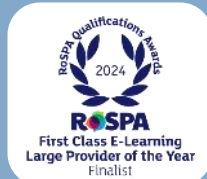




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H&S failures at waste and recycling centre

Summary

A company that operates several household waste and recycling centres in Wales has been fined for failing to protect workers and members of the public.

What happened?

The issue arose following an inspection by the Health and Safety Executive (HSE) on 6 October 2022.

A HSE inspector identified a risk of serious injury to both workers and the public.

Action was taken to stop the use of three waste compactor machines due to there being unrestricted access to the controls and to dangerous parts of the machines, namely the compaction chambers.

How did things go wrong?

A subsequent HSE investigation identified that the risks associated with the compactors operation had not been adequately assessed and there was no clear instruction or training provided to workers. The pre-use checks were considered inadequate and there was no recognised safe method of clearing blockages within the compaction chambers.

What was the outcome?

The company pleaded guilty to breaching Sections 2(1) and 3 (1) of the Health and Safety at Work etc Act 1974. It was fined £100,000 and ordered to pay costs of £10,077.

More info

HSE guidance, including information on the various safety hazards, is freely available on HSE's waste management and recycling webpages at:

<https://www.hse.gov.uk/waste/index.htm>



Company and its director prosecuted for multiple offences

Summary

The director of a Sheffield-based skip hire company has avoided an immediate spell behind bars after being found guilty of multiple breaches of health and safety law.



What happened?

Health and Safety Executive (HSE) inspectors visited the company's site in Sheffield, on 8 August 2022, after receiving multiple reports of poor conditions both there and along the public highway. When inspectors arrived, they found skips loaded with waste material stacked along the public highway and piles of other waste preventing workers from safely moving around the site, as well as blocking access to welfare facilities, including the staff toilets.

The HSE issued prohibition notices to prevent any further stacking of the already loaded skips. However, a follow-up visit less than a month later found no improvements had been made – as well as evidence the enforcement action had been ignored.



Subsequent enquiries found the company did not hold Employers' Liability (Compulsory Insurance), a legal requirement for employers. Further prohibition notices were served, including the prevention of hand sorting of waste materials from skips on the public pavement due to the obvious risks to members of public trying to walk past.

The subsequent HSE investigation found there had been a steep decline in general health and safety standards at the firm, giving rise to significant risk to employees and members of the public. With no effective health and safety management and an apparent loss of control over general conditions, there had been no attempt to reduce the risk from hazards on site to safeguard employees. The company, and its director, failed to

comply with the law, despite enforcement notices being served requiring action to be taken.



What was the outcome?

The company was found guilty to non-compliance with three Prohibition notices and to breaching Sections 2(1) and 3(1) of the Health and Safety at Work etc. Act 1974, and also Section 1 (1) of the Employers' Liability (Compulsory Insurance) Act 1969. The Company was fined £65,000 and ordered to pay £13,280 in costs. The director of the company (when HSE visited,) was found guilty to non-compliance with two Prohibition notices and to breaching Sections 2(1) and 3(1) of the Health and Safety at Work etc. Act 1974 by virtue of Section 37(1), and also Section 1(1) of the Employers' Liability (Compulsory Insurance) Act 1969. He was given an eight month custodial sentence, suspended for 12 months, and must complete 150 hours of unpaid work. He was also disqualified as a company director for a period of three years and ordered to pay £13,280 in costs.



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Workers struck by stone slabs

Summary

A manufacturing firm in Ipswich has been fined after two workers were struck by slabs of stone, with one of the men sustaining multiple bone fractures as a result.

What happened?

Three slabs of quartz stone fell from a stillage onto the workers when they were preparing to lift one of the slabs onto a saw bed.

After sustaining multiple bone fractures and soft tissue damage, one of the workers required a number of operations and has been unable to work for over two years. The 54-year-old sustained fractures to his right femur, hip, left tibia and foot. He has spent a total of 12 weeks in hospital.

The second worker sustained bruising to his body and required time off from work following the incident.



Footage of the incident is available on the HSE YouTube channel at: <https://www.youtube.com/watch?v=VtAhg1WgkQ&t=39s>

How did things go wrong?

A Health and Safety Executive (HSE) investigation found that the employer’s handling and storage of slabs was unsafe in that the material was not secure. The restraint system provided did not fit around larger sizes of material. The company also failed to accurately report the injuries sustained by the two workers under the RIDDOR regulations.

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 £6,600 and ordered to pay £4,875.40 in costs.

Anything else?

HSE guidance states slabs should always remain restrained during loading/unloading operations, whether from vehicles or from storage when any person could be in the hazard zone into which a slab might fall from its racked position or fail during lifting.

The HSE inspector said: “[the company] failed to grasp the importance of safe handling and storage of stone materials in stone masonry, with employees regularly working within the hazard zone of slabs during operations within its workshop. “The CCTV footage makes clear how serious this incident was, with one of the employees sustaining a number of horrific injuries which have affected his ability to return to work. Companies should be aware that HSE will not hesitate to take appropriate enforcement action against those that fall below the required standards.”

More info

Further guidance can be found at:

<https://www.hse.gov.uk/stonemasonry/handling-storage-slabs.htm>

Worker injured in a fall from a scaffold

Summary

A self-employed roofer has received a suspended prison sentence after a man suffered serious injuries after falling from scaffold in Devon.



What happened?

The injured man had been manually carrying old roof slates down a ladder attached to the scaffold platform at a domestic property when he fell, suffering serious injury, including five broken vertebrae, as well as skull and rib fractures. Devon Air Ambulance took him to hospital where he was put into an induced coma for five days. He has since made a remarkable recovery but does still suffer from the effects of his injuries.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the roofer failed to ensure the health, safety and welfare of his employee as he did not undertake any planning or appropriately supervise the work at height or supply suitable equipment to do the task safely.

The HSE investigation found that ladders were used to transfer heavy slate tiles to and from the scaffolding platform and this practice was not, so far as reasonably practicable, safe. There are alternative methods of transferring the slate tiles to and from a scaffolding platform that eliminate the need for ladders to be used for this task. These include the use of a pulley system or use of a mechanical conveyor.

What was the outcome?

The roofer pleaded guilty to breaching Regulation 4(1) of the Work at Height Regulations 2005. He was sentenced to 16 weeks imprisonment, suspended for 12 months and ordered to complete 150 hours of unpaid work in the community. He was also ordered to pay costs of £10,875.

Anything else?

Falls from height remain a leading cause of workplace death and serious injury. It is vital that employers plan work at height on any size building or roof work project. Every employer

should take suitable and sufficient measures to prevent any person falling a distance liable to cause personal injury. While ladders can be used for accessing a scaffold platform, HSE guidance states that they should only be used for low risk and short duration tasks. Work equipment or other measures must be used to prevent falls where working at height cannot be avoided.

More info

More information can be accessed at:

<https://www.hse.gov.uk/work-at-height/introduction.htm>



Wood dust failures

Summary

An Essex-based company that makes windows and doors has been hit with a £4,000 fine after repeatedly failing to protect its workers from exposure to wood dust.

What happened?

The company was visited by the Health and Safety Executive (HSE) on three occasions over a 12-year period.

Those visits, to the company's workshop in Colchester, identified large build-ups of wood dust around machinery as well as other health and safety breaches. These included workers not being provided with suitable respiratory protective equipment (RPE).

How did things go wrong?

A subsequent HSE investigation found the company failed to adequately control and prevent its employee's exposure to wood dust in the following ways:

- inadequate local exhaust ventilation (LEV) and a failure to have its LEV thoroughly examined and tested within the preceding 14 months;
- failure to have employees face fit tested for their RPE;
- common dry sweeping of wood dust;
- using compressed air lines for clearing of wood dust from machines;
- using incorrect L class vacuums; and
- failure to have employees who were exposed to wood dust under health surveillance.

For each of the failures above the solutions are widely known in the woodworking industry:

- Health surveillance should be undertaken for employees exposed to wood dust; a system of on-going health checks to detect ill-health effects such as occupational asthma at an early stage.
- LEV in woodworking should be subject to a thorough examination and test by a competent person, no less frequent than every 14 months. It is a detailed and systematic examination sufficient to make sure the LEV can continue to perform as intended by design and will contribute to the adequate control of exposure.
- Adequate LEV will be dependent upon the process, however guidance sheets for control of wood dust at woodworking machines are available for free from the HSE website.
- Face fit testing is required for tight fitting RPE to ensure that it fits the wearers face and does not leak, as this would increase the wearers exposure.
- Wood dust should be cleared on a regular basis using a minimum of an M class vacuum. Dry sweeping and use of compressed air lines should not be used for clearing of wood dust as they create plumes of dust that can then be inhaled once again.

Following the December 2022 inspection, three improvement notices were served relating to control of wood dust. A further improvement notice was served relating to arrangements for monitoring, guarding and other protection devices on machinery.

Each visit by HSE inspectors during the past 12 years had resulted in improvement notices being issued, along with other action taken. However, despite this, the company still failed to act, including to provide its workers with suitable RPE.

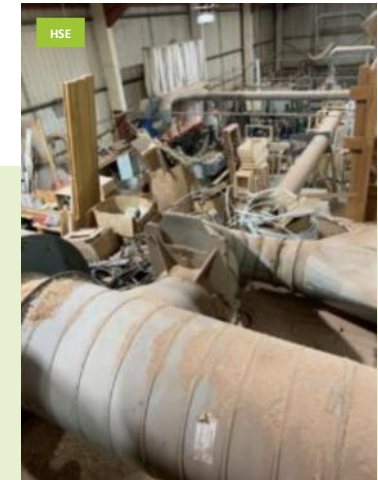
What was the outcome?

The company pleaded guilty to breaching Regulation 9(2), 11(1) and 7(1) of Control of Substances Hazardous to Health Regulations 2002.

It was fined £4,000 and was ordered to pay £2,792 costs.

More info

Guidance on wood dust can be found at: <https://www.hse.gov.uk/woodworking/wooddust.htm>



Man killed by exploding tyre

Summary

A Lancashire farm partnership has been fined £80,000 after a man died following an incident at a dairy farm near Preston. The man suffered fatal head injuries as he helped to inflate a tractor tyre at the farm on 7 May 2021. The father of one was working as a farmhand at the farm.

What happened?

At the time of the incident, he had been helping one of the partners in the business to re-seat and inflate a large tractor tyre. As the inner tube within the tyre was inflating, it suddenly exploded and the catastrophic release of compressed air propelled the wheel rim into the man, causing traumatic head injuries. He was taken to hospital and underwent skull and brain surgeries, but he subsequently passed away on 11 June after a further deterioration in his condition.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the company had failed to properly assess and plan the work activity. They also failed to identify and put in place the measures necessary to control the risks involved when inflating large commercial tyres. The investigation also found that the risk of an explosion was much higher because the tyre, wheel rim and inner tube were all in a poorly maintained condition. A suitable and sufficient assessment had not been made to determine whether the damaged tyre, inner tube and wheel rim were suitable to be inflated safely.

What was the outcome?

The company pleaded guilty to breaching regulation 2(1) of the Health and Safety At Work Act 1974. They were fined £80,000 and ordered to pay £8,605 costs.

Steeplejack killed in fall from height

Summary

A specialist construction company has been fined £60,000 after a worker fell to his death from a church steeple in Birmingham.

What happened?

The worker was employed to carry out restoration work to the church on 13 November 2020. The 64-year-old steeplejack had been suspended from the 60 metre tall steeple of the Grade 1 listed building, sitting in a 'bosun's chair' – a work positioning seat – when he fell, suffering fatal injuries.

How did things go wrong?

An investigation by the Health and Safety Executive (HSE) identified that the bosun's chair was not supported by a suitable backup system preventing falls, such as, a double or twin leg lanyard fall arrest harness.

What was the outcome?

The company, which has ceased trading since the incident, pleaded guilty to contravening Regulation 4(1) of the Work at Height Regulations 2005. It was fined £60,000.

Anything else?

Working at height remains one of the biggest causes of fatalities and major injuries. 50 people died as a result of a fall from height in 2023/24.

More info

Guidance is available from:

<https://www.hse.gov.uk/work-at-height/introduction.htm>



The man was suspended from the 60 metre tall steeple carrying out restoration works



The man had been sat in a 'bosun's chair' – a work positioning seat – when he fell

Wood dust failings

Summary

A furniture manufacturer has been fined after it repeatedly failed to protect its workers from exposure to wood dust.

What happened?

Inspectors from the HSE carried out a series of visits to the company over an eight year period, repeatedly identifying large amounts of wood dust. The first of those visits came in November 2015, when HSE offered advice on the control of wood dust. The site was visited again in April 2019, November 2021, and finally on 5 June 2023, as part of the workplace regulator's Dust Kills campaign, which targeted woodworking businesses due to the significant health risks associated with wood dust. However, on each of these three occasions inspectors observed excessive amounts of wood dust and served Improvement Notices.

What was the outcome?

The company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974, and were fined £6,000, and ordered to pay costs of £2,926.55.

Anything else?

Wood dust can cause serious and often irreversible health problems, including dermatitis and when breathed in excessively it can cause asthma and in the case of hardwood dust nasal cancer. Wood dust is also known to be flammable and, in certain situations, can cause a fire or explosion.

More info

Guidance for those in the woodworking industry is available at: <https://www.hse.gov.uk/woodworking/>



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Record-breaking global temperatures: January 2025 sets a new high

Unexpected temperature rise

January 2025 has become the hottest January on record, surpassing the previous high set in 2024. This unexpected temperature increase challenges predictions, as a shift away from the warming El Niño weather pattern was expected to bring cooler conditions. Instead, global temperatures remained elevated, continuing an alarming trend of record-breaking heat that began in mid-2023.

Background

The primary driver of this warming is the continued increase in greenhouse gas emissions from human activities, particularly the burning of fossil fuels. However, scientists are still working to understand why temperatures have been rising more rapidly than anticipated.

Several theories have been suggested. One possibility is that the recent El Niño may have had a delayed effect, releasing stored ocean heat into the atmosphere. Another is the ongoing rise in sea temperatures, which could indicate changes in ocean behaviour that are influencing global air temperatures. Additionally, a reduction in atmospheric aerosols—tiny particles that reflect sunlight and help cool the planet—may have contributed to the recent warming.

If the current trend continues, scientists warn that global warming may be accelerating beyond previous expectations. Some theories suggest that changes in cloud formation could further amplify rising temperatures, though this remains

uncertain. While predictions initially suggested 2025 might be cooler than recent years, the unexpected warmth has cast doubt on those forecasts.



The recent fires in Los Angeles were one of the costliest disasters in US history

El Niño and La Niña: How They Affect the Weather

El Niño and La Niña are opposing climate patterns in the Pacific Ocean that influence weather conditions worldwide. Together, they form part of the El Niño-Southern Oscillation (ENSO) cycle, which affects global temperatures, rainfall, and storm patterns.

El Niño: a warming influence

El Niño occurs when sea surface temperatures in the eastern tropical Pacific become unusually warm. This disrupts normal weather patterns and can lead to:

- Warmer global temperatures – The extra heat from the ocean warms the atmosphere, contributing to higher

global temperatures.

- Disruptions in rainfall – Increased rainfall in some regions, such as South America and parts of the US, leading to floods.
- Droughts in other areas – Reduced rainfall in places like Australia, Indonesia, and parts of Africa, increasing the risk of droughts and wildfires.
- Stronger storms – It can intensify hurricanes and cyclones in some regions, although it weakens them in others, such as the Atlantic.

La Niña: a cooling influence

La Niña is the opposite of El Niño, occurring when sea surface temperatures in the eastern tropical Pacific are cooler than normal. This often results in:

- Cooler global temperatures – The ocean absorbs more heat from the atmosphere, slightly lowering average global temperatures.
- More intense rainfall and storms – Some regions, such as Australia and parts of Southeast Asia, experience heavier rains and flooding.
- Drier conditions in other areas – The southern US and parts of South America can face drier-than-normal conditions.
- Stronger Atlantic hurricanes – Unlike El Niño, La Niña tends to increase hurricane activity in the Atlantic due to reduced wind shear.

Why do these patterns matter?

El Niño and La Niña can last for several months to a couple of years, significantly influencing weather extremes worldwide. While they are natural phenomena, their effects are becoming more intense due to climate change, which is raising baseline global temperatures and amplifying extreme weather events.



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Thames Water secures £3bn lifeline after court ruling

Summary

Thames Water has won a High Court battle to secure a £3bn rescue loan, reducing the prospect of the company coming under government control.

Background

Thames Water is the UK's largest water and waste company, but it was set to run out of money by the end of March and would have likely been placed into temporary nationalisation to keep services running.

The court decision has given Thames time to undergo a major restructuring, but the future of the company remains uncertain as it still has £19bn worth of debt and the ruling is set to be appealed.

Thames has faced heavy criticism over its performance in recent years following a series of sewage discharges and leaks. The supplier serves about a quarter of the UK's population, mostly across parts of southern England and London. It employs 8,000 people.

Since the dire state of the company's finances first emerged about 18 months ago, the government has been on standby to put Thames into special administration.

Regardless of what happens to the company in the future, water supplies and waste services to households will continue as normal.



Safer Internet:
Protecting
Children Online



Safer Internet:
Online Scams

11 February was **Safer Internet Day**, a global initiative dedicated to raising awareness about online safety, digital responsibility, and cyber resilience. As technology continues to evolve, so do the risks—but with the right knowledge and tools, it is possible to navigate the digital world more securely.

In support of achieving a 'safer internet for all' HSQE Ltd ran a campaign aimed at raising awareness of some key topics:

- Protecting children online (general)
- Protecting children online (social media)
- Protecting children online (online gaming)
- Online scams
- GDPR

More info

Our Safer Internet **LinkedIn** posts can be viewed at: [linkedin.com/company/hsqe-limited](https://www.linkedin.com/company/hsqe-limited) and our **Facebook** posts can be viewed at: [facebook.com/hsqe.co.uk](https://www.facebook.com/hsqe.co.uk)

Our Safer Internet **Blog Posts** can be viewed at: <https://hsqe.co.uk/blogs/>

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Winter Wellness: 5 Tips for Better Mental Health



VitalSkills
.co.uk

As the chill of winter settles in, many of us feel the effects of shorter days, darker evenings, and colder weather. These changes can take a toll on our mental health, leaving us feeling low, sluggish, or even isolated. January, in particular, is a challenging month for many, with the post-holiday slump, financial pressures, and lack of sunlight often amplifying feelings of stress and sadness.

One day stands out in the winter calendar: Blue Monday, often referred to as “the most depressing day of the year.” But while this label is not based on scientific fact, it serves as an important reminder to prioritise self-care and mental wellbeing. Below, we have outlined five practical tips to help you stay mentally well this winter and beat the blues, whether it’s Monday or any other day of the season.

1. Get Outside for Natural Light: Limited sunlight during winter can significantly affect mood and contribute to Seasonal Affective Disorder (SAD). Spending time outdoors, especially during daylight hours, can help regulate sleep and improve mood. Try taking a morning walk, sitting by a window, or opening curtains to let in as much natural light as possible. Light therapy lamps can also be a helpful alternative when natural light is scarce.

2. Stay Active: Regular physical activity releases endorphins that naturally boost your mood. You don’t need intense workouts—gentle exercise like walking, stretching, or home workouts can be effective. Aim for consistent movement to stay energised throughout the colder months.

3. Connect with Others: Winter can feel isolating, but maintaining social connections is vital for mental health. Reach out to friends and family for regular chats or virtual catchups. Consider joining community groups, attending local events, or volunteering to stay connected and engaged.

4. Maintain a Healthy Routine: Sticking to a consistent sleep schedule and eating balanced, nutritious meals can significantly impact mental wellbeing. Prioritise foods rich in vitamin D and omega-3s to support brain health. Also, limit caffeine, alcohol, and excessive screen time to help regulate mood and energy levels.

5. Seek Help When You Need It: If you’re struggling, remember that it’s okay to ask for help. Talk to a friend, family member, or a mental health professional. You are not alone, and support is always available. Organisations like Mind, Samaritans, and NHS mental health services can help when needed.

Winter wellness is not about perfection; it’s about balance and finding what works best for you. Even small adjustments to your daily habits can have a significant impact on your mental health over time.

For instance, when getting outside for natural light, aim to combine it with another activity, like listening to a favourite podcast or practising mindfulness as you walk. This can make the experience more enjoyable and help you stay consistent. Likewise, staying active does not mean you need to commit to a full gym routine. Simply stretching by a sunny window, doing a quick home workout, or dancing to your favourite music can give you the endorphin boost you need to tackle the day. Social connections also play a key role in maintaining mental wellbeing. Winter is a great time to schedule cosy catchups, whether over a cup of tea or a virtual chat. If you are unsure where to start, consider checking in on someone who might also be feeling isolated, chances are, you will both benefit from the interaction.

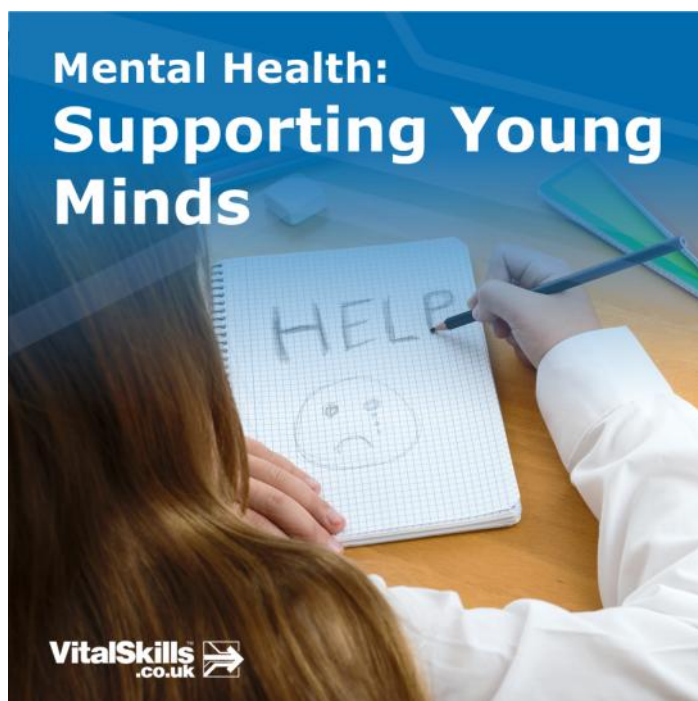
Finally, remember that seeking help is not a sign of weakness but of strength. With many resources available, from helplines to online forums, there is always someone willing to listen and help you navigate difficult emotions.

More info

If you need more support, these organisations offer valuable resources and assistance:

- Mind www.mind.org.uk
- Samaritans www.samaritans.org or call 116 123
- NHS Mental Health Services www.nhs.uk/mental-health

We published this blog post to coincide with ‘Blue Monday’ on 20 January 2025. The blog can be accessed at: <https://hsqe.co.uk/blog-winter-wellness-mental-health/>



Mental Health: Supporting Young Minds



Recent data shows that 1 in 5 school-age children in England now experience a mental health difficulty, yet only a third were able to access treatment last year. In addition:

- Between September 2021 and September 2024, the number of children and young people accessing treatment for mental health conditions in England increased by 27%, from 628,454 to 798,479.
- In 2020, 1 in 6 children aged 5 to 16 had a probable mental health condition, up from 1 in 9 in 2017.

These figures highlight the urgent need for early intervention and accessible support.

Recognising Signs of Mental Health Challenges in Children

Being aware of behavioural and emotional changes can help identify when a child may need support. Signs to look out for include:

- Withdrawal – Avoiding friends, family, or activities they once enjoyed.
- Mood swings – Frequent or extreme changes in emotions.
- School struggles – A decline in academic performance, lack of concentration, or skipping school.
- Sleep issues – Difficulty sleeping, nightmares, or excessive tiredness.
- Appetite changes – Eating significantly more or less than usual.
- Physical complaints – Regular headaches or stomach aches without a clear cause.

If you notice these signs, consider reaching out to a teacher, GP, or mental health professional for guidance.

Tips for Supporting Your Child's Mental Well-being

- Encourage open conversations – Let children express their feelings without fear of judgment.
- Establish routines – A structured daily routine provides a sense of security.
- Promote physical activity – Exercise releases endorphins, which boost mood and reduce stress.
- Limit screen time – Excessive phone and social media use can increase anxiety and depression.
- Model healthy coping strategies – Show children how to manage stress through mindfulness, relaxation techniques, and self-care.
- Seek professional help if needed – Support is available through GPs, schools, and organisations such as YoungMinds, Mind, and CAMHS. (See below)

Breaking the Stigma & Moving Forward

Children's mental health is just as important as their physical health. By creating a supportive environment, recognising early signs, and seeking professional help when needed, we can ensure that children grow into resilient, confident, and emotionally healthy adults.

More info

- The Place2Be website <https://www.place2be.org.uk/>
- The Mind website <https://www.mind.org.uk/>
- The Young Minds website <https://www.youngminds.org.uk/>
- The Child and Adolescent Mental Health Service (CAMHS) <https://www.elft.nhs.uk/camhs>

We published this blog and associated social media posts to coincide with 'Time to Talk Day' on 6 February 2025. The blog can be accessed at: <https://hsqe.co.uk/blog-mental-health-supporting-young-minds/>

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Lessons in Safeguarding from a recent major child protection case

WARNING: This article contains details of neglect. Some people may find this content distressing

Summary

A recent case has highlighted the critical importance of safeguarding measures in protecting vulnerable children. A police investigation uncovered a significant child abuse ring in Scotland, revealing severe neglect and exploitation within an environment where children were left unprotected. The case serves as a stark reminder of the need for vigilance, intervention, and the role of safeguarding professionals in preventing harm.

Early warning signs and missed opportunities

The children involved had been known to child protection services for years, with concerns first recorded in 2018. They exhibited visible signs of neglect, including malnourishment, extreme fatigue, and poor hygiene. One child was described as gaunt, with severe head lice, while another was noted to be underweight and hyperactive. Despite being placed on a child protection register and subjected to social service meetings, the full extent of their suffering was not identified until 2020.

This highlights a crucial lesson: early warning signs must be taken seriously, and safeguarding processes should focus on proactively investigating concerns rather than reacting when the situation worsens.

The role of trusted adults in safeguarding

The case came to light when a distressed child exhibited an

extreme reaction to being trapped in a room. This incident led to disclosures that revealed a harrowing pattern of abuse. A key element in the safeguarding process was the presence of trusted adults in community spaces who provided stability and care. These individuals, recognising distress in the children, maintained records of their observations and eventually alerted authorities.

This demonstrates the value of trusted adults in the community who may identify safeguarding concerns before formal systems do. Staff working in public spaces, charities, schools, and other community settings should be trained to recognise signs of distress and know how to escalate concerns effectively.

The importance of record-keeping and reporting

Once concerns were raised, law enforcement officers requested detailed documentation of the children's disclosures. This information played a key role in shaping the investigation and supporting legal proceedings. The ability to provide accurate, time-stamped records of concerns, behaviours, and interactions was critical in bringing the perpetrators to justice.

Safeguarding professionals must ensure that robust record-keeping and reporting mechanisms are in place, as these can make a significant difference in the outcome of investigations. Timely reporting to authorities is essential, as delays can allow harm to continue.

Multi-agency cooperation in child protection

The investigation required extensive collaboration between law enforcement, social services, mental health professionals, forensic specialists, and safeguarding teams. The nature of the case meant that child testimonies had to be carefully handled,

requiring input from child psychology experts to ensure that interviews were conducted sensitively.

This highlights the importance of multi-agency cooperation in safeguarding. Effective safeguarding requires a coordinated effort, ensuring that all agencies involved share information promptly and work together to protect children at risk.

Wellbeing support for those handling safeguarding cases

The case was distressing not only for the victims but also for those involved in the investigation. Due to the traumatic nature of the evidence, emotional support was provided to professionals working on the inquiry, including police officers, social workers, and even administrative staff transcribing testimonies.

This reinforces the need for organisations to offer wellbeing support to safeguarding professionals.

Key takeaways for safeguarding professionals

- Recognise early warning signs – Neglect and distress in children should always be taken seriously.
- Empower community safeguarding – Trusted adults in public and community settings can play a key role in identifying risks.
- Maintain accurate records – Clear documentation of concerns and disclosures is vital in supporting investigations.
- Strengthen multi-agency collaboration – Information-sharing and coordinated efforts improve child protection outcomes.
- Provide wellbeing support – Those working in safeguarding must have access to emotional and psychological support.

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Winter Wellness: 5 Tips for Better Mental Health



Learn with Us: Key Learning Styles



Congratulations to Max on achieving an incredible 97% on his IEMA Associate Member Assessment!

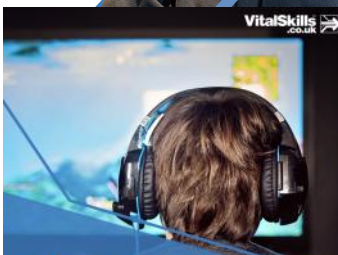
From all the team at HSQE Ltd.



Mental Health: Supporting Young Minds



Safer Internet: Protecting Children Online



Safer Internet: Online Gaming



Safer Internet: Online Scams



Safer Internet: GDPR

Why Choose Our Online Courses?

Ideal for **individual learners:**

- Immediate start
- 100% online
- 24/7 access
- Study anywhere
- Self-paced learning
- Engaging content
- Fast results

Ideal for **training coordinators:**

- Free dashboard to enrol students and produce management reports


Ideal for **organisations:**

- Saves time and money
- Wide selection of courses approved/assured by IOSH, IEMA, RoSPA, IATP, IoH & CPD
- Bundle offers and multi-user discounts
- Rated 4.84 out of 5 on Reviews.co.uk



IOSH-Approved Courses

IOSH Safety for Executives and Directors




IOSH
8hr approx.
£95.00 + VAT
All fees included in price

IOSH Managing Safely®



IOSH
16-24hr approx.
£125.00 + VAT
Includes 5 free courses

IOSH Managing Occupational Health and Wellbeing




IOSH
6-8hr approx.
£125 + VAT
All fees included in price

IOSH Safety Health and Environment for Construction Site Workers




IOSH
6-8hr approx.
£95.00 + VAT
All fees included in price

IOSH Working Safely®



IOSH
6-8hr approx.
£60.00 + VAT
All fees included in price

IOSH Managing Sustainably




IOSH
8hr approx.
£125 + VAT
All fees included in price

IOSH Safety Health and Environment for Construction Site Managers



IOSH
16-24hr approx.
£195 + VAT
All fees included in price


IOSH Environment for Business



IOSH
5hr approx.
£95.00 + VAT
All fees included in price


IEEMA-Approved Courses

IEEMA Foundation Certificate in Environmental Management NEW Course




IEEMA
30-40hr approx.
£460.00 + VAT
All fees included in price

IEEMA Environmental Sustainability Skills for Managers




IEEMA
10-14hr approx.
£125.00 + VAT
All fees included in price

IEEMA Pathways to Net Zero



IEEMA
10-14hr approx.
£175.00 + VAT
All fees included in price


IEEMA Environmental Sustainability Skills for the Workforce



IEEMA
6-7hr approx.
~~£90.00~~ £70.00 + VAT
All fees included in price


Sustainability Short Courses

Environmental Awareness at Home




CPD
60mins approx.
FREE
Includes 5 free courses

Environmental Awareness at Home and Work




CPD
90mins approx.
£6.50 - £15.00 + VAT
Includes 5 free courses

Environmental Awareness at Work




CPD
60mins approx.
£6.50 - £15.00 + VAT
Includes 5 free courses

Environmental Awareness for Construction Workers



CPD
60mins approx.
£6.50 - £15.00 + VAT
Includes 5 free courses

Environmental Awareness - Giving up Plastic



CPD
60mins approx.
£6.50 - £15.00 + VAT
Includes 5 free courses

Health, Safety & Wellbeing Short Courses

Abrasive Wheels Awareness



CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Asbestos Awareness (Category A)



RoSPA & CPD
 180mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Asbestos Awareness (IATP)



IATP
 180mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Asbestos Awareness for Architects and Designers



RoSPA & CPD
 180mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Asbestos Awareness for Architects and Designers (IATP)



IATP
 180mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Confined Space Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

COSHH Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Display Screen Equipment (DSE) Awareness



CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Display Screen Equipment (DSE) Assessor Awareness



CPD
 120mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Electrical Safety Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Fire Extinguisher Awareness



RoSPA & CPD
 60mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Fire Safety Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Fire Warden / Fire Marshall



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Health Safety and Welfare for Workers



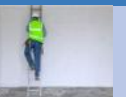
RoSPA & CPD
 4.5hr approx.
 £12.50 - £25.00 + VAT
 Includes 5 free courses

Infection Prevention and Control Awareness



CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Ladder Safety Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Legionella Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Lone Working Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Manual Handling Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Mental Health Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Mental Health Awareness for Managers



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Method Statement Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Moving and Handling People Awareness



CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Noise Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Risk Assessment Awareness



RoSPA & CPD
 90mins approx.
 £6.50 - £15.00 + VAT
 Includes 5 free courses

Sharps Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Silica Dust Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Slips and Trips Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 60mins approx. Includes 5 free courses

Slips, Trips and Falls Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Stress Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Stress Awareness for Managers



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Vibration Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Work Equipment Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Working at Height Awareness



RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Food Safety & Hygiene Short Courses

Food Allergen Awareness



IoH, RoSPA & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Food Safety and Hygiene - Level 1



IoH, RoSPA & CPD £6.00 - £10.00 + VAT
 60mins approx. Includes 5 free courses

Food Safety and Hygiene (Retail) Level 2



IoH, RoSPA & CPD £6.50 - £12.00 + VAT
 90mins approx. Includes 5 free courses

HACCP for Catering Level 2



IoH & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Food Safety and Hygiene (Catering) Level 2



IoH, RoSPA & CPD £6.50 - £12.00 + VAT
 90mins approx. Includes 5 free courses

Food Safety and Hygiene (Manufacturing) Level 2



IoH, RoSPA & CPD £6.50 - £12.00 + VAT
 90mins approx. Includes 5 free courses

HACCP for Manufacturing Level 2



IoH & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

HACCP for Retail Level 2



IoH & CPD £6.50 - £15.00 + VAT
 90mins approx. Includes 5 free courses

Safeguarding Short Courses

Autism Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Designated Safeguarding Lead (Adults)



CPD



150mins approx.



£12.50 - £25.00 + VAT



Includes 5 free courses

Safeguarding Children Level 1



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Child Mental Health Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Extremism and Radicalisation Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Safeguarding Children (Advanced) Level 2



CPD



120mins approx.



£7.50 - £20.00 + VAT



Includes 5 free courses

Child Online Safety Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Mental Health Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Safeguarding Vulnerable Adults Level 1



CPD



90mins approx.

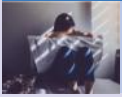


£6.50 - £15.00 + VAT



Includes 5 free courses

Child Sexual Exploitation Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Mental Health Awareness for Managers



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Safeguarding Vulnerable Adults (Advanced) Level 2



CPD



120mins approx.



£7.50 - £20.00 + VAT



Includes 5 free courses

Designated Safeguarding Lead (Children)



CPD



150mins approx.



£12.50 - £25.00 + VAT



Includes 5 free courses

Modern Slavery Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Safer Recruitment Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Business Short Courses

Data Protection and GDPR Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Equality, Diversity and Inclusion Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Anti-Money Laundering Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Cyber Security Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses

Anti-Bribery Awareness



CPD



90mins approx.



£6.50 - £15.00 + VAT



Includes 5 free courses