, particularly fossil fuel combustion, has accelerated this warming. Although temporary relief may be seen with the end of El Niño, the long-term trajectory points towards continued warming.

More info

<https://climate.copernicus.eu/>

UK to ban disposable vapes



The UK government has announced a ban on disposable vapes to curb the rising trend of youth vaping and protect children's health. The move is part of a broader strategy to achieve the first smokefree generation, responding to the significant increase in vape use among children and teenagers. New regulations will also target the marketing and sale of vaping products to minors, including changes in packaging and display. Additionally, the government pledges £30 million annually to support enforcement efforts against underage sales of tobacco and vaping products.

More info

More information can be views at:

<https://www.gov.uk/government/news/disposable-vapes-banned-to-protect-childrens-health>



How can your organisation play a part in curbing CO2 emissions?

Our IEMA Pathways to Net Zero online course gives clear guidance on best practices in response to the climate crisis. Find out more at:

hsqe.co.uk/courses/iema-pathways-to-net-zero/

Safeguarding report published into the death of a child where 60 calls for help had been made

Warning: This article contains information about child neglect that some people may find distressing.

Summary

The Worcestershire Safeguarding Children Partnership has released a Child Safeguarding Practice Review following the murder of nine-year-old, AS in Droitwich.

The multi-agency review highlighted learning points, practice considerations and recommendations for a number of agencies, including West Mercia Police.

What happened?

AS died in February 2021 after suffering physical and emotional abuse at the hands of his mother (CS) and her partner (DH).

DH was found guilty of murder and CS was convicted of his manslaughter in June 2023. Both are now serving significant prison sentences for the abuse and cruelty that AS was forced to endure throughout his short life.

Sequence of events

The report highlighted a catalogue of missed opportunities by professionals. The following is a timeline described in the report:

- 2018: CS and AS move to Worcestershire. AS subject to child protection plan for neglect and he and mother were homeless.

- 2018: There was a transfer conference and AS was made subject to child protection plan for neglect for 6 months.
- 2019: AS now subject to child in need plan for 7 months.
- August 2019: DH meets CS. There are concerns from family and neighbours about DH's criminal history, his aggression, shouting at AS and cannabis use. CS advised to complete Clare's law application . A previous history of violence towards others was disclosed but there was no record of DH being a perpetrator of domestic abuse.
- September 2019: Strategy discussion. DH's long criminal history, marker for violence and drug dealing shared. Immediate safety plan in place. DH was under investigation for a burglary of an elderly man where firearms were stolen. CS said she did not believe DH posed a risk to her or AS.
- October 2019: Initial Child Protection Conference convened . Child protection plan and safety plan agreed.
- November 2019 Concerns shared by the neighbours that DH was seen behaving cruelly to AS. DH found to be in the home by the police. DH threatened neighbours with violence for sharing concerns.
- January 2020: Review Child Protection Conference . Safety plan to remain in place, but legal advice to be sought regarding whether the threshold was met to initiate Public Law Outline or make a care proceedings application.
- February 2020: There were concerns from neighbours about anti-social behaviour by CS and DH in the form of parties and loud music and DH's aggressiveness in response to complaints. AS was reported to be hungry in school.
- March 2020: CS physically abusive to AS and there was evidence of DH being drunk and aggressive to AS in the community.
- March 2020: COVID pandemic. Changes to operating procedures for all agencies. School open to support

- vulnerable children. CS would not allow AS to attend, despite this being an expectation for all children subject to child protection plans. School attendance was not enforceable during Covid.
- April 2020: Further concerns from neighbours about CS and DH seen behaving inappropriately and aggressively to him.
- April 2020: The Headteacher of AS's school raises concerns about the lack of progress of the child protection plan and increased risks to his welfare. Informed that a Legal Planning Meeting would be convened.
- May 2020: Legal Planning Meeting (LPM10). Risk assessment of DH to be completed. Parenting assessment of CS and AS's father.
- June 2020: DH caught shoplifting on 2 occasions. Was extremely verbally aggressive on the first occasion and on the second he punched a female shop assistant in the face. He was arrested and would be charged later.
- July 2020: Review LPM. Agreed that the threshold for proceedings was not met. Child protection plan to continue. DH now allowed to be in the home and required to engage with child protection plan, attend core groups, a parenting course, and anger management support.
- July 2020: Review Child Protection Conference rescheduled to October 2020 due to the local authority COVID critical incident arrangements, which meant that no children were removed from child protection plans during this period. Regular multi-agency core groups took place.
- August 2020: Neighbour shares concern with police that they can hear a child being harmed. This was responded to and denied by CS. DH not seen at the home. DH threatens to burn neighbours home down for sharing concerns.
- September 2020: AS returned to school. Concerns about AS being hungry and unkempt.

Cont.

Warning: This article contains information about child neglect that some people may find distressing.

Cont.

- October 2020: Review Child Protection Conference held. Child protection plan adapted by the Review LPM.
- October 2020: DH convicted of physical assault of a train guard. Two further offences were being investigated: the burglary and the assault of a shop assistant.
- November 2020: School was worried about AS; he looked unkempt he had a nasty ear infection and seemed unsettled. Discussed with lead social worker. Intelligence (uncorroborated) that CS and DH might be dealing drugs from the home.
- January 2021: Change of social worker. Child protection plan reviewed, contact with neighbours who were part of the plan and they expressed concerns, contact with maternal grandparents who said they were unaware of the child protection plan. DH found in CS's bedroom; having said he was not in the home. CS asked for change of social worker.
- February 2021: AS was murdered.

Anything else?

An investigation by the BBC established that more than 60 calls were made to police and social services before AS was killed by his mother, CS and her partner, DH.

More info

The report can be accessed at:

<https://www.safeguardingworcestershireshire.org.uk/wp-content/uploads/2024/01/CSPR-Worcestershire-Alfie.pdf>

UN says migrating species are under threat

Summary

A recent United Nations report highlights a critical and escalating crisis facing the world's migratory species. These species, lauded as the great adventurers of the animal kingdom, are integral to the preservation of Earth's diverse habitats. Through their extensive migrations, they facilitate nutrient transfer, pollination, and the maintenance of woodlands, thereby playing a vital role in the ecological balance of our planet.

Background

The report underscores a distressing reality: after decades of relentless exploitation, many of these migratory species now teeter on the brink of extinction. Over 40 years ago, the global community came together under the Convention on the Conservation of Migratory Species of Wild Animals (CMS) to safeguard these crucial species. Despite these efforts, the first-ever global assessment of their populations reveals a dire situation. Out of 1,189 species evaluated, one in five is threatened with extinction, with the predicament being even more severe for certain groups, such as 97% of the fish species listed under the CMS.

The primary culprits for this decline are human activities—excessive hunting, habitat destruction, climate change, and urban expansion, all contributing to an environment increasingly inhospitable for these species. The report suggests comprehensive measures to mitigate these threats, including the identification and protection of key migration pathways and biodiversity areas, reduction of infrastructure that impedes migration, such as dams, and the creation of

protected land corridors. Additionally, it calls for the restoration of 30% of degraded land and marine areas to support ecosystem recovery.

The report also highlights successful conservation stories, such as the recovery of the South Atlantic Humpback Whale population, which has rebounded from near-extinction to over 25,000 individuals, demonstrating the positive impact of targeted conservation efforts. By mapping migration corridors and implementing protective measures, there is hope for mitigating the threats to these species, including reducing bycatch, which is a significant risk for sharks and rays. The comprehensive approach recommended by the report emphasizes the urgent need for global cooperation to ensure the survival and thriving of migratory species, safeguarding the ecological integrity of our planet for future generations.



More info

The report can be accessed at:

<https://www.cms.int/en/publication/state-worlds-migratory-species>

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





IOSH Managing Safely®



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





IOSH Managing Occupational Health and Wellbeing



-  IOSH Approved
-  6-8 hours approx.
-  £125 + 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





IOSH Managing Sustainably



-  IOSH Approved
-  8 hours approx.
-  £125 + VAT
-  All course fees included in the price





IOSH Environment for Business



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

IOSH Working Safely®



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







Approved
training
provider
980

Online health, safety and welfare short courses





Abrasive Wheels Awareness



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





Asbestos Awareness (Category A)



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





Asbestos Awareness (IATP)



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

Asbestos Awareness for Architects and Designers







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

NEW
Course

Asbestos Awareness for Architects and Designers (IATP)







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

NEW
Course





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





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 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

IEMA Pathways to Net Zero







-  IEMA Assured
-  10-14 hours approx.
-  £175.00 + 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.
-  £ FREE
-  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

Online business short courses





Anti-Bribery Awareness



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





Anti-Money Laundering Awareness



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





Cyber Security Awareness



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





Data Protection and GDPR Awareness



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

Equality, Diversity and Inclusion Awareness







-  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







Modern Slavery Awareness



-  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



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





Food Safety and Hygiene - Level 1



-  IoH, 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



-  IoH, 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



-  IoH, 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







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



HACCP for Catering Level 2







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

NEW
Course

HACCP for Manufacturing Level 2



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





NEW
Course



All of our food safety and hygiene courses are endorsed by the IoH

HACCP for Retail Level 2



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

NEW
Course