



Because
Experience
Counts

Impact Report

2024



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

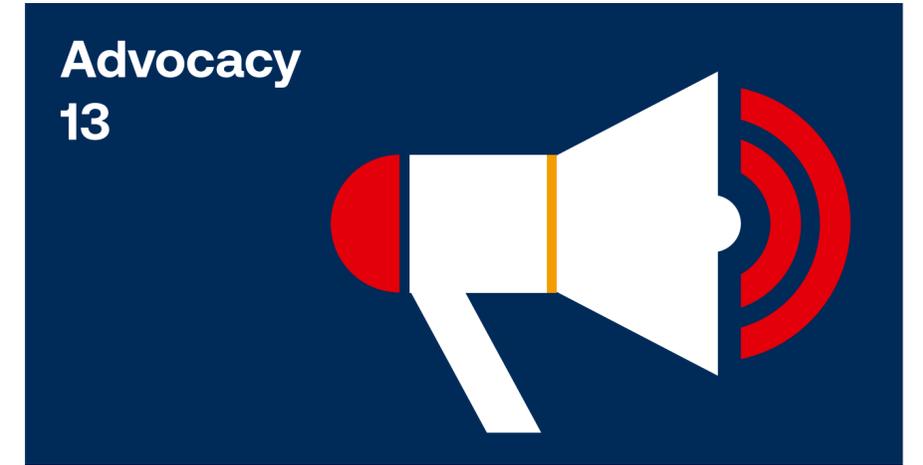
Since its foundation in 1957, the British Safety Council has campaigned tirelessly to protect workers from accidents, hazards and unsafe conditions, and played a decisive role in the political process that has led to adoption of landmark safety legislation in the UK.

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

2023 was a year which may be remembered for some negative reasons. We passed the first anniversary of the war in Ukraine in February. Conflict erupted in Gaza, following the horrific events on 7 October. The world's average temperature reached another record high, with even more dramatic weather events, including floods, fires and droughts.

The health, safety, and wellbeing of people all around the world has arguably never been more at the forefront of our minds and can, at times, feel increasingly under threat.

Through our work in around 60 countries, however, we know how much organisations want their people to be safe and well, and the desire to demonstrate excellence and be recognised for success remains a powerful motivator for companies around the globe.

This desire had a powerful, positive impact on our commercial performance in 2023, with a sizeable improvement on 2022. Awards, Training and Digital learning were highlights, as organisations got back into the swing of investing in themselves and their staff post-Covid. We also launched our first ever 'paid for' virtual event focused on wellbeing. This proved popular with good support from clients.

As a non-fundraising charity this positive outcome allowed us to continue investing in our non-commercial charitable work like our Keep Thriving wellbeing campaign. As

part of this campaign, we relaunched our charitable offer of a free 3-hour workshop to SMEs and micro-sized employers. These initially ran in the autumn of 2022, and then from January to March, seeing a total of 123 SMEs attending our 20 free workshops. We also made five wellbeing funding awards of up to £10k to organisations who attended the free training and applied to help them implement strategic approaches to wellbeing.

During the year, we fully embraced being at the remote end of the hybrid working spectrum in the UK, using our increased resources to provide more appropriate flexible accommodation, and to support what was a largely remote workforce in coming together to facilitate and strengthen engagement.

In respect of India, not only did we accelerate our rate of growth and diversification of the business, but we also put structure around our growing shared resources based in Mumbai and UK, to provide improved Shared Services, which helped transform the way we operate across the Group, freeing up technical and competent resources to focus on their areas of expertise, to add value and deliver our business plan and strategy and support growth.

Media coverage remained very positive and a large part of that was down to coverage linked with our awards schemes. For example, Unipart Logistics became the first organisation to win the Shield of Honour, specifically aimed at recognising excellence in wellbeing. They were also the first organisation ever to win the triple with Sword and Globe of Honour awards as well. This was a remarkable achievement

and one which we are confident others will follow in the years to come.

In another first, the number of International Safety Awards (ISA) entries and winners in India reached a level where we could justify holding a separate dinner event, which took place in Mumbai. Around the world, we also saw a record number of ISA winners last year, from 44 countries.

The standout media performance came in September from Mates in Mind. They achieved a large amount of coverage for a visit by Prince William to a Mace construction site.

Regulation change was another core focus for us as we called on MPs to oppose the Retained EU Law Bill (REUL) and secured significant coverage on this. Through our subsequent work with Unchecked and an alliance of health and safety groups, we welcomed the Government's eventual changes to the REUL Bill.

This partnership approach continued and in May 2023 we joined some of the UK's most prominent safety and health organisations in uniting to form the Occupational Safety & Health Stakeholder Alliance, creating a platform on which to offer a unified 360-degree perspective on critical safety and health issues for the first time.

Since late 2021, we have been undertaking a review of the organisation, starting with looking at the fundamental reason the organisation exists. During 2023, we partnered with the Institute of Occupational Medicine (IOM) to kick off an extensive, in-depth, review of how we might more

fully embrace an integrated approach to health, safety and wellbeing. Alongside, we wanted to know how we might evolve and significantly increase our non-commercial charitable activities. The results from this work are due out in 2024/5.

Our core focus moving into 2024 is still to profitably grow our commercial performance, whilst increasing our charitable investment across all three BSC organisations (BSC UK, BSC India and Mates in Mind).

Mike Robinson
Chief Executive
British Safety Council



Our campaigns

During 2023, we continued to campaign proactively on two key areas – workplace wellbeing and the impact of air pollution on outdoor workers – through our two main campaigns, Keep Thriving and Time to Breathe.

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



Keep Thriving

Keep Thriving

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

Launched in 2022, at a reception with MPs and peers in the Houses of Parliament, Keep Thriving continued to develop and evolve as a campaign during 2023.

Keep Thriving was created because we know that many employers are not sure how best to support their staff's wellbeing or manage it properly – and there is a big gap between good and poor approaches. We also know that the rising cost of living has put added pressure on businesses and individuals so, this matters more than ever.

As in previous years, our summaries below follow targets and objectives in our Theory of Change for Keep Thriving.

Target outcome – Employers and leaders equipped with education

When employers sign up to support the campaign on our website, they are encouraged to get involved by sharing their case studies and best practice. All supporters receive a regular newsletter to keep them updated on news, opinion and policy developments around workplace wellbeing.

From October 2022, funded by the Keep Thriving campaign and delivered by our Being Well Together experts, we began delivering free workshops to small and medium-sized enterprises (SMEs) with up to 500 staff to help them explore how to develop a wellbeing strategy.

We targeted smaller organisations with this charitable offer because they often lack the resources that larger ones enjoy in terms of HR or health, safety and wellbeing support.

The activity we ran in 2023 comprised a series of free workshops, and was targeted at organisations with between 1 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, should they choose to do so.

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.

Having delivered 8 sessions at the end of 2022, we went on to deliver a further 12 workshops in 2023. In total, 123 SMEs benefited from the free workshops, and feedback from those who attended was very positive.

The trainers achieved an average rating of 9.16 out of 10, with nearly all saying attending the session enhanced their understanding of what a good wellbeing strategy looks like. 79 per cent of the SMEs who attended said they did not currently have a written wellbeing strategy, and few had any tools in place to measure or track wellbeing effectively.

Being able to discuss similar challenges with other SMEs was what people said they found most useful about the workshops, as well as the information and the tutors. Improving employee health and supporting their employees and their mental health were the main motivators for attending.



Keep Thriving

Target outcome – employers (including self-employed) have effective wellbeing strategies in place

Six months after SMEs took part in our workshops, they were asked to complete an evaluation of their progress in developing a wellbeing strategy and questions about how the workshop had helped them with this. In addition, they were given the opportunity to apply for funding towards implementing their strategy.

“This grant will enable us to implement our wide-reaching strategy to ensure the wellbeing of our staff who do an incredible job in sometimes the most challenging of circumstances.”

Tracy Harrison, CEO of Safe and Sound

From September to December, we announced five awards of up to £10,000 to successful applicants for our Keep Thriving funding awards. These were:

- **Safe and Sound** – a charity which transforms the lives of children and young people in Derbyshire affected by child exploitation. It supports children and young people at risk from all forms of exploitation, largely sexual and criminal exploitation, but including arranged marriage, trafficking, gangs and county lines. Its aim is to support at the earliest opportunity with prevention and early intervention programmes.
- **Team Oasis** – a charity which works side by side with the most vulnerable young people across south Liverpool, aiding each in skill-development, personal growth, team-building, and education. Since 2003, Team Oasis has committed to the neediest young people knowing that with sound guidance and early intervention towards meeting their most important childhood needs, everyone has the inherent capacity to live a complete, healthy lifestyle.
- **HandsHQ** – an SME whose mission is to make health and safety accessible to an entire workforce by using the latest technology, designing a simple experience, and using plain English to create a safer work environment. It provides a risk assessment and method statement (RAMS) solution which is quick and easy to use, and keeps employees, contractors and clients safe.

- **Bolton Lads and Girls Club** – a young people’s charity in Greater Manchester. Established in 1889, the charity’s mission is to enable children and young people, especially those from disadvantaged backgrounds, to live healthier, happier lives. Its services include mental health services, counselling and bereavement support, family support and long-term mentoring.
- **SafeSite Facilities** – a small, family-run business founded in 1999, which has grown rapidly to become a leader in site safety and security, operating nationwide across the UK and beyond. It delivers an extensive range of products and services from domestic renovations to multi-million-pound, large-scale construction contracts. The company is committed to developing a proactive safety culture across the full range of its activities and aims to keep its workforce safe and anyone who may be affected by its works.

Each of the organisations has agreed to act as a case study for Keep Thriving, and we are keeping in touch around their plans and activity using the funding, as well as following up with an evaluation six months in and after the end of the 12-month funding period.



Keep Thriving

Objectives

Through the free Keep Thriving workshops we sought to:

- Provide up to 250 SMEs and micro-sized businesses, who often 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 this Keep Thriving charitable 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

- 12 more workshops delivered in 2023, giving a total of 20 workshops between November 2022 and March 2023
- 123 SMEs helped to develop a wellbeing strategy
- 5 SMEs awarded up to £10,000 each to help them implement their strategy.

Target outcome – Employee education around wellbeing

Keep Thriving gained a further 175 supporters during 2023, helping us reach a total of 435 employers signing up to show their interest in and support for the campaign and receive best practice information on wellbeing. This helps us to deliver on our campaign and charitable objectives around workplace wellbeing.

In 2023, we issued 6 Keep Thriving newsletters to our supporters, including our best practice updates and emails with news and special offers for our events.

We posted regularly on our social media channels, on awareness days and topics relating to workplace wellbeing, as well as to promote our workshops.

In our brand tracking survey, conducted at the end of 2023, 44% of our members and 47% of our customers had seen Keep Thriving promoted in the last 12 months.

Target outcome – Employers become supporters of the Being Well Together Programme and decide to invest

The Keep Thriving workshops, which were delivered by our Being Well Together experts during 2023, led to a number of enquiries about our wellbeing services and advice. The interest raised led to sales for our Being Well Together programme and other services, including training and consultancy. While this was not a specific objective of the workshops, the fact that SMEs were able to experience Being Well Together for free in this way, built their trust and interest in going further on their wellbeing journey.



Target outcome – Partnerships developed to aid influencing

In 2023, we formed a partnership with the Institute of Occupational Medicine (IOM), to undertake a significant research project on workplace wellbeing. This was a joint venture, involving equal investment from both parties into research which aimed to identify, analyse, and present the evidence base for adopting a holistic approach to health, safety and wellbeing (HSW).



IOM and British Safety Council worked collaboratively to understand the extent to which organisations are adopting a holistic approach to wellbeing. Three core research questions guided the project:

1. What is the evidence base for adopting a holistic approach to worker wellbeing?
2. What tools, guidance, and approaches are used to address wellbeing at work? What is the content coverage of these resources and how effective are they?
3. What are other organisations/charities doing to support/promote holistic wellbeing amongst their workers, members, and followers? How effective is this? What has helped shape/inform their approach?

Stage one involved a review of academic and grey literature on the topic of workplace wellbeing. During stage two, 10 semi-structured interviews were conducted with representatives from organisations (C-suite leaders, HR and SHE leads) across a range of industries and sectors. The interviews explored current actions and approaches taken, along with priorities of focus in support of workforce wellbeing and organisational challenges experienced.

Findings from stages one and two were then used to inform development of an online survey with a view to understanding the extent to which interview findings were generalisable. This online survey was planned at the end of 2023 and undertaken in early 2024. More information will be provided in our next impact report.

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. 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 preventive 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.

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.



Time to Breathe

time to breathe

Our Time to Breathe campaign has run since 2019 and during that time we have had many successes. During 2023 we continued to work with others in partnership to drive the campaign forward. As in previous years, our summary below follows the targets we set ourselves in our Time to Breathe theory of change.



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

After the Government missed its own deadline of December 2022 to introduce new legally-binding air quality targets under the Environment Act, we sought to continue to influence future Government policy and stated publicly in February 2023 when they were finally introduced that they fell “well short of being ambitious”, and wouldn’t achieve anything close to what the World Health Organisation (WHO) says the limit should be for PM2.5.

Target outcome – Clean air zones

Having supported the announcement that ULEZ would be expanded to Greater London in August 2023, we backed the expansion through media comments and social media posts in the run up to the change. This was in the face of significant opposition to it, including a number of London boroughs, as well as some lively political debate. We continued to make the case for the health benefits, but also the economic opportunities of cutting air pollution through Clean Air Zones, as long as a proper package of support is in place for those most in need or vulnerable.

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

During 2023, we continued to work in partnership with other organisations with whom we shared a common interest and whose own aims aligned with the objectives of Time to Breathe.

In particular, we played an active role as a partner of the Healthy Air Coalition during 2023. This collective of leading health, environment and transport organisations has a vision of a UK free from toxic air.

In April 2023, the Healthy Air Coalition refreshed and relaunched its mission statement at a Parliamentary event, which was attended by the Minister then responsible for air pollution, Rebecca Pow.

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 lobbied the Parliamentary Under Secretary of State, DEFRA, around the effects of air pollution on outdoor workers.





Other tactical work

Alongside our main campaign work, we also carried out tactical activities during 2023 designed to promote member interests and protect the health, safety and wellbeing of workers.

Safety Management magazine

The following experts and commentators contributed opinion pieces and articles, on key topics relating to our key tactical campaign work, in our monthly magazine Safety Management, which goes to over 50,000 people in the UK and internationally, as well as around 10,000 in India.

Fire and building safety

The gateways to building safety

Colin Blatchford-Brown, Operational Policy Lead for Gateways & Building Control at HSE, wrote about the new ‘gateway’ approval process, which aims to ensure the safety of certain high-rise residential buildings in Britain. He said: “The new regime places residents’ safety at its heart and will drive a real shift in industry standards.”

Progress made and challenges ahead – Grenfell six years on

Aisha Farooq, Assistant Editor at the Fire Protection Association (FPA), wrote on the sixth anniversary of the Grenfell Tower fire, how 2023 had seen a significant rollout of legislative changes to fire safety in high-rise residential buildings that highlight the progress made and the challenges that yet remain.

Building a safer future

Gary Townsend Vila, Interim Chief Executive at Building a Safer Future, wrote about a new charter and benchmarking scheme, which aims to encourage all stakeholders in the built environment industry to develop the necessary leadership and culture to put people’s safety first in how we design, build and maintain the built environment.

Golden threads – delivering safety in buildings and beyond

Sofie Hooper, Head of Policy and Research at IWFPM (Institute of Workplace and Facilities Management), wrote about the importance of information management in building safety: making sure you have accurate information at the right time to make the best possible decisions, and the ability to share this information with people in a platform-agnostic way.



Wellbeing at work

How you can make your workplace a place of wellbeing

Andrew Berrie, Head of Workplace Wellbeing at Mind, wrote about practical steps that can help employers support good mental health at work – from highlighting company financial benefits that could ease employees’ money worries to making reasonable adjustments to support people experiencing a mental health problem.

What’s holding us back from managing stress?

Emma Slaven, Mental Health Lead at Acas, wrote a piece with tips and advice for managing stress on the back of an Acas poll showing that one in three workers feel that their organisation is not effective at handling work-related stress.

Why it’s important to support mental health, wellbeing and stress prevention at work

Ashleeka Mandil, Employer Engagement Officer at Mental Health and Productivity Pilot (MHPP), wrote ahead of World Mental Health Day on 10 October about how Mind can support employers through its Mental Health at Work website, its commitment and a pilot in the West Midlands.

Beating the bullies: why a risk management approach is vital

Nicki Eyre, Founder and MD of Conduct Change, wrote that workplace bullying and harassment can have a devastating effect on an employee’s mental and physical wellbeing, but many employers make the mistake of simply reacting to complaints as they arise, rather than focusing on cultural and organisational changes that will prevent bullying in the first place.

Domestic abuse: why it IS your business

Sharon Livermore, Founder & Campaigner at Domestic Abuse Education, wrote from her personal experience as a survivor of domestic abuse, how she knows first-hand the importance of employers creating a workplace environment where employees feel able to disclose they are experiencing abuse – and offering suitable support and guidance.

Migraine at work: a real pain

Steph Weatherley, Senior Support Services Adviser at the Migraine Trust, wrote about how migraine can have a detrimental impact on people’s working lives, but employers can significantly reduce the impact through approaches like allowing staff to work flexible hours to cope with the symptoms and providing quiet areas where workers can recover from a migraine attack.

Why it’s important to be a menopause-friendly employer

For World Menopause Day on 18 October, Deborah Garlick, CEO and Founder of Henpicked: Menopause in the Workplace, wrote that “Creating an environment at work where everyone feels comfortable talking about menopause can make it easier for employees struggling with the symptoms to seek help and support from their managers.”

Let’s step up the talk and action on menopause and work

Simone Chueng, Senior Policy Adviser at Acas, wrote that a third of employers do not feel well equipped to support women going through the menopause, according to an Acas poll, and how myths about the menopause remain commonplace and can be fuelled by misunderstanding and misinformation.



Simone Chueng, Senior Policy Adviser, Acas



Other tactical work

Air pollution and air quality

Airborne hazards: a major danger

David Flower, Senior Occupational Hygienist at the Institute of Occupational Medicine (IOM), wrote that exposure to substances like welding fumes and metalworking fluids can cause serious and life-threatening diseases, but the risk can be eliminated or reduced through the correct use of controls. He also wrote another piece about how microorganisms in the air, such as bacteria, viruses and fungi, can pose significant risks to human health and the environment.

Poor quality PPE and safety products: not just a Covid problem

Alan Murray, CEO of BSIF, reflected on the fact that substandard safety products regularly made headlines during the Covid pandemic as poor quality and unusable products flooded the market, but that the issue of substandard PPE and safety products existed long before Covid and remains a significant concern today.

Too many broths spoil the cook: the hidden dangers of air pollution in commercial kitchens

Tom Parkes, Air Quality Programme Manager at London Borough of Camden, wrote that commercial kitchens can be highly polluted working environments but there are options for making them safer and more sustainable.

Environment and sustainability

Why water should be a priority for your business

Laura Whitem, Projects and Research Manager at Waterwise, wrote that implementing water-saving measures can save a business money and energy – and boost its reputation as an environmentally-responsible organisation.

Encouraging people into green careers

Martin Baxter, FIEMA, CEnv, Director of Policy & External Affairs at IEMA (Institute of Environmental Management and Assessment), wrote about how hundreds of thousands of ‘green jobs’ are set to be created as the UK seeks to achieve its decarbonisation and environmental goals.

Road and driver safety

Staying safe on the road

Simon Turner, Campaign manager at Driving for Better Business, wrote that everyone in a business can play a vital role in minimising the risk from at-work driving, but this message will quickly become lost unless directors and managers are genuinely committed to improving road safety and always set a good example when it comes to driver safety.

Driving for work: always quantify the risk

Nick Butler, Director at Drivetech, wrote that by carefully assessing factors such as the type of vehicles used for work purposes, drivers’ attitudes to road safety and data from vehicle telematics, employers can target their driver training to maximise the chance of reducing the risk of collisions and eliminating the danger their drivers pose to other road users.

Wider tactical work

Unchecked

We continued to play an active role as a supporter of Unchecked. An example of our work with other organisations in Unchecked was our lobbying on the Retained EU Law (REUL) Bill. This led to a significant change in May 2023 by Business Secretary, Kemi Badenoch, to how the REUL Bill would work.

SHW Live

We again printed 2,000 copies of Safety Management and took them to SHW Live – in Manchester in February and Farnborough in September, as the official journal and guide to the event. Half of the publication was devoted to the guide and the rest to our usual news, features and opinion pieces. We live tweeted and posted on a number of the presentations including ones by Dr Julie Riggs, our Senior Head of Education and Marcus Herbert, our Head of Wellbeing.

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.



David Flower, IOM



News and Media

The quantity and quality of our PR activities remained high in 2023.

Key highlights

- Our proactive activity with the media was 121% above our target for the year.
- There were 4,780 articles in the media during 2023, on both British Safety Council and Mates in Mind, which reached a potential audience of 5,916,192.
- We exceeded our target for UK coverage, generating 871 articles, above a target of 580.
- Our coverage in India also went from strength to strength, with 1,001 articles generated during 2023, which was 125% over our target and up by 27% on 2022.
- Our reach in news outlets in the rest of the world continued to be strong, with our coverage up by 58% year on year.
- From brand tracking we can see that:
 - As a result of our PR activity, for both members and customers our ISA Awards were in the top 3 most memorable things they had seen from British Safety Council in the media
 - Awareness of wellbeing was up particularly with customers, with a 50% recall rate
 - Education & training coverage was also highly recalled by customers.

Key areas of commentary

- We issued a release calling on MPs to oppose the Retained EU Law (REUL) Bill, and secured coverage across trade media, including articles by Peter McGettrick in Facilities Management Journal (FMJ) and on Politics Home (January).
- We also signed a letter on REUL, co-ordinated by Unchecked, to Ministers, which was covered in the iNewspaper and the OSH alliance of health and safety groups wrote a letter to Ministers, which gained coverage in trade media and was shared on social media (January).
- We re-launched our charitable Keep Thriving offer with a press release and social media activity (January).
- The 40th anniversary of the seatbelt being made mandatory was reported with mentions of British Safety Council in the Telegraph and on BBC News (January).
- We secured an article by Peter in FMJ magazine on the REUL Bil, timed for the start of Committee stage (February).
- We responded to the Spring Budget (March).
- We achieved mention of British Safety Council on the front page of the Financial Times and in the Guardian and other media for a joint letter with the TUC to Ministers on the risks to health and safety from the Bill. We also published an article in Facilities Management Journal by Peter McGettrick on REUL (April).
- We achieved coverage in SHP magazine for our Wellbeing conference and promoted it on social media (April).
- An article by Peter McGettrick was published in Facilities Management Journal on the changes made to the REUL Bill and where the Government has got to with it (August).
- We issued a comment in support of the ULEZ expansion to Greater London and posted about it on social media (August).
- Mates in Mind achieved widespread coverage, 345 articles, for a visit by Prince William to a Mace construction site, which MD Sarah Meek led (September).
- We responded to the King's Speech and the Autumn Statement and posted our reactions on social media (November).
- We announced five separate Keep Thriving awards of up to £10,000 each to five SMEs to help them implement their wellbeing strategy, following our free workshops (October to December).





Advocacy

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 2023, we continued to use our updated format and design of the newsletter, and provided a digest of updates on UK and International policy developments.

The newsletter contains short 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 2023, we saw average open rates increase year on year for the Policy Newsletter. The average rate of people going beyond opening to click on a link in the newsletter was exceptionally high compared to industry benchmarks.

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

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 2023 with both members and customers, showed some positive year on year movements, with 549 respondents. Numbers of responses were marginally lower from members, but significantly higher from customers compared with 2022.

British Safety Council was again rated as both members' and customers' favourite health and safety membership body and appeared in the top 3 health, safety, and wellbeing brands which respondents had seen advertising from in the last 12 months.

The Net Promoter Scores we achieved in 2023 saw a further improvement for members (50), while for customers they were broadly similar to the previous year (33), though this was still our second highest score in 5 years.

The view of British Safety Council products and services was also broadly favourable with likelihood to purchase from British Safety Council consistent across members and customers and in line with the previous year.



British Safety Council
Policy Newsletter
August 2023

Welcome to August's Policy Newsletter containing UK and international news and content relevant to your work and our campaigns.

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

Best wishes,
Stephen Cooke
Head of Policy and Communications

Key highlights:

- 2.5m adults in UK economically inactive due to long-term ill health
- Mentorship programme to help women 'break down barriers' into health and safety careers
- British Safety Council comments on the expansion of the ULEZ scheme to Greater London
- Rajasthan and Karnataka become first states to offer gig workers social security and insurance benefits

UK Update
Workplace wellbeing and safety



2.5m adults in UK economically inactive due to long-term ill health

More than 2.5 million in the UK are economically inactive due to one or more long-term health conditions, ONS data has revealed. Over half of this number (1.3 million) suffer from 'depression, bad nerves or anxiety' but musculoskeletal issues also factor high on the list, with many people reporting interlinked health issues.

The data report, which covers Quarter one of this year, or January to March, shows that of the total off sick, 38 per cent report having five or more health conditions, up from 34 per cent in 2019.



British Safety Council
Policy Newsletter
September 2023

Welcome to September's Policy Newsletter containing UK and international news and content relevant to your work and our campaigns.

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

Best wishes,
Stephen Cooke
Head of Policy and Communications

Key highlights:

- Workers gain right to request more predictable hours
- People of all ages no longer see mental health as 'taboo' finds report
- Cost of living fuels work from home boom
- New building regulations come into force from 1 Oct

UK Update
Workplace wellbeing and safety



Workers gain right to request more predictable hours

Workers across the UK now have more say over their working patterns since new laws came into effect. The Workers (Predictable Terms and Conditions) Act, brought forward by Blackpool South MP Scott Benton and Baroness Anderson and supported by the Government, gives all workers the legal right to request a predictable working pattern.

Individuals on a typical contracts - including those on zero hours contracts - stand most to benefit. The laws could also encourage such workers to begin conversations with their employers.

Acas is producing a new Code of Practice on making and handling requests to help workers and businesses understand the law and have constructive discussions around working arrangements.



British Safety Council
Policy Newsletter
October 2023

Welcome to October's Policy Newsletter containing UK and international news and content relevant to your work and our campaigns.

We hope you enjoy it. Please do get in touch if you have any comments, questions or suggestions, and email us at: policy@britsafe.org

Best wishes,
Stephen Cooke
Head of Policy and Communications

Key highlights:

- "We must be honest about AI risks," Sunak comments ahead of summit
- 1-in-2 workers plan to quit their job because of their manager
- 1-in-6 women could leave workforce due to lack of menopause support
- Air rage: does India have a growing problem?

UK Update
Workplace wellbeing and safety



"We must be honest about AI risks," Sunak comments ahead of summit

A new paper into the capabilities and risks from 'frontier AI' was published by the UK Government on 26 October. It follows one in July it commissioned from scientists.

The new paper contains views in the scientific, expert and global communities about the risks in relation to the rapid progress in frontier AI, which is expected to continue to evolve in the coming years at rapid speed.

Frontier AI, a term coined in an academic paper published in July, refers to risk and danger as much as to opportunity. The 24 scientists who fed into that paper explain that frontier models are "highly capable foundation models that could possess dangerous capabilities sufficient to pose severe risks to public safety."

The Government's paper is to serve as a blueprint for conversations at this week's AI Safety Summit - the first ever global summit to discuss AI safety, taking place from 1-2 November.



Our Education & Training

International reach

In 2023, we delivered training – virtually and face-to-face – to over 12,000 students in 68 countries. The majority of this training was delivered to students the UK, the Isle of Man and Ireland, followed by India and the Middle East. We also delivered training to students in the USA, Africa and South Asia.

One thing which marks our training out is our Learning Zone, where students can access course material, study support and assessments. This has helped our online training provision to grow significantly in recent years, especially following the pandemic, to become our principal means of delivering education and training.

Our in-company and face-to-face delivery remains popular, and in 2023 we delivered wellbeing training to over 800 people, as well as helping 1,150 to attain a level 3 qualification and 172 to gain a level 6 qualification in health and safety. A further 63 did other qualifications with us, and over 4,000 did a non-accredited short course.

In 2023, through our charitable initiatives, we also sponsored 5 members of the Society of Women in Health and Safety - Africa (SOWSHE-A) to achieve a professional qualification (the International General Certificate), helping them to establish a career in OSH and also support the development of OSH in their respective countries. We also offered 5 Health and Safety for Directors and Senior Managers digital learning programmes to the mentors who were giving up their time to support these aspiring women.





Our Awards

International Safety Awards

In 2023, 774 organisations of all sizes and sectors won British Safety Council's acclaimed ISA awards. They came from as far as Africa, Asia, India, mainland Europe and the Middle East. 136 applicants achieved a distinction, 298 achieved a merit and 337 achieved a pass.



Free to Enter Awards

CEO of the Year

Winner: Folake Soetan – Ikeja Electric Plc

Folake Soetan was appointed CEO of Ikeja Electric in January 2020, just before the COVID-19 lockdown. She steered the business to successfully navigate the globally challenging period earning her the trust of the over 3,000 staff in the company. She has put safety at the heart of the organisation's core values, integrating a culture of health, safety, environment and sustainability. She promotes employee consultation and participation and has driven a corporate goal to automate behavioural-based safety. This has resulted in a proven record of achievement.

Health, Safety and Wellbeing Ambassador of the Year Award

Winner: Emma Short – Tees Valley Energy from Waste site

Emma Short is Administration Manager at Tees Valley Energy-from-Waste facility and one of their Wellbeing and Inclusion Ambassadors. She has played a significant role ensuring the health, safety and wellbeing of colleagues and others. Through Emma, the team have delivered a broad range of activities, demonstrating innovative and creative ideas, as well as having helped to influence initiatives nationally. Emma's work has had a significant positive impact on colleagues helping to reduce absence rates.

Highly commended: Md. Omar Sharif Ahmmed Chowdhury (Gonosasthaya Samaj Vittik Medical College Hospital)

Health and Safety Transformation Award – sponsored by Croner-i

Winner: Hitachi Rail in partnership with BB&A

Hitachi Rail needed to embed a consistent, global health and safety culture to reduce serious incident risk and improve overall performance. They partnered with culture change consultancy, BB&A, to define and engage the business. The current culture was explored through internal interviews with four objectives identified to enable a shift. The resultant global culture change programme focused on conversation-based communications and leadership learning. Four sets of measures were used to evaluate the success of the programme, which showed significant and proven results across several areas.



Our Awards

Free to Enter Awards

NEW: Seize the Opportunity Award

Winners: Dubai Municipality

It was necessary to find a solution to support the emirate's plan to confront and combat COVID-19 and to cooperate with Dubai government departments in its expanded campaign to sterilise all areas of the emirate. The Dubai Municipality solution was to manufacture equipment that sterilises the atmosphere without human intervention and at a low financial cost. Following landfill waste odour complaints this equipment was then modified to incorporate air fresheners providing wider benefits too.

Dubai Municipality – Health & Safety Department

Dubai Municipality Health & Safety Department collaborated with Dubai Police, to launch a Labour Community Market initiative, which was an innovative solution post-COVID to eliminate the negative effects of random markers on security, social, health, safety and wellbeing and economic aspects in labour accommodation areas. The initiative achieved many positive impacts, including securing labour jobs and engaging workers by providing necessary welfare facilities at their accommodation areas. Additionally, suppliers, construction and maintenance companies, and supporting services companies, benefited economically.

Highly commended: Tusas Engine Industries

The James Tye Award

Winner: Dubai Municipality

The goal was to prevent public health issues in educational institutions. They created two initiatives through involving stakeholders but also students, parents and teachers to maintain safe practices in their lifestyle, whether at school, home or public areas. The goal was to increase student awareness about health and safety requirements, reduce injuries rates, promote safe practices, foster positive safety culture in schools, and improve communication with educational institutions and regulatory bodies. The initiatives showed proven positive results.



Team of the Year Award

Winners: Fire Safety Team – Wheatley Group

The Team set a goal to reduce the number of accidental dwelling fires in Group properties by 10% over a five-year period. With help from housing colleagues and through partnership working with the Scottish Fire and Rescue Service, they focused on vulnerable customers and those at risk of fire due to physical, cognitive or mental impairments as well as lifestyle factors. Through extensive customer engagement, providing fire safety advice and ascertaining if further control measures were required, accidental dwelling fires reduced.

Project HSE Steering Committee DMCC's Dubai Uptown Project – WSP Middle East

The Project HSE Steering Committee was formed from stakeholders such as subcontractors to manage the HSE aspects in DMCC's Dubai Uptown Project. Various studies into critical hazards and mitigation programs resulted in successful campaigns during the year. All the smart initiatives and hard work of the team yielded fruitful results. Safety culture improved and the project is even driving broader changes within the sector and geographical region.

Wellbeing Initiative Award – powered by Being Well Together

Winner: EMCOR UK

The Wellbeing Sustainability and Assurance department committed to deliver cultural change across the organisation. Through the 'Be There For Life' programme, the principal aim was to promote behavioural based change, develop a just culture and more collaborative working. The output was a more robust, proactive and risk-based approach to thinking, behaviours and decision making. Through the program they saw significant improvements in RIDDOR incidents related to improving culture and raising awareness of risk.



Organisations who received an ISA in 2023

774



Our Awards

Best in Sector

Art and Culture – Museums, Galleries

Ejadah – Idama Facilities Management Solutions

Construction and Property Activities

Britcon (UK) Limited

China Construction Eighth Engineering Division Corp. Ltd – Subdivisions I & II of Bid ZJTLSG-II for Shandong Section of New Railway from Zhengzhou to Jinan

China State Construction Engineering Corp. Ltd – Construction of Motorway on Corridor Vc Section

WSP In the Middle East – DMCC Uptown Tower

Education

TTE Training Limited

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

Eversheds Sutherland (International) LLP

Leisure, Sports Clubs, Hospitality and Catering

The FA – St. George’s Park

Local Government, Defence and Public Service

China Harbour (Singapore) Engineering Company Pte. Ltd. – TUAS Water Reclamation Plant (TWRP) Contract 2B

Morrison Data Services

Manufacturing

Istanbul Asfalt Fabrikalari Sanayi Ve Ticaret Anonim Şirketi

Oil, Gas, Mining and Quarrying

WRB Gas (Contracts) Ltd

Onshore major hazard

City Demolition Contractors Birmingham Ltd

Power and Utilities

ENKA İnşaat ve Sanayi A.Ş – Misurata 650 MW Simple Cycle Power Plant Project

Transport, Distribution and Storage

SunExpress Airlines

Wholesale and Retail Services

Nippon Gases UK Ltd

Best in Country

Africa

ENKA İnşaat ve Sanayi A.Ş – Misurata 650 MW Simple Cycle Power Plant Project

Bahrain

Bahrain Petroleum Company B.S.C. (Closed)

Bangladesh

Larsen and Toubro Limited, Transportation Infrastructure IC, Railway SBG, Dhaka Metro, CP-07 Project

China

China Construction Eighth Engineering Division Corp. Ltd – Subdivisions I & II of Bid ZJTLSG-II for Shandong Section of New Railway from Zhengzhou to Jinan

Egypt

China Construction Eighth Engineering Division Corp, Ltd (North China) & China State Construction Engineering Corp. Ltd (EGYPT) – Alamein Downtown Towers D01M

Europe

China State Construction Engineering Corp. Ltd – Construction of Motorway on Corridor Vc Section

Jordan

AES Jordan PS

AES Levant Holdings BV

Kuwait

Kuwait National Petroleum Company – Head Office

Malaysia

Petronas Gas Berhad – Regas Terminal (Sungai Udang)

Pakistan

Engro Powergen Thar Limited (EPTL)

Pak Arab Fertilizers Ltd

Qatar

Galfar Al Misnad – EPIC for Route Survey, Design Construction, Installation & Hook-up of Well flow Lines in Dukhan Fields, Part-A (2019-2022)

Saudi Arabia

KEC International Ltd – Saudi Arabia

Serbia

China Construction First Group Corporation Limited – The Chinese Cultural Center Project

Singapore

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

Thailand

China State Construction Engineering (Thailand) Co. Ltd

Turkey

SunExpress Airlines

United Kingdom

Britcon (UK) Limited

UAE

WSP In the Middle East – DMCC Uptown Tower

Chief Adjudicator’s Award

Winners:

- Britcon (UK) Limited
- China Construction Eighth Engineering Division Corp. Ltd – Subdivisions I & II of Bid ZJTLSG-II for Shandong Section of New Railway from Zhengzhou to Jinan
- China State Construction Engineering Corp. Ltd – Construction of Motorway on Corridor Vc Section
- ENKA İnşaat ve Sanayi A.Ş – Misurata 650 MW Simple Cycle Power Plant Project
- SunExpress Airlines
- WSP In the Middle East – DMCC Uptown Tower

More information on the International Safety Awards can be found at: www.britsafe.org/isa





Our Awards



Sword and Globe of Honour

The 2023 awards marked the 44th consecutive year in which British Safety Council had awarded the Sword of Honour for health and safety management excellence and the 12th year of awarding the Globe of Honour for excellence in environmental management.

More than 100 organisations around the world demonstrated they are the 'best of the best' in 2022-23 and were named winners of the prestigious Sword of Honour and Globe of Honour awards by British Safety Council. Winning organisations came from a broad range of industry sectors in the UK, India, the Middle East and Asia, including construction, energy generation, manufacturing, hospitality, facilities management, housing, retail and transport.

British Safety Council also announced its inaugural Shield of Honour award, recognising excellence in wellbeing. To be eligible for the Shield of Honour, applicants must have achieved five-stars in either British Safety Council's Wellbeing Five Star audit, or five-stars in both the Health & Safety and Wellbeing Supplementary Audit, before demonstrating to an independent adjudication panel that they have a proven track record and culture of best practice for excellence in wellbeing running throughout the organisation from the shop floor to the boardroom.

In 2023, Unipart became the first organisation ever to be recognised with a world-class safety, wellbeing and sustainability 'treble' by the British Safety Council.

In addition to winning an 11th consecutive Globe of Honour for sustainability and two more Swords of Honour for safety, Unipart was the first organisation to win the inaugural Shield of Honour for world-class workplace wellbeing.

Unipart Logistics and Unipart Rail were both awarded Swords of Honour. The achievement takes Unipart's tally to more than 65 Swords of Honour over the last decade, more than any other company in its sectors.

In 2023, 115 Sword of Honour and nine 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.

British Safety Council paid particular tribute to four organisations which won both the Sword of Honour and the Globe of Honour. They were:

- Amey
- BAE Systems
- DEWA
- Milaha

The awards were presented at an event held in London on Friday 24 November.





Our Events



Face-to-face

International Safety Awards Gala Dinner

British Safety Council held its Gala Dinner on 19 May to celebrate the International Safety Awards (ISAs) 2023 at the Landmark hotel in London.

This was the 65th year the awards have taken place. The event was hosted by British racing driver Perry McCarthy (aka the original ‘Stig’ from BBC Top Gear). The prestigious event included speeches by British Safety Council CEO, Mike Robinson, its chairman Peter McGettrick, and Jason Anker MBE who, alongside his daughter Abbi, spoke about his accident working at height 30 years ago which left him paralysed from the waist down, how it affected them as a family, and how he found the motivation to recover and achieve career success since then.

The event combined both a formal presentation ceremony with a dinner and an evening of live entertainment.

In 2023, 774 organisations of all sizes and sectors won British Safety Council’s acclaimed ISA awards. They came from as far as Africa, Asia, India, mainland Europe and the Middle East. 136 applicants achieved a distinction, 298 achieved a merit and 337 achieved a pass.

Only the best of the best wins an overall category award.

The occasion was also used by British Safety Council to announce winners of the Mates in Mind Impact Awards, which are given by its sister charity, Mates in Mind to companies seeking to improve mental health at work, especially in the construction sector.

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

“I’m delighted to see so many people here tonight, as by your presence you’re not only demonstrating your commitment to improving the health, safety and wellbeing of your organisations, but are also helping celebrate sixty-five years of improving health & safety standards around the world.

“This week is mental health awareness week, and therefore it is timely that tonight we’ll also be celebrating the Mates in Mind Impact Awards. These awards, open to supporters of Mates in Mind, seek to recognise and reward the amazing work being undertaken by companies in addressing mental health, especially in the construction sector.”

In his address, Peter McGettrick said: “The commitment to health and safety in this room is an inspiration to us all, and we thank you for your dedication to keeping our workplaces and communities safe.

“We applaud your hard work, dedication, and commitment and these awards remind us that health and safety is not just the responsibility of those at the top, but one that requires everyone to take responsibility for their own health, safety and wellbeing.”

Reflecting on how his life changed after a work-related accident, which led to his relationship breaking down, over-dependence on drugs and alcohol and further damage to his brain from an accidental overdose, Jason Anker MBE said: “This year is 30 years since I fell while working at height, and I have looked at how far I have come in my life. Life is 10 per cent what happens to you and 90 per cent how you react to it. The most powerful thing to me is how our lives, and especially my daughter Abbi and I, have adapted since my accident. There isn’t a day that goes by when I don’t wake up and think, ‘if only’.

“With the help of my business partner Tim and an amazing team of supporters, I recently completed a successful ascent of Mount Snowdon, in a gruelling nine-and-a-half-hour trek there and back. Two days later, I went down the fastest zip wire in the World, in Wales, suspended face down travelling at over 100 miles an hour. On 9 June, my daughter Abbi and I will do a big parachute jump, skydiving 15,000 feet in tandem, all to raise money for two charities No Falls Foundation and Mental Health UK. Life sometimes throws you lemons, make lemonade.”

The 2023 International Safety Awards were sponsored by RS Safety Solutions.





Our Events

British Safety Council 13th Annual Conference 17 October 2023

Annual Conference

An exciting line-up of speakers presented at the British Safety Council's 13th annual conference, which took place virtually on 17 October.

Talks were connected to the event's theme – how organisations can stay ahead of the curve and remain resilient in a rapidly changing world.

Nathan Baker, chief executive of the Institute of Occupational Medicine and conference chair, gave the opening address. He shared a raft of eye-opening statistics, not least that companies are 23 per cent more profitable if they look after their people. "100 times more people die to a health-related issue than work-related accidents," he said. "There is a direct, human cost to not managing our workplaces properly," he stressed.

Tunde Agoro, director of ESG at RPS Consulting Group, joined a panel session on global developments in sustainability, and what these mean for businesses. He explained the 'why', 'what', 'when', 'who' aspects of sustainability. "The case is clearly established [as to why]," he said. "We have a climate emergency, an existential crisis – we have to act now." As for when, organisations should set interim targets to adhere to the UK's 2050 net zero target. "Break the problem into manageable bite sizes, it helps to know [you] are on the right track."

Dominique Goncalves, sustainable finance advisor at Pinsent Masons, spoke of the "push and pull" effect of businesses reporting to their investors on sustainability and fund managers demanding more sustainability credentials when choosing their portfolios.

We returned after a break to hear Morgan Lobb, chief executive officer of VERCIDA, and Katy Bennett at PwC discuss diversity and ageism in the workplace. We learned that older workers are today's workplace disruptors – women over 50 are the fastest-growing working population in the UK and there are more over 60s than over 16s in the workforce today. "We have the most multi-generational workplace now than ever," said Lobb. It also explains perhaps why menopause has become such a talking point. "This group [is] driving things," said Bennett.

Marcus Herbert, head of wellbeing at British Safety Council, led the session "in search of the North Star of workplace wellbeing". Herbert had some good tips for managing people well. These included owning your mistakes with the team, inviting feedback and being open to ideas: "When presented with an idea, consider is it wrong or just different to my ideas?" he offered.

Then it was on to Modern Slavery – How can you be an advocate of change? with Dr. Julie Riggs and Phil Pinnington, both at the British Safety Council. They picked out a couple of relevant sustainable development goals from the UN's list of 17: good health and wellbeing and decent work. Clearly there is much expected of us and there's much more we can do.

How can we deal with air pollution as a "Wicked Problem?" was the focus of the talk led by Professor Sir Stephen Holgate CBE, clinical professor at the University of Southampton. Holgate shared the latest research and Alastair Lewis, professor of atmospheric chemistry at the University of York looked at how we can make things better. He urged businesses to see the problem as "more than just exhaust pipes and lorries" but also, how we use our buildings and source our materials.

Developments in education around health, safety and wellbeing brought together Dee Arp, chief operating officer at NEBOSH and Peter Kelly, founder of Being Real, for a wide-ranging discussion. When Kelly started out working on a neuro-psychology unit in Liverpool many years ago his "utopian vision would've been a society that understood mental health at work". Although we've achieved a lot more awareness, support is still focused on the individual: "We're not tackling the source [of problems]." Arp agreed: "It shouldn't be this difficult," she said. "Good health and wellbeing is about creating an environment where people feel valued and they trust. It's not complex."

A stimulating session closed the day with Gethin Nadin, chief innovation officer at Benefex, who looked at the impact of technology, such as AI, cobots, and the metaverse. The argument goes that technology makes us more productive and safer. It can also be destructive: "[Teams notifications], etc enable multi-tasking, but that's not good for productivity or wellbeing," he said. Will technology be a friend or a foe to productivity and wellbeing? The jury was out, but he gave us much food for thought.



Our Events

Sword and Globe of Honour Luncheon

More than 100 organisations around the world demonstrated they are the 'best of the best' in the past year and were named winners of the prestigious Sword of Honour and Globe of Honour awards by British Safety Council.

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

British Safety Council also announced the inaugural Shield of Honour award, recognising excellence across health, safety and wellbeing. To be eligible for the Shield of Honour, applicants must have achieved five-stars in either British Safety Council's Wellbeing Five Star audit, or five-stars in both the Health & Safety and Wellbeing Supplementary Audit, before demonstrating to an independent adjudication panel that they have a proven track record and culture of best practice for excellence in wellbeing running throughout the organisation from the shop floor to the boardroom.

The 115 Sword of Honour and nine Globe of Honour winners also 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.

Mike Robinson, Chief Executive of British Safety Council, said: "I am delighted that Unipart is the first winner of our new Shield of Honour award, and incredibly proud of all our Sword and Globe of Honour award winners this year.

"I congratulate them all on their achievements and applaud them for keeping their workplace safe and healthy and contributing to safeguarding the environment. All our award-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, Chair of British Safety Council, said: "On behalf of the board of trustees and staff of British Safety Council I would like to congratulate all the award winners on achieving the highest standards of health, safety, wellbeing 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."

British Safety Council paid particular tribute to four organisations which won both the Sword of Honour and the Globe of Honour. These were:

- Amey
- BAE Systems
- DEWA
- Milaha

The awards were presented at an event held in London on Friday 24 November.



Sword and Globe of Honour 2023.

Virtual

We delivered a comprehensive virtual webinar and events programme in 2023.

UK/International

- Being Well Together – New Year, New Wellbeing Plan? (Jan) – 235 attendees
- January BSC membership onboarding webinar (Jan) – 20 attendees
- International Safety Awards Application 2023 (Jan) – 223 attendees
- Being Well Together – Sustaining Wellbeing and Employee Engagement in Remote and Hybrid Work (Feb) – 247 attendees
- Being Well Together – Leadership in Health, Safety and Wellbeing (Mar) – 279 attendees
- The Line Manager Paradox – the value and impact of line managers on workplace wellbeing (Mar) – 103 attendees
- British Safety Council Webinar for DLF (Mar) – 369 attendees
- Integrating Health, Safety & Wellbeing – why is it so important? (Mar) – 5 attendees
- Being Well Together – Managing organisational stress in a stressful world (Apr) – 300 attendees
- April BSC membership onboarding webinar (Apr) – 12 attendees
- Wellbeing conference (Apr) – 163 attendees
- Being Well Together – Indoor air quality and the impact on cognitive function, productivity and wellbeing (May) – 175 attendees
- Being Well Together Webinar: Education sector: Wellbeing in the Early Years Environment (Jun) – 50 attendees
- Being Well Together Webinar – How to present a real business case for workplace wellbeing (Jul) – 230 attendees
- Sword and Globe of Honour Application Webinar 2023 (Aug) – 49 attendees
- Being Well Together Webinar – Creative approaches to frequent wellbeing challenges (Sep) – 228 attendees
- Sustaining positive safety culture in organisations: The myths and facts (Sep) – 79 attendees
- September British Safety Council Membership Webinar (Sept) – 28 attendees
- International Safety Awards Application 2024 (Oct) – 74 attendees
- HSE competence mapping and CPD (Oct) – 119
- British Safety Council 13th Annual Conference 2023 (Oct) – 283
- An introduction to the Five Star Occupational Health and Safety Best Practice Audit Specification 2023 (Oct) – 221 attendees
- Five Star Occupational Health and Safety Best Practice Audit Specification and Update 2023 (Oct) – 84 attendees
- British Safety Council Membership Webinar (Nov) – 30 attendees
- Workplace Wellbeing – The Reality, Opportunities and the Messy Middle (Dec) – 185 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 like-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'.



Mates in Mind

As a leading UK charity raising awareness and addressing the stigma of poor mental health, British Safety Council's award-winning mental wellbeing sister charity, Mates in Mind, works collaboratively with employers across construction, transport and logistics, manufacturing, fire and security and other related industries, to improve mental wellbeing in the workplace.

Mates in Mind does this by campaigning for change, building a community, empowering a culture change, raising awareness with future line managers and business owners, and providing emergency support.

As part of its charitable activities, British Safety Council was once again pleased to support Mates in Mind, investing a further £140k into the charity in support of their important work during 2023, which was also its biggest fundraising year ever.

Key impacts in 2023 include the Department of Health and Social Care naming its services in its Suicide Prevention Strategy 2023-28, the Health and Social Care Committee inviting Mates in Mind to provide oral evidence to the Men's Health Inquiry, and a visit by HRH Prince William to a construction site in West London, hosted by Mates in Mind.

Despite announcing that he was stepping down in 2022, Steve Hails remained in post for a further year as Chair in 2023. Initially through the Health in Construction Leadership Group (HCLG), Steve was Chair of the charity from 2016 and continues to provide an influential voice within the industry by remaining as a Trustee on the Board. He has been succeeded by Kevin Myers as Chair of Mates in Mind.

The charity added 55 new Supporters during 2023, 54% of whom have less than 50 employees. It delivered 130 training sessions to 2,550 people, and ran 7 awareness day campaigns, which led to 2,237 resources being downloaded (up 87% on 2022).

Having developed a training course to raise awareness of mental health among construction apprentices, the charity has since been piloting it in numerous colleges and in 2023 it continued to be rolled out across the UK, including the whole of Scotland. Through a pilot with CITB in the North West, it trained 240 apprentices, working with 4 colleges, and training 60 college tutors.

Its Text service, 'BeAMate', supported 57 individuals during the first three quarters of 2023. 38.5% of the texts received were about isolation and 38.5% of texts were regarding depression.

Through its communications in 2023, Mates in Mind saw 9,782 downloads from its website (38% up on 2022), 36,500+ website visitors (14% up on 2022), 227 media appearances (including national, regional and trade), 1 UK wide billboard campaign, and a 26% increase in followers on social media (compared with 2022).

2023 was a big year for Mates in Mind's fundraising activity, in which 94 Fundraising packs were downloaded (a 12% increase on 2022) and 10 organisations nominated it as their Charity of the Year.

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.



Photograph: Anthony Charlton, In-Press Photography Ltd





Because
Experience
Counts



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