



Because  
Experience  
Counts

# Impact Report

2023

# **The British Safety Council believes that no one should be injured or made ill through their work**

**Since its foundation in 1957, the British Safety Council has campaigned tirelessly to protect workers from accidents, hazards and unsafe conditions, and played a decisive role in the political process that has led to adoption of landmark safety legislation in the UK.**

Its members in more than 60 countries are committed to protecting and improving the wellbeing of workers believing that a healthy and safe work environment is also good for business.

As part of its charitable work, British Safety Council leads health, safety and wellbeing networking forums for several sectors and facilitates and promotes best practice in Britain and overseas.

It also offers a range of services and products, including training, qualifications, publications, audits, consultancy, awards, events and a wellbeing programme. British Safety Council works closely with organisations, charities and individuals who share its vision of ensuring that every worker goes home at the end of the day as healthy as they were when they went to work.

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# Foreword by Mike Robinson

Looking back at 2022, it hardly seems plausible that so much happened in such a short space of time.

Covid didn't exactly dissipate but it does seem like a long time ago since Covid restrictions were lifted in the UK. It has obviously been a slower process elsewhere but due to the hard work of the medical profession around the world, Covid certainly entered the rear-view mirror in 2022.



Off the back of that positive came some serious challenges for most organisations, as if they needed any more. The newfound freedoms people experienced meant a slow move back to what people knew but also some reappraisal of what was important to them. People learnt to live with Covid and take personal responsibility for their health, but a large part of the global workforce considered departing their jobs, and in fact many did, putting increased pressure on our members and customers.

I reflected at the time that the pandemic may have led to people reassessing the nature of work, and indeed the workplace itself. The 'burnout' many people said they felt at work struck me as being related directly to their sense of wellbeing, which encompasses not only mental, physical and emotional health but also finances, environment, social and even spiritual wellbeing.

It certainly backed up why British Safety Council has focused so extensively on a more integrated approach to health, safety and wellbeing. In Q2, we took our Keep Thriving wellbeing campaign to Westminster and launched the campaign at the House of Commons. Then in the latter part of the year, we put in place support for smaller organisations with scarce resources and time to focus on wellbeing. Through the launch of free Keep Thriving wellbeing strategy workshops to SMEs and micro-organisations, we started to help those organisation most in need as well as their workers. In part, the idea was to inspire and encourage organisations and their leadership teams to take a more proactive approach to health, safety and wellbeing.

2022 also marked the return to face-to-face British Safety Council events after a 2 year break, the first major one being the ISA Gala Dinner in June at the Sheraton Grand London, hosted by Ben Fogle. This was then followed by the return of our annual conference with Col. Dame Kelly Holmes at Congress House in October and the Sword and Globe of Honour Luncheon in December. A key stand out from our annual conference was the speech from Kelly Holmes, who shared her story with an honesty and energy which touched everyone in the room. The Sword and Globe of Honour was also poignant as it was the first in living memory not to have been endorsed by the late Queen Elizabeth II, who sadly passed away prior to the event.

2022 was also notable as the fiftieth anniversary of the Robens Report on Safety and Health at Work. This paved the way for that landmark piece of legislation the Health and Safety at Work Act (1974), as well as the creation of the Health and Safety Executive (HSE). In Safety Management, we looked back at developments over the years and looked at what lies ahead for health and safety.

Being able to create and control our regulations was one reason we left the European Union. During 2022, steps started to be taken by the UK Government to review a whole host of EU regulations including those related to health, safety and wellbeing. The concern for us and others in our industry, was the seeming move to a possible slash to health and safety rules to help cut the cost of living. We started our campaign alongside others to stop the trashing of the great reputation the UK has for health and safety. We called on the government not to ditch standards, protections and common-sense regulations that have strong support from 'Red' and 'Blue' wall voters alike.

The cost of living did start to bite though and that led to strikes across the country and sectors. The first were the rail strikes, which brought the country to a standstill. Although these disruptions didn't really impact British Safety Council as we continue our hybrid working approach, they did impact many others.

Then we had the scorching summer. Almost without exception, every person in the UK and a lot in Europe, experienced it in one way or another. Questions started to be asked about whether we got the response right for people whose jobs require them to carry on working regardless. Did we prepare the public and businesses well enough for the risks to them and their property?

As we move into 2023, I'm mindful of what we learnt in 2022 but also the tremendous pressures on our people, members and customers. It is clear that the conflict in Ukraine will continue to impact us all but it is less clear at the time of writing on the direction the UK government will go when it comes to health, safety and wellbeing regulations. It is imperative that we all work together to ensure that the great legacy and successes of the past are not forgotten.

**Mike Robinson**  
Chief Executive  
British Safety Council

# Our Campaigns

**Our campaigns were bolstered in 2022 by the introduction and launch of our new campaign on workplace wellbeing, Keep Thriving, and we continued with our campaign activity on outdoor air pollution, through Time to Breathe.**

**We also campaigned and lobbied on behalf of our members on a range of other issues, including fire and building safety, COVID-19, and the future of regulation following Britain's exit from the EU.**





# Keep Thriving

**Keep Thriving is our latest campaign, launched in 2022, to help improve the wellbeing of workers, within and outside of the workplace, so that all of us can thrive.**

**Many employers are not sure how best to deal with this or manage wellbeing properly – and there is a big gap between good and poor approaches – so, this matters more than ever.**



British Safety Council Chairman Peter McGettrick with MPs Wendy Chamberlain and Dr Rosena Allin-Khan.



# Keep Thriving

## Keep Thriving Manifesto

There is growing awareness of the impact wellbeing has on individuals, organisations and society. We recognise there's a lot that happens in the workplace which has an integral impact on wellbeing, be it the environment, the culture, the facilities, inclusion and acceptance, the quality of work and the leadership within the organisation. Done well, wellbeing protects both the long-term health of an organisation and its workforce, as it improves performance, culture and motivation which supports productivity and profitability. It can also reduce costs linked to absenteeism, presenteeism, disability, ill-health and staff turnover. To achieve maximum benefit from wellbeing it must be an integrated approach encompassing health and safety best practice.

Our goal is that workers thrive in a wellbeing driven environment. We believe that harnessing the skills, talents, individuality, and contribution of every employee should be at the heart of a successful business.

It involves employers, government, and society giving a true value to, and understanding of best practice in wellbeing. This will require behavioural change and a change in the national cultural mindset fit for the future workplace and economy, dispelling myths, challenging taboos around mental health and combating old fashioned attitudes.

## Our Campaigns

Small, but consistent good habits and promoting the tangible benefits ultimately lead to results that may seem unachievable at the outset.

It means that leadership, commitment, and accountability for health, safety and wellbeing comes from the highest levels within an organisation. It demands true understanding and commitment by organisations to wellbeing and associated practices and measures that are appropriate, with workers actively involved in the development of an integrated health, safety and wellbeing strategy.

To ensure wellbeing is fully understood and integrated within the strategic objectives of all organisations, and their workplaces, British Safety Council is calling on national and local government, the Health and Safety Executive, businesses of all sizes, workplace charities, trade unions, professional bodies and third sector organisations to commit to our Keep Thriving Manifesto:

- 1 Organisations adopt a holistic approach to health, safety and wellbeing, focused on training people to enable prevention and avoid poor wellbeing.
- 2 Organisations appoint an executive director responsible for wellbeing, acting as a sponsor driving change.
- 3 Organisations actively engage employees in determining workplace wellbeing interventions that work for them.
- 4 Organisations make wellbeing an integral part of their culture and the way that they operate, ensuring policies, practices and risks are assessed with preventative measures in place.
- 5 Organisations provide wellbeing training to all line managers, so they have the confidence to communicate with employees with care and sensitivity and can direct employees to relevant support mechanisms.
- 6 Monitoring and reporting of wellbeing should be made simple and integrated into an existing system and be meaningfully reviewed at the highest levels.
- 7 Organisations evaluate the impact and efficacy of their wellbeing interventions on a regular basis, to ensure they adapt and respond to the changing needs of their workers.
- 8 Organisations include wellbeing as part of their health, safety, environmental, social, and governance (ESG) criteria.



Wendy Chamberlain MP, who hosted our Parliamentary launch event.



MPs and peers holding up Keep Thriving pledge cards at our Parliamentary launch event. Top to bottom; Munira Wilson MP, Jim Shannon MP, Baroness Blower, David Davis MP, Andy Slaughter MP.

We believe now is the time for all organisations to invest in wellbeing – there is a moral and ethical duty on all employers and leaders, the impact of not doing so has been brought into sharp focus by the global COVID pandemic, with a rising number of workers reporting that their mental as well as physical health and wellbeing, in its entirety, is suffering. This must change - the link between health, safety and wellbeing and productivity is strong and undeniable. A well worker is a productive worker.

### Target outcome – MP support explored

In June 2022, we held a reception for MPs and Peers in the House of Commons as part of the political launch of our Keep Thriving wellbeing campaign. We wanted to hold this in autumn 2021, but it had to be postponed twice, due to Covid and changes made by the House in terms of security and protocols.

The event was intended to raise awareness among MPs and Peers of the Keep Thriving campaign and our work on wellbeing.

Our sponsor for the event was Wendy Chamberlain MP, who is chief whip for the Liberal Democrats as well as shadow on welfare and deputy leader in Scotland. Wendy held roles in business in HR prior to becoming an MP.

Speaking at the event were Dr Rosena Allin-Khan MP, who as well as being shadow Minister for Mental Health works in an A&E department. British Safety Council Chairman, Peter McGettrick also introduced the event, outlining what Keep Thriving is, why wellbeing is important and what we want from employers, the Government and MPs.

We also had four employers in attendance who could talk from their experience about why wellbeing matters, and what they are doing to support their employees. They were:

- Emma Willey, Director, ACS Risk Group
- Steve Martin, Managing Director, Xmo Strata Ltd
- Mark Jackson, Managing Director, Merck Life Science UK Ltd
- Jo Francis, Business Development Manager, Stepping Stones Luton.

After initial drinks and canapes, a welcome speech from Wendy Chamberlain MP opened the event, followed by Peter McGettrick and Dr Rosena Allin-Khan MP.

A key part of the event was to ask MPs and Peers to show support and get involved. We wanted them to share their stories and examples with other organisations who might find it useful to hear about what they were doing to support and improve the wellbeing of their staff. MPs and Peers had the option to do that at the event, via our Keep Thriving newsletter or on our social media channels.

To show their support for Keep Thriving, we also photographed MPs and Peers holding one of our pledge cards and shared these on our social media channels. This included the MPs David Davis, Andy Slaughter, Munira Wilson, Jim Shannon and Paul Girvan, as well as Baroness Blower and our host MPs Wendy Chamberlain and Dr Rosena Allin-Khan.



### Target outcome – Employers and leaders equipped with education

Starting in October 2022, funded by the Keep Thriving campaign and delivered by Being Well Together, we offered free training designed to help promote and support workplace wellbeing among small and medium-sized enterprises (SMEs) and micro-sized businesses (micros).

We know that smaller organisations lack the resources that larger ones enjoy in terms of HR or health, safety and wellbeing support. There were 5.3 million micro-businesses in the UK in 2021, accounting for 95% of all businesses. The majority of businesses in the UK employ fewer than 10 people, though these only account for 21% of employment. SMEs employ 61% of people in the UK.

The activity we ran, comprised a series of free workshops, targeted at organisations with between 0 and 10 staff (micros) and between 10 and 500 staff (SMEs). Qualifying organisations were invited to apply to attend the workshops and as part of this were asked to commit to evaluating the impact of the activity as well as agree to act as a potential Keep Thriving case study. Each organisation received 3 hours of support through the workshops and was able to follow this up in a free consultation, where they chose to do so.

This was the first charitable activity the Keep Thriving campaign had delivered, since being conceived in 2021 and launched with MPs and Peers in June 2022 at the House of Commons. British Safety Council already offered free support to SMEs through its Being Well Together programme during the Covid pandemic, including mental health first aider training.

Free wellbeing  
support for up to

**250  
SMEs  
and  
micros**

## **Aim**

The aim of the activity was to encourage more SMEs and micro-businesses to develop their own wellbeing strategy and plan, by offering them a chance to discuss the benefits, opportunities and challenges of doing so with other organisations, in workshops led by our Head of Wellbeing, Marcus Herbert as well as other external/ associate trainers. The employers also learnt why wellbeing matters not just to their staff but also to the performance of their business.

## **Objectives**

Through the free Keep Thriving workshops we sought to:

- Provide up to 250 SMEs and micro-sized businesses, who lack HR resources enjoyed by larger organisations, with essential insights, support and tools to develop a wellbeing strategy
- Enable these employers to meet and discuss the benefits and challenges of developing a wellbeing strategy with other businesses and share perspectives as a small or micro-organisation
- Explore why taking a more holistic approach to wellbeing makes good business sense, and how better wellbeing leads to improvements in health and safety, and vice versa
- Work with the businesses to follow their progress after the workshops, tracking their development and evaluating their success for at least 6 months.

Through our promotion of the Keep Thriving activity, we:

- Ensured the activity delivered on its charitable purpose, objectives and aims by promoting it effectively to our target audiences
- Raised awareness of the benefits of better workplace wellbeing and encouraged more SMEs and micros to consider developing a wellbeing strategy
- Built awareness that British Safety Council is a charity focused on improving wellbeing as well as health and safety.

## **Audience**

- Leaders of micro-sized businesses (1-10 employees)
- Directors and line managers in small companies (50-99 employees)
- Directors and line managers in medium-sized companies (100-500 employees)
- Wider businesses who could benefit from knowing insights and understanding about developing a wellbeing strategy through our communications
- HR and other employer bodies who were able to support and promote our activity
- Government, MPs and politicians who were interested and could amplify our message about why better wellbeing matters to employers and their staff.

## **Results**

We held 8 workshops in November and December, which were attended by 72 people employed by SMEs and micro-sized organisations. We received 129 applications in total by the end of 2022 so continued to hold the workshops in 2023 to meet demand and fulfill our objectives.

## **Target outcome – Partnerships developed to aid influencing**

Keep Thriving gained 269 supporters during 2022, who have signed up to show their interest and support in the campaign as well as receive and share best practice information on wellbeing. This exceeded our target of 250 sign-ups and will help us to deliver on our campaign and charitable objectives around workplace wellbeing.

We also agreed to work in partnership with Institute of Occupational Medicine to undertake joint research on workplace wellbeing.

# Time to Breathe

**Our Time to Breathe campaign has been running since 2019 and during that time we have had many successes. 2022 marked a turning point in the campaign as we sought to make more use of specialist partners to help drive the campaign forward. As in previous years, our summary below follows the targets we set ourselves in the Time to Breathe theory of change.**



Dr Maria Neira from the World Health Organisation speaking at our Annual Conference.



# time to breathe

## **Target outcome – UK adopts WHO exposure limits for the main pollutants**

We wrote to Ministers to express our disappointment on the legally-binding air quality targets in the Environmental Bill, which we believed lacked ambition and fell well short of the WHO's new limits.

## **Target outcome – Clean air zones**

We supported the Client Earth campaign around Manchester Clean Air Zones, including meeting with them to discuss lessons learned from the Manchester Clean Air Zone and possible next steps. Since then, while little progress has been made in Manchester other schemes have been introduced elsewhere in the UK and work is ongoing by local air quality campaigners to shore up support and improve the design of the scheme in Manchester.

We supported the introduction of a Clean Air Scheme in Bristol on social media in November, as well as the announcement by the Mayor of London that the Ultra Low Emission Zone (ULEZ) would be expanded in August 2023 to include Greater London. This generated trade media coverage, including Access Point, a news website for the access and scaffolding industry and sustainable business website Edie, as well as positive engagement on our social posts.



We closed our Canary app in 2022.

### Target outcome – Air pollution monitoring app launched in London (Canairy)

Canairy is the name of the British Safety Council air pollution monitoring application, which was launched in 2019, with the help of Kings College London. The specific aim of the application was to start compiling data around actual worker exposures to air pollution in London. London was chosen due to the comprehensive nature of the air monitoring network, which isn't present elsewhere in the country. Canairy was subsequently able to capture thousands of pieces of exposure data from workers.

During 2022, we decided with the developers to decommission the app and remove it from the Apple and Android stores. Canairy was always designed to be a research tool and it had done its job.

**“Everyone deserves the right to breathe clean air.”**

### Target outcome – Partnerships in place with key allies e.g. trade unions. Start to provide evidence about risks

During 2022, we explored a number of partnerships with organisations we felt could support and help us take forward the key objectives of Time to Breathe. We linked up with:

- SPF Clean Air Programme – They bring together leading researchers from across a wide range of specialisms, spanning the physical, social and life sciences to the atmospheric sciences, arts and humanities. They believe that by working together, we can better predict and understand exposure to air pollution and its effects on our health, including the impacts on vulnerable groups such as children and older people.
- The Institute of Occupational Medicine (IOM) – They are active members of the safety and health community and aim to, and are, driving scientific advancements to protect and improve health through the workplace and wider environments.
- Asthma + Lung UK – They now co-ordinate the Healthy Air Campaign.
- Impact on Urban Health – Impact on Urban Health is a foundation, with an endowment fund to work with Guys and St Thomas's Hospitals to improve health outcomes in Southwark and Lambeth and reduce inequalities. It partners with businesses, universities and others to conduct research and try out pilots to find solutions to issues, like air pollution, obesity and mental health.
- Healthy Air Coalition – We attended various events, with its members across NGOs, charities and academia to discuss and shape the future direction of travel on air pollution policy and discuss findings of their research with the public.

**Target outcome – Expose outdoor air pollution as a serious risk to health**

We attended the Northern Air Quality News conference in May to take part in discussions and debate with key experts and influencers on air pollution.

We marked Clean Air Day on 16 June by attending a special meeting of the APPG on Air Pollution, which was addressed by the Minister for Air Pollution, Jo Churchill. Global Action Plan, which organises Clean Air Day, wrote an article for Safety Management.

We also attended the Air Quality News conference in London in November, where we asked a number of questions of speakers on the floor and posted on social media about the event.

**Target outcome – Awareness around the issue of poor air quality**

We wrote to the Parliamentary Under Secretary of State, DEFRA on the effects of air pollution on outdoor workers.

**People dying each year from air pollution in the UK**

**40,000**



# Other tactical work

Alongside our main campaign work, we also carried out tactical activities during 2022 designed to promote member interests and protect the health, safety and wellbeing of workers.





Royston Smith MP.



Mark Wilson, HSE.



Andrew Bulmer, CEO of The Property Institute.



Clive Betts MP.

## Fire and building safety

### **The Building Safety Bill offers some financial relief for leaseholders**

Royston Smith MP, wrote an article for our Safety Management magazine on the benefits of the new Building Safety Bill and also highlighted where improvements could be made, in his view, to ensure all play their part in fixing the issue of a lack of regulation and enforcement of building standards.

### **Fire safety design standards for tall residential buildings: room for improvement**

Mark Wilson of the Health and Safety Executive provided an update for Safety Management readers on the new fire safety regulatory regime, following the Hackitt Report and the introduction of Planning Gateway One.

### **Managing fire safety in high-risk residential buildings: the challenges ahead**

Andrew Bulmer, CEO of The Property Institute, marked five years since the Grenfell tragedy with a piece in Safety Management reflecting on progress made and work underway in the industry and by Government to tighten up standards.

### **England still lagging behind on fire safety in residential blocks**

Lucy Brown from the UK Cladding Action Group wrote for Safety Management on the new Building Safety Act coming into force, giving the group's assessment of it and setting out where it could still be improved.

### **Leaseholders and social housing providers on the hook for significant costs**

Clive Betts MP wrote in Safety Management on the Levelling Up, Housing and Communities Select Committee (LUHC) inquiry, which he chaired, into building safety remediation and funding. He set out how his committee is campaigning for equity between social housing tenants and leaseholders and that leaseholders should not pay a penny to rectify a problem they played no part in creating.

### Wellbeing at work

#### **Menopause at work: women need better support from employers**

Caroline Noakes, MP, wrote an article for Safety Management to mark World Menopause Day on 18 October and talked about why we all need to better understand the issue. She said: “Employers who fail to take action to help their menopausal employees not only risk losing talent and skills, and breaching health, safety and equality law, they are also taking considerable financial risks.”

#### **Home and hybrid working post-pandemic: getting it right**

Clare Forshaw, an occupational health and hygiene professional at Park Health & Safety, wrote in Safety Management about the benefits and risks to our wellbeing, with more of us working remotely and from home, following the pandemic. Clare wrote: “The growth in home working can potentially boost worker wellbeing through steps like the removal of the daily commute, but employers need to ensure it doesn’t result in unwanted problems, like a failure to spot the signs of stress in their remote teams.”

#### **Did curiosity really kill the cat?**

Sam Peters, British Safety Council Board member and chair of the Being Well Together Committee, explored in Safety Management the value of curiosity, given we are all warned against too much of it, and how useful it is to organisations.



**“Employers who fail to take action to help their menopausal employee... risk losing talent and skills.”**

Caroline Noakes, MP.

## Air pollution

### Vehicle MOTs must be improved to reduce air pollution

Barry Sheerman MP wrote for Safety Management about his proposal to include diesel particulate filters in the MOT test, in his Parliamentary Private Member's Bill, because a single faulty filter produces the same amount of pollution as a three-lane, 360-mile-long traffic jam with vehicles that have proper, functioning DPFs fitted.

## Covid

### Long Covid: employers need guidelines on managing its impact on affected workers

Layla Moran MP, a member of the APPG on Coronavirus, wrote for Safety Management on the increasing number of people suffering from Long Covid and the impact this is having on the NHS, the workplace and the individuals themselves. She called for employer guidelines and Long Covid to be recognised as an occupational disease and for a compensation scheme.

## Summer temperatures

A new record high temperature for the UK was set on Tuesday 19 July 2022, of over 40 degrees Celsius at Heathrow airport. In the week leading up to the heatwave, British Safety Council posted a number of social media messages on Twitter, LinkedIn, Facebook and Instagram, with information and advice for employers and their staff. We also published an article in Safety Management, in which Rachel Suff, Wellbeing Adviser for professional HR body the CIPD, advised employers to embrace flexible working during the heatwave.

## Unchecked

We joined Unchecked as a supporter, and have started attending their events and liaising with them on potential future joint working on research etc.

## Head injuries

We linked up with Dawn Astle, Rachel Walden and Keith McIntosh who campaign for better prevention of head injuries in football and other professional sports, on behalf of the Jeff Astle Foundation. We explored options and approaches with them for lobbying on the issue.

# Safety, Health & Wellbeing **LIVE**

FARNBOROUGH INTERNATIONAL | 28-29 SEPTEMBER 2022

## SHW Live

We printed 3,000 copies of Safety Management and took them to SHW Live – Manchester in May as the official journal and guide to the event. We used this issue to mark 50 years since the Robens Report in our main feature article. Paul Fakley, Engagement Director at British Safety Council, also chaired a morning plenary session of speakers.

At SHW Live – Farnborough, Safety Management magazine was again the official show guide. We printed 2000 hard copies of the magazine for the show, with half of the publication devoted to the guide and the rest to our usual news, features and opinion pieces. Our cover story was on authentic leadership. We live tweeted and posted on a number of the presentations including ones by Dr Julie Riggs, Marcus Herbert and Peter Kelly, Head of Programme at Mates in Mind.

## Joint industry working

We attended the HSE's quarterly campaigns meeting with key stakeholders including NEBOSH, IOSH, BOHS, Mind, CIEHF and ACAS, where we gave updates on our activity and plans. The sessions were useful in ensuring a coordinated approach to communications across organisations and particularly with the HSE.

# News and Media

IN THE NEWS BRITISH SAFETY COUNCIL

The quantity and quality of our PR activities remained high in 2022, albeit the press landscape seemed tougher to gain widespread coverage. A febrile political atmosphere and reduced coverage of Covid, made it more difficult for some of British Safety Council's messages to cut through. Despite this, we saw some pleasing results, particularly in our international coverage and UK trade publications.



## Key highlights

- Reactive commentary on our work was up 14% year-on-year
- Our coverage in India went from strength to strength, with India national news up 10% and India trade news up 3562%.
- This also had a positive impact in world news outlets with coverage up 1124% year on year.
- UK trade coverage was positive and up 292% year on year

From brand tracking we can see that:

- As a result of our wellbeing PR and campaign activity, for members and customers wellbeing was in the top 3 most memorable things they had seen from British Safety Council
- Covid coverage dropped back as the pandemic started to take a back seat
- Awareness of ISA coverage was up particularly with customers, with a 46% recall rate
- Five Star Environmental Sustainability Audit also managed a top 3 place for member recall driven by India PR agency activity.

## Key areas of commentary

- We commented on figures from Friends of the Earth Scotland, which showed that air quality breached legal limits during 2021 in Glasgow despite traffic levels continuing to be lower due to Covid (January)
- We issued a press release around government cladding remediation funding (January)
- We agreed a new regular British Safety Council feature in HSM Magazine where we answer peoples' health and safety questions each month (February)
- We encouraged employers/ employees to remain cautious as COVID restrictions were relaxed (February)
- We challenged Government ambition in its proposed air quality targets (March)
- We stated that asbestos toxic legacy must be tackled (April)
- We published an article in The Competent Person Magazine by Keith Whitehead on the benefits of nature to wellbeing (April)
- We supported MPs challenging haulage firms to improve 'squalid' drivers' facilities (June)
- We challenged that people's wellbeing should be as important as their health and safety at work (June)

- We ran an article in House Magazine about our Keep Thriving Parliamentary reception (June)
- Mike Robinson, British Safety Council CEO, signed a letter with 40 other organisations to the future Prime Minister, from Unchecked UK, which was published in the Guardian and Business Green. British Safety Council was mentioned prominently in the Guardian article, which included calls by all the organisations on the new PM to keep vital regulations that they say are necessary safeguards for the public. The letter was also covered by MSN and Exec Review magazine (August)
- We expressed our sadness along with millions of others around the world at the death of Queen Elizabeth II (September)
- We promoted the launch of our free charitable wellbeing strategy workshops extensively (October)
- We lobbied on the Retained EU Law Bill (REUL), calling for it to be changed or scrapped. (November/December)

**India trade coverage up  
year-on-year by**

**3562%**

# Engagement

**Engaging with our audiences and stakeholders is a vital part of communicating with our network of members, customers and other contacts.**



British Safety Council Chairman, Peter McGettrick visits HS2 Old Oak Common site.



## HS2 visit

In July 2022, British Safety Council Chairman, Peter McGettrick, was given a tour of one of HS2's biggest sites and heard how it is going about making sure people stay safe, healthy and well even on this massive project.

Hosted by HS2's Client Director of Stations Huw Edwards and Ros Seal, Head of Health and Safety for Stations, Peter saw progress being made on Europe's biggest infrastructure project, at its Old Oak Common site in Northwest London.

HS2 has put in place a number of working groups which lead and co-ordinate health, safety and wellbeing across its supply chain. Keen to demonstrate its commitment to people living along the route of the railway, it currently has over 200 projects with local communities, and is planting over 7 million trees and bushes.

With around 20,000 people currently employed of an eventual 34,000, ensuring all people stay safe, healthy and well is a top priority for the project. Peter heard about progress made on HS2's 'Safe at Heart' programme over the past five years, on seven focus areas and 21 commitments around occupational health, safety, and wellbeing.

Commenting on his visit, Peter McGettrick said: "Coming to Old Oak Common underlines to me the sheer size and scale of HS2, how it will change the way we travel in the UK and the precision required in planning and delivering it. We all thought the Olympics was impressive, this blows that out of the water. Which is why the work HS2 is doing to keep people safe, make sure they remain healthy and monitor how well they are during the lifetime of the project is so important. We look forward to hearing more about the progress of this vital work and seeing how it develops over the coming years."

## Policy Newsletter

British Safety Council has been sending out regular monthly policy updates to members and customers for many years via an e-Newsletter. In 2022, we radically updated the format and design of the newsletter to make it more engaging and accessible and provide a digest of updates on UK and International policy developments.

It now contains shorter updates on health, safety and wellbeing as well as the environment and climate change, with links to the full content, and goes out to around 50,000 people each month.

During 2022, we saw the average open rate for the Policy Newsletter increase ahead of 2021. The average rate of people going beyond opening to click on a link in the newsletter doubled through the year.

For members, this supplements the regular information they received via our Croner-i information and advice services.

Our redesigned Policy Newsletter.



**BRITISH SAFETY COUNCIL** Because Experience Counts

**British Safety Council**  
Policy Newsletter  
July 2022

Welcome to July's health, safety and wellbeing update from British Safety Council.

The recent heatwaves across the UK, Europe and various parts of the world have brought our own health, safety and wellbeing into sharp relief. They have also reminded us (if indeed we needed to be) of the risks that climate change is already posing – to our health, our livelihoods and the environment we inhabit.

While many people enjoy the heat, others have to endure living and working conditions that our laws prohibit even for the animals in our care. While, for practical reasons, we may not wish to set maximum temperatures at work, how can we ensure we are all better prepared, and indeed protected, for what will undoubtedly be more frequent occurrences in the future?

We hope you enjoy our latest newsletter containing UK and international news and content relevant to our work, campaigns and members' interests.

Please do get in touch if you have any comments, questions or suggestions, and email us at: [policy@britsafe.org](mailto:policy@britsafe.org)

Best wishes,  
**Stephen Cooke**  
Head of Policy and Communications



**UK Update**

**Environment and climate change**



**Record UK temperatures bring health, safety and wellbeing into the sunlight**

A new record high temperature for the UK was set on Tuesday 19 July, with 40.3 degrees Celsius provisionally recorded at Coningsby, Lincolnshire.

In the week leading up to the UK heatwave, British Safety Council posted a number of social media messages on [Twitter](#), [LinkedIn](#), [Facebook](#) and [Instagram](#), with information and advice for employers and their staff.

We also published an article in *Safety Management*, in which Rachel Sutt, wellbeing adviser for professional HR body the CIPD, advised employers to embrace flexible working: "Where possible, employers should be flexible with working arrangements and allow people to work from home in very hot weather if they will be more comfortable and productive at home. Commuting can be arduous in hot weather, so allowing people to stagger their start and finish times to avoid traveling at peak rush hour could help."

There is no law in the UK for maximum working temperature, or when it's too hot to work.

The TUC recommends keeping workplace buildings cool by opening windows, using fans, and moving staff away from windows or sources of heat. Working in more casual clothing than normal – leaving the jackets and ties at home – will also help keep people cool.

HSE says workers should also have easy access to cool water and be encouraged to drink it frequently in small amounts before, during and after working. Employers should also provide periodic rest breaks and rest facilities in cooler conditions. HSE says that: "In offices or similar environments, the temperature in workplaces must be reasonable."

## Brand tracking

British Safety Council regularly carries out brand tracking. This is done to ascertain the health of our brand, obtain comparisons with competitor organisations, gauge interest and happiness with our products and services, as well as understand awareness and cut through of marketing and campaigning activities.

The latest research carried out at the end of 2022, with both members and customers, showed some positive year on year movements, with 448 respondents.

Overall, there seemed to be some evidence that with Covid subsiding organisations were starting to get back into purchasing training in a bigger way. There was also a small positive movement in the purchase of wellbeing services but this still appears to be a slow burn.

British Safety Council once more came out strongly for awareness as in the previous year. Overall though, there seemed to be a general decline in familiarity across the board for health and safety brands which could be down to a post Covid impact, where organisations don't see as much need for health and safety advice services.

Despite this, there was again a broadly positive picture with British Safety Council coming out strongly as being a favourite particularly from Members compared to other membership organisations around the world.

The view of British Safety Council products and services was also broadly favourable with a positive jump across members and customers in likelihood to purchase from British Safety Council, with best results since tracking started. Also, the BWT Programme seemed to start having more cut through with members

We put a fair amount of effort into driving our Keep Thriving campaign forward and this was rewarded with strong membership awareness levels.

The proof of a good year really can be seen in the Net Promoter Scores we achieved, and in 2022 these were superb across members (34) and customers (36).



Our Chairman, Peter McGettrick inspecting HS2 Old Oak Common.

# Our Awards

**We continue to run our two long-standing award schemes, the International Safety Awards and the Sword and Globe of Honour.**



ISA Gala Dinner 2022.



International  
Safety Awards

## International Safety Awards

In 2022, 549 organisations of all sizes and sectors won British Safety Council's acclaimed ISA awards, from 647 entries. They came from as far as Africa, Asia, India, mainland Europe and the Middle East. 135 applicants achieved a distinction, 204 achieved a merit and 210 achieved a pass.

Only the best of the best won an overall category award, and a full list of the winners is below.

### FREE TO ENTER AWARDS

#### CEO of the Year

**Winner:**

**James Cumming –  
Simple Safety Advice Ltd**

During the pandemic, James ensured all his clients had access to reliable COVID test kits allowing them to remain productive and maintain business as usual. He also partnered with an HR company to provide specialist advice on compassionate staff issues, including health assessments. He completed site audits and training remotely to support site managers and ensure those additional safety procedures were being adhered to. Some clients requested frequent audits to ensure new safety measures were consistently implemented, which James accommodated.

**Highly commended:**

**Mr. Ibrahim Lari – SIBCA**

## Our Awards

### Health, Safety and Wellbeing Ambassador of the Year Award

**Winner:**

**Nick Millington of Network Rail**

Nick is the leader of the Network Rail Safety Task Force. He has led a fundamental change in the safety of track workers. Nick spearheaded the elimination of unassisted lookout working when lookout working was disproportionately risky. In partnership with track workers and signalling teams, Nick improved planning methods, track safety equipment and training while ensuring no risk is transferred to another area. Nick also championed the permanent reduction of this form of working as the railway has a history of elasticity and reverting to previous ways of working.

**Highly commended:**

Liz Gandara of Collaborative Procurement Partnership

Captain Mansoor Khalfan Al-Mansoori of the Dubai Police

### Health and Safety Transformation Award – sponsored by Croner-i

**Winner:**

**NDT Global**

NDT Global began transitioning from a “Zero Harm” to a “Beyond Zero Harm” strategy to ensure their focus evolved beyond zero accident statistics. Through extensive employee interviews, they identified that areas such as mental health and wellbeing, the environment and positive safety culture were significant to their people. Adopting a new strategy dramatically increased their focus on employee mental health and wellbeing. Their objective was to raise employee awareness of the risks, preventative measures, and resources to support their mental health and wellbeing.



### NEW: Seize the Opportunity Award

**Winners:**

**K-Electric**

As COVID-19 entered Pakistan in 2020, K-Electric’s role became more important in ensuring continuous power supply to everyone. KE immediately formed a COVID-19 Response Committee to closely monitor the situation and take quick decisions. Various wellbeing webinars were launched. Online training for stress and resilience was also delivered. Two centres were set up for company employees and families to provide free-of-cost vaccination, and all KE staff were fully vaccinated within four months. KE also launched a Mobile Health Vaccination unit fleet to facilitate access to vaccines in communities across Karachi and its adjoining areas.

**Don Catchment Rivers Trust**

The lockdown of March 2020 could have been a crisis for Don Catchment Rivers Trust. The organisation has a strong community engagement and volunteering programme built around encouraging people to get out, enjoy their natural heritage and participate in community events and activities. Yet, the lockdown meant that the way they worked had to stop. So, Don Catchment Rivers Trust changed the way they worked and re-wrote their engagement plan. All employees agreed to work towards the same goal to get through lockdown for as long as needed and beyond with support from trustees and funders.



## The James Tye Award

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### Winner:

#### BAE Systems

Whilst focusing on critical safety controls and lifesaving rules, BAE Systems found a greater need to engage with its workforce quickly and easily, especially employees without regular computer access. Safety in 60 is BAE Systems solution for allowing critical safety information to be available to employees, customers, contractors and visitors in bite-size chunks and using QR technology to make the information more accessible. This simple solution was to take multi-page complex procedures, summarise them into 60-second videos, and make them available at the point of work.

## Team of the Year Award

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### Winner:

#### Khon Kaen Road (Thailand) Safety Warriors

Khon Kaen Road Safety Warriors, is a road accident reduction community, that aims to reduce road accidents in dangerous areas in Khon Kaen. It is made up of a collaboration between organisations of 3E principle: Education, Traffic Engineering, and Law Enforcement. All organisations are volunteers with no compensation. The key focus was to embrace technology to reduce road accidents as well as improve law enforcement efficiency. The results show the number of road accidents has been reduced significantly. It also showed the impact of community collaboration.

## Wellbeing Initiative Award – powered by Being Well Together

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### Winner:

#### Collaborative Procurement Partnership

The objective of the Collaborative Procurement Partnership was to find innovative and inclusive ways of supporting the health and wellbeing of colleagues during the COVID-19 pandemic as they continued to supply vital products to the NHS. They were keen to ensure they provided a range of new and ground-breaking initiatives to support staff physical, mental health and wellbeing. The plans were developed for their staff, by their staff either directly or through their Employee Consultation Group. Off the back of initiatives, they had overwhelmingly positive feedback from staff and significant improvements in absences in 2021 compared to 2020.



## BEST IN SECTOR

### Art and Culture – Museums, Galleries

#### Sector winner:

Wilson James Ltd – Tate Galleries

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### Construction and Property Activities

#### Sector winner:

EMCOR UK

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### Education

#### Sector winner:

Khalifa University

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### Financial, IT, Legal, Scientific and Technical Services and Media

#### Sector winner:

Eversheds LLP

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### Health and Social Care

#### Sector winner:

Lifeways

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### Leisure, Sports Clubs, Hospitality and Catering

#### Sector winner:

Elior UK

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### Local Government, Defence and Public Service

#### Sector winner:

BAE Systems Naval Ships

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### Manufacturing

#### Sector winners:

Nobia UK – Darlington  
Emballator Packaging Ltd

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### Power and Utilities

#### Sector winner:

Kuwait National Petroleum  
Company – Projects Department

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### Transport, Distribution and Storage

#### Sector winner:

Wilson James Ltd

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### Wholesale and Retail Services

#### Sector winner:

Nippon Gases UK Ltd

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### BEST IN COUNTRY

#### China

##### Country winner

The Second Construction Limited  
Company of China Construction  
Eighth Engineering Division

#### East Africa

##### Country winner

Larsen & Toubro Mauritius Metro  
Express Project

#### Egypt

##### Country winner

China State Construction  
Engineering Corporation Ltd

#### India

##### Joint country winners:

Eon Hinjewadi Infrastructure Pvt. Ltd  
ICC Realty India Pvt. Ltd  
Eon Kharadi Infrastructure Private Ltd

#### Kuwait

##### Country winner

Kuwait National Petroleum  
Company – Projects Department

#### Pakistan

##### Country winner

Engro Fertilizers Daharki

#### Qatar

##### Country winner

ASHGHAL – KEO International  
Consultants – HBK Contracting  
Company – Roads & Infrastructure  
in Umm Slal Mohammed Phase 02  
(DN005-P01)

#### Saudi Arabia

##### Country winner

WSP Middle East – DGDA Bujairi  
Car Park Project

#### Singapore

##### Country winner

Or Kim Peow Contractor (Pte) Ltd:  
ER443-Walk2Ride

#### South, West & Central Africa

##### Country winner

INDORAMA ELEME  
PETROCHEMICALS LIMITED – PORT  
HARCOURT, NIGERIA

#### Turkey

##### Country winner

ASELSAN

#### United Kingdom

##### Joint country winners:

EMCOR UK  
UNIPART GROUP LTD

#### UAE

##### Country winner

Dubai Duty Free

### CHIEF ADJUDICATOR'S AWARD

#### Country winner

##### EMCOR UK

EMCOR UK provides customer-centric solutions through workplace transformation, integrated facilities management, project solutions, data-led asset management services and carbon reduction. They have a track record of success in some of the most complex and regulated workplaces in the UK – delivering services to industry sectors including life sciences, defence, nuclear, hi-tech manufacturing and central government. EMCOR UK ISA application achieved the highest score of all the 549 ISA submissions made in 2022.

More information on the International Safety Awards can be found at: [www.britsafe.org/isa](http://www.britsafe.org/isa)



## SWORD AND GLOBE OF HONOUR

The 2022 awards marked the 43rd consecutive year in which British Safety Council had awarded the Sword of Honour for health and safety management excellence and the 11th year of awarding the Globe of Honour for excellence in environmental management.

The winners achieved the maximum five stars in British Safety Council's independent Five Star Health and Safety and/or Environmental Management audits in the period 1 August 2021 to 31 July 2022. They also demonstrated to an independent adjudication panel that they had a proven track record and culture of best practice for excellence in health and safety or environmental management that runs throughout the business, from the shop floor to the boardroom.

Over a hundred organisations around the world demonstrated they were the 'best of the best' and were awarded prestigious Sword of Honour and Globe of Honour Awards by British Safety Council at an event held in London, on Friday 9th December.

The year's winning organisations came from a broad range of industry sectors in the UK, India, the Middle East and Europe, including construction, energy generation, manufacturing, hospitality, facilities management, housing, retail and transport.

The 95 Sword of Honour and 11 Globe of Honour winners demonstrated to an independent adjudication panel their proven track record of excellence in managing risks to workers' health and safety and/or to the environment from the organisations' activities.

We paid particular tribute to six organisations that won both the Sword of Honour and the Globe of Honour. They were:

- BAE Systems Naval Ships
- DEWA Dubai Electricity and Water Authority
- DHAM Bluewaters (Retail Destination) and Shorooq (Residential Community)
- Milaha Container Shipping
- Milaha Gas & Petrochem
- Milaha Shipping Agencies
- TECOM Group Dubai Studio City
- Unipart Logistics

Three organisations were also selected for special recognition:

- The first was Unipart – not only have they year after year won a Sword of Honour, but they were also one of the first organisations to undergo the Five Star Wellbeing audit.
- The second was DEWA – in 2022, they once more won both a Sword of Honour and a Globe of Honour. No organisation has won both awards more often than DEWA.
- The third organisation was DLF. In 2022 we presented eighteen Swords of Honour to different DLF sites, which was simply an amazing achievement.



# Our Events

**Our events ranged from our flagship awards dinners and annual conference to regular webinars.**



IOM Chief Executive, Nathan Baker, speaking at our Annual Conference.



### **International Safety Awards Gala Dinner**

After a 2 year break, British Safety Council held its International Safety Awards Gala Dinner on 24 June to celebrate the International Safety Awards (ISAs) 2022, at the Sheraton Grand Park Lane in London.

The event was hosted by broadcaster and adventurer Ben Fogle and was the first to take place since 2019, due to the Covid pandemic. The prestigious occasion included speeches by British Safety Council CEO, Mike Robinson, chairman Peter McGettrick, and Emma Willey, Director of asbestos consultants ACS Risk Group.

The key theme for the event was wellbeing and it combined both a formal presentation ceremony with a dinner and an evening of live entertainment.

Speaking as event host, Ben Fogle said: "I am particularly thrilled to hear that wellbeing is now being included as part of overall health and safety strategy. I was unbelievably shy as a child, and when you fail it strips you of your self-esteem. I have rebuilt mine through adventures.

“My first was as a participant in one of the first ‘reality’ TV shows, Castaway, over 20 years ago. But I felt I wasn’t known for anything, and I wanted to develop a specific skill. So, for my next challenge I formed a team with James Cracknell to row the Atlantic.

“In my latest challenge climbing Mount Everest, which so many of my journeys have led me to, my idea of being a ‘sensible dad’ was brought into sharp relief by the risks and dangers I encountered, including my oxygen bottle exploding on the expedition.”

Addressing the room of award entrants and winners, Mike Robinson said: “As always, the event provides the opportunity to celebrate the success of all the winners of the International Safety Awards and associated free to enter awards.

“Celebrating success is really important, not only does it give you energy as endorphins are released into your system, it’s addictive, it creates a sense of community and empowers others; it also creates momentum which attracts more success.”

In his address, Peter McGettrick said: “It is brilliant to see so many organisations here being positive and proactive about doing the right thing – putting real thought, care and effort into the health, safety, and wellbeing of their people – and being even more successful as a result.

“You are all winners in this room. Why? Because you understand this fundamental point: we are more successful when our people are happier, healthier and more engaged.”

Speaking about her very personal experience of surviving the Boxing Day Tsunami in 2004, and how that led her to get interested in wellbeing, Emma Willey said: “My husband and I are survivors of the 2004 boxing day tsunami. We are two of around 60 people to make it out alive from our hotel of 425 people. When we got home, that’s when I really broke. I was deeply in shock and when I went back into work, I just couldn’t do it.

“Since that time, I have truly believed in and practised, wellbeing in the workplace. We’re here – especially everyone here tonight – because we care and we want to make the world a better place than it was yesterday.

“I really invite you to enjoy this evening but on Monday morning, really take on board what you experience tonight, look at yourself, look at your organisation and take advantage of the fabulous support that’s on offer to truly shift into the next age of health and safety – from ‘don’t care’ through ‘wait and see’ to ‘risk assess’ and now onwards to ‘total wellbeing’.”

**“We are more successful when our people are happier, healthier and more engaged.”**

## Annual conference

Delegates attended the 12th British Safety Council Annual Conference and first since 2019, on Friday 14 October at Congress Centre, gaining insights into managing health, safety, and wellbeing from a range of speakers, including Col. Dame Kelly Holmes, the double gold medal-winning Olympian.

The day's theme was 'taking a holistic approach to health, safety and wellbeing', which was woven through each of the presentations and discussions, with British Safety Council's CEO Mike Robinson and Chairman Peter McGettrick setting the scene at the start of the day as to why the three are so inter-linked.

Dame Kelly began with a real-life example of how stress can affect performance, as her clothes had been locked in a van following her appearance on ITV's Loose Women and she was forced to come on stage in extremely high heels, which she said she found hard to walk in. "I decided today to roll with it," Dame Kelly said. "For me, wellbeing means feeling happy, being your authentic self, and choosing how to describe your journey and the challenges you face. We judge the book by the cover way too much. Real inclusion means everyone is included."

Col. Dame Kelly Holmes.

Other speakers at the event included:

- **Peter Kelly**, the new Head of Programme at British Safety Council's award winning mental wellbeing sister charity, Mates in Mind, set out why preventing mental health problems before they happen at work is so important – especially following the Covid pandemic and with a looming recession
- **Nathan Baker**, CEO of the Institute of Occupational Medicine (IOM) – led a panel discussion with Marcus Herbert (British Safety Council), David Flower (IOM) and Dr. Miranda Loh (IOM), looking at what the latest scientific research means for workers and workplaces. They looked at this from three perspectives, exploring whole worker health from a scientific, practical and senior leadership viewpoint. It offered attendees both actionable insights and an understanding of why the issue is so strategically important
- **Tim Galloway**, Deputy Director of the Building Safety Programme at HSE – looking at fire safety management
- **Colette Willoughby**, Director, Asbestos Compliance Consultant at Asbestos Compliance – looking at managing asbestos risks for the next 40 years
- **Dr Maria Neira**, Director of Public Health, Environment and Social Determinants of Health Department (PHE), World Health Organisation – looking at the health challenges posed by climate change and air pollution
- **Stuart Hughes**, Head of Health and Safety, Petronas Formula One Team – looking at his job in F1 and how this relates to health and safety being a basic human right
- **Professor Tim Marsh**, author – looking at why a humanistic and holistic approach to wellbeing is a real win, win
- **Lawence Waterman OBE**, British Safety Council – closing the day.



**Sword and Globe of Honour Luncheon**

Over a hundred organisations around the world who demonstrated they are the ‘best of the best’ in 2022 were awarded prestigious Sword of Honour and Globe of Honour Awards by British Safety Council at Drapers’ Hall, London on Friday (9 December).

Delivering the keynote address at the event, Pete Sollitt, Health, Safety and Security Director at HS2, said: “British Safety Council and I share a belief in seeking out, celebrating, and sharing best practice. Innovating and learning are vital to drive up standards, which will ultimately keep people safe. And that’s why we’re all here - because you’re the best at what you do and what you do is keep people safe.

“It’s what motivates me every day; looking after the health, safety, and wellbeing of those working on HS2 and those impacted by HS2 is an obligation. It’s a privilege to be in a room of like-minded people, so congratulations for everything you’re doing to make the work we do healthier and safer.”

British Safety Council’s senior leadership also addressed the event. Mike Robinson, chief executive of the British Safety Council, said: “I congratulate all Sword and Globe of Honour award winners on their achievements and applaud them for keeping their workplace safe and healthy and contributing to safeguarding the environment. All the winning organisations share a commitment and resolve to achieve the uppermost standards, and we thank them for contributing to achieving our vision that no-one should be injured or made ill through their work.”

Peter McGettrick, chairman of the British Safety Council, said: “On behalf of the board of trustees and staff of the British Safety Council I would like to congratulate all the award winners on achieving the highest standards of health, safety and environmental management. Achieving recognition of this sort takes real dedication and absolute professionalism. We are proud to support you in your achievements and delighted we can contribute to your ongoing success.”



Pete Sollitt, Health, Safety and Security Director at HS2.



## Webinars

Despite moving back to face to face events in 2022, we still delivered a comprehensive virtual webinar programme. UK/International activity:

- Wellbeing conference (Feb) – 510 attendees
- Membership webinar (Feb) – 40 attendees
- Relevance of wellbeing in health and safety management (Mar) – 171 attendees
- How relevant is wellbeing in health and safety management (Apr) – 401 attendees
- Membership webinar (Apr) – 15 attendees
- A legal perspective – A review of the last year and a preview of what's to come (May) – 20 attendees
- Environmental law update (May) – 39 attendees
- Introduction to climate change risk assessment and financial disclosures for business (May) – 10 attendees
- Managing the risks: diabetes safety in the workplace (Jun) – 181 attendees
- Membership x3 (Jul) – 7 attendees
- Sword and Globe of Honour application webinar 2022 (Aug) – 53 attendees
- Membership (Sep) – 15 attendees
- Sword of Honour application webinar 2022 – India (Sep) – 27 attendees
- Being Well Together: optimise organisational wellbeing spend (Oct) – 187 attendees
- International Safety Awards Application 2023 (Oct) – 125 attendees
- What is the Being Well Together Programme? (Nov) – 104 attendees.

## India

Our India office also ran webinars last year:

- Sword and Globe of Honour application webinar (September) – 27 attendees
- Relevance of wellbeing in health and safety management webinar (March) – 171 attendees

The key India event was a face to face launch of our new Culture Change proposition (Step Change in Safety Culture). The event took place in September at the Sofitel Hotel in Mumbai and attracted 42 attendees.

Step Change in Safety Culture was an important proposition launch for us. We know that people are at the heart of any organisational change and that if you want to change behaviour, you must first change people's attitudes, values and beliefs. At the event we were able delve deeper into the fascinating area of safety culture change, which rightly draws passionate interest from the safety community and beyond. The event enabled attendees to reflect on their perspectives and engage in thought provoking discussions with other liked-minded business leaders on this topical area.

The event was led by Suresh Tanwar, Head of Audit & Consultancy India, who as a leading and highly respected safety professional, is deeply passionate and vastly experienced in leading several organisations on their current journey of 'safety culture change'.



Suresh Tanwar.

# Mates in Mind

British Safety Council's award-winning mental wellbeing sister charity, Mates in Mind, continued to expand its position in core sectors during 2022. Key focuses have been raising awareness of prevention, supporting proactive approaches to mental health support and removing the negative impacts of stigma and taboo. As part of its charitable activities, British Safety Council was once more pleased to support Mates in Mind, investing a further £100k into the charity in support of their important work during 2022.





Positive movements have come through the establishment of exciting new partnerships and the ability to collaborate in industry events. Fundraising has been a key focus and being recognised as a nominated charity for several award events was particularly pleasing. The charity's fundraising efforts from its supporters has also been impressive, with recognition going to Civils & Lintels, Keylite, and Structure Tone London for their wide range of events throughout the UK.

The economic climate and cost of living challenges have been widely reported, driving increased vulnerabilities for those working in the sectors the charity supports. In part, this may have been a key driver of suicide rates in construction continuing to be higher than other industries, despite greater awareness and reactive measures. Mates in Mind has been emphasising the need for proactive intervention and bespoke programs to address the causes of mental ill health and development of positive working environments.



Allan Wright, Mates in Mind Trustee.



Danny Clarke, Mates in Mind Trustee.

Mates in Mind has broadened its reach through multiple media channels, promoting the need for proactive intervention through webinars, roundtable discussions, Parliament drop-in sessions, national TV and radio campaigns, as well as a billboard campaign that reached two million people and was featured on BBC One and Metro.

There were a number of people developments during 2022. Mates in Mind announced their first patron, Michelle Wiles, who created and shared Chris' Story, a powerful campaign to raise awareness of stress at work and honouring her late husband. The charity was also lucky to secure two new highly experienced trustees, Allan Wright and Danny Clarke, who will have a significant impact on supporting future growth and ambitions.

A key part of its charitable return in 2022, was publishing a report on the mental health of self-employed construction workers and those working in small firms. The report showed that intense workloads, financial problems, poor work-life balance and Covid-19 pressures on the supply of materials were combining to significantly raise stress and anxiety levels. Almost half of respondents reported finding talking about mental health extremely difficult, and almost 70% agreed that there is a stigma about mental health that stops people from talking about it. Respondents with severe anxiety reported a significantly lower willingness to seek help. Only a minority of respondents had sought help from their GP (18%), and only 13% had received counselling or therapy.

Additionally, Mates in Mind conducted an independent study with Opinium, that showed that 68% of the general public were not aware that there is a mental health crisis within the construction sector, and 49% were unaware that there is a stigma on sites which stops workers from talking about mental health issues.

In 2022, 69 new organisations became Supporters of the Mates in Mind community, 75% of which had less than 250 employees, reaching around 44,000 additional employees.

Mates in Mind is a key supporter of the Start the Conversation course, which teaches employees across all levels of a business how to start conversations about mental health in the workplace. In 2022, the course was delivered to almost 60% of people who had not previously participated in any mental health training before. After the training, 81% of people felt more comfortable talking about their mental health, and 91% felt more confident about the role they could play in supporting the mental health and wellbeing of those around them.

Overall, Mates in Mind made significant progress in raising awareness of mental health issues in the construction industry and beyond, continuing to lay a strong platform to further increase its charitable impact in the future through their dedicated and committed team.



Michelle Wiles, Mates in Mind Patron.



Because  
Experience  
Counts

**No-one should be injured or made ill through their work.**

**Our mission is to keep people as safe and healthy as possible in their work through education and practical guidance. We look forward to working with you to achieve this goal.**

**If you have any enquiries or require further information, please do not hesitate to contact us.**

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