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Produced by:

 Woodward SHE Ltd

## Welcome to our 37<sup>th</sup> Edition of Safety Net



I recently visited the Director of Health and Safety at a large organisation in the north of England and explained to him the Woodward Associates scheme.

After listening carefully to how the scheme works he said “you’re the first health and safety training company that I have met that wants to talk itself out of work by allowing us to do the delivery of nationally recognised courses ourselves”.

He has since got back to us and we are helping him to undertake a mapping exercise for every single employee of the organisation.

## Lifting Restrictions !!

This mapping exercise includes the IOSH Working Safely [1 day] course for all operatives, the IOSH Health and Safety for Supervisors [2 days] course for all team leaders, chargehands and leading hands and the IOSH Managing Safely [4 days] course for all junior and middle managers.

He has also asked us to deliver the IOSH Leading Safely [1 day] course to senior managers and directors.

He has decided that everyone in the organisation will hold an IOSH health and safety certificate and the company will become an “*IOSH qualified company*”

I mention this event because there are still organisations [you may be working in

one] who are still employing external trainers to deliver IOSH courses and on limited budgets the delegate numbers who can be put through the training will be restricted.

Take up the mantle with us; become a Woodward Associate and help in “lifting restrictions”.

Everyone gains and hopefully health and safety performance will dramatically improve and you will extend and increase your recognised skills and expertise [and perhaps pay but no guarantees on this last point].





## TWO NEBOSH 2017 BEST CANDIDATE AWARD WINNERS FROM WOODWARD !

Congratulations to all of our diploma delegates who received their parchments this year, and a very special mention for our TWO NEBOSH Best Candidate Award Winners !

**Carley Davies**  
NEBOSH Best Candidate  
National Diploma Unit A



**Mark Axford**  
NEBOSH Best Candidate  
Environmental Diploma



The 2017 NEBOSH Graduation & Awards Ceremony was held at the University of Warwick on Monday 03 July 2017.

When the Ceremony commenced at 11am the NEBOSH Chair Sir Bill Callaghan welcomed everyone and introduced the guest of honour, Martin Temple, Chair of the UK Health and Safety Executive who made a short address.

The Diplomates were each called in turn to the stage to receive their parchments and be personally congratulated by the Chair and guest of honour. After that the awards were presented to the top performing NEBOSH candidates for Certificate and Diploma qualifications in the last 12 months.

Tom (MD) and Christine from Woodward attended the ceremony to celebrate with our Diplomats and Award winners. Tom (MD) told us:

*Whilst working in health and safety management and environmental management over the past 30 years or so I have met many fantastic individuals who will definitely progress health, safety and environmental management onto new paths. Organisations benefit, communities benefit but mainly individuals and families benefit in seeing accidents and illnesses reduced and environmental surroundings improved. Carley and Mark are both exceptional people who I know will contribute to providing these benefits.*

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## New NEBOSH H&S at Work Accreditation

Woodward are pleased to be able to announce that we have now been accredited by NEBOSH to deliver the **NEBOSH Health and Safety at Work Qualification**.

This **3 day course** covers the basic health and safety principles and practices essential in the workplace.

### **A perfect introduction to health and safety.**

This introductory qualification will help improve the safety culture in your organisation, by equipping your workforce to identify and deal with hazards at work helping to reduce accidents and achieving cost savings for the business.

The qualification is designed to meet the needs of an international audience. There is no content on UK law. The multiple choice assessment is currently available in English, Arabic, Mandarin, French, European Spanish and Russian.

This qualification is also an ideal first step towards other higher level NEBOSH qualifications including NEBOSH's International General Certificate and National General Certificate.

### **What kind of people take the NEBOSH Health and Safety at Work qualification?**

This introductory qualification is aimed at anyone who needs to understand the principles of health and safety as part of their job. The typical people who would benefit from this qualification include:

- Team leaders and supervisors.
- HR professionals.
- Facilities managers.
- Those working with young people in a training environment.

### **Is it accredited?**

This qualification sits in the Scottish Credit and Qualifications Framework (SCQF) at SCQF Level 5 with 3 SCQF credit points. SCQF Level 5 is comparable to NQF/QCF Level 2 in England, Wales and Northern Ireland.



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## Mates in Mind – Mental Health in Construction

Mates in Mind was established by the Health in Construction Leadership Group (HCLG) with the support of the British Safety Council in September 2016. The concept of Mates in Mind was launched at the end of January 2017 at the HCLG's 2<sup>nd</sup> Construction Summit.

Mates in Mind is a registered charity operating in the UK that aims to provide clear information to employers on available support and guidance on mental health, mental illness and mental wellbeing, and how they can address this within their organisations.

Mates in Mind is not looking to reinvent the wheel. It helps to make sense of available options and provides support to employers. It does so in partnership with leading charities and organisations such as Mind, Samaritans and Mental Health First Aid England.

### **Our aim is clear – there is no health without mental health**

Mates in Mind aims to:

- Raise awareness and understanding of mental health and mental ill-health
- Help people to understand who, when and where to get support
- Break the silence and stigma through promoting cultures of positive wellbeing throughout the industry.

Mates in Mind has an ambitious goal – to reach 100,000 workers in the first year, and by 2025, Mates in Mind aims to have reached 75% of the construction industry.

<https://www.matesinmind.org/>



## Return to work after common mental disorders

Perspectives of workers, mental health professionals, occupational health professionals, general physicians and managers

Common mental disorders (CMDs), such as anxiety, stress and depression, are among the leading causes of disability worldwide and have a major impact in terms of lost productivity and sickness absence. Returning to work is a complex process in which different stakeholders may be involved and have to co-operate.

This report discusses the return-to-work process of workers on sick leave with CMDs, and the barriers and facilitators from a multi-stakeholder perspective, ie workers, managers, mental health professionals, occupational health professionals and general physicians. This research was undertaken by Tilburg University.

Return to work after common mental disorders – [full research report](#)

Return to work after common mental disorders – [summary report](#)

<https://www.iosh.co.uk/Books-and-resources/Return-to-work-after-common-mental-disorders.aspx>

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## Spotlight on .....

### NEBOSH Health and Safety at Work Qualification

**The NEBOSH Health and Safety at Work qualification is perfect for complete beginners to the subject.**

The Health and Safety at Work qualification:

- covers the basic principles of health and safety rather than specific law;
- requires no prior knowledge of health and safety, making it accessible to all;
- can be completed in three days and is assessed via multiple choice examination and practical assessment;
- may be tailored to include content covering specific hazards and risks faced by a company or sector when delivered in-house;
- provides a perfect introduction to the NEBOSH General Certificate in Occupational Health and Safety.

Many organisations use this qualification to improve health and safety culture by raising workers' awareness of common workplace hazards and how to control them. They recognise that by giving staff this knowledge at all levels and empowering them to act, the health and safety performance of the organisation should improve. The qualification is highly valued by students – 96% of respondents from our latest survey said they would recommend it to others. This suggests that it met or exceeded their expectations.

The same survey indicates that the qualification is often used to raise health and safety knowledge amongst supervisors (34%) and managers (17%). The qualification is a great stepping stone for those who wish to progress to a NEBOSH National or International General Certificate in Occupational Health and Safety – 95% of respondents indicated that they were considering this progression route.

#### **Employer Perspective: The University of Warwick**

The University of Warwick is one organisation that has incorporated the NEBOSH Award in Health and Safety at Work into its training plans. So far over 30 managers and supervisors from across the university have gained the qualification, after attending a course that had been tailored to the university's specific needs. The team feel better equipped to manage health and safety on campus after achieving the NEBOSH Award in Health and Safety at Work qualification.

John Phillips, Director of Health and Safety said: *“There are a wide variety of potential hazards arising from university activities. The NEBOSH Award in Health and Safety is flexible so that we were easily able to tailor it to meet the specific needs of our people.”*

James Breckon, Director of Estates added: *“Guaranteeing that we take care of ourselves and each other while at work and raising the profile of health, safety and well-being is critical. This qualification brings greater insight, skills and knowledge, but more importantly it shows that health and safety is a priority for all.”*



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## NEW IOSH SHORT COURSES LAUNCHED

Several new courses have been added to the IOSH portfolio

- **IOSH Fire Safety Awareness (½ day course)**

- Effective fire evacuation
- Roles and responsibilities in a fire emergency
- Fire and firefighting equipment
- Identifying workplace fire hazards

- **IOSH Fire Safety For Managers (1 day course)**

- Employers' responsibilities
- Fire and fire safety measures
- Assessing fire risks
- Creating a fire safety culture

- **IOSH Environment for Business (1 day course)**

- What is meant by the term 'environment'
- How the environment can impact upon organisations
- How organisations can impact the environment
- Ways to minimise environmental risks and maximise sustainable opportunities

Please contact us for more details on these courses.

## Dehydrated driving same as drink-driving

Driving while dehydrated has the potential to be as dangerous as drink-driving, according to a new study conducted by vehicle leasing company, Leasing Options.

This research suggests that, similar to the effects of alcohol, dehydration can impair a person's mental and physical well-being. In fact, in the study 47.1% of dehydrated drivers reported loss of focus, 59.3% reported loss of concentration and 42.7% reported slower reaction times.

Yet, what can make dehydration dangerous is its pervasiveness, as 55% of drivers drink less than the recommended daily water amount (1.2 liters).

Leasing Options' research suggests that a significant portion of all vehicle crashes are caused by dehydration. For that reason, if your organisation employs any drivers or if employees have to travel regularly for work, it is important that they understand how to stay hydrated with the following tips:

- Bring an adequate amount of fluids to stay hydrated throughout the trip. For each hour spent in the car, drivers need to drink one glass of re-hydrating fluids. In addition, drivers should avoid an excessive amount of caffeinated drinks, which can contribute to dehydration.
- Refrain from driving in a hot vehicle, which can accelerate dehydration.
- Take frequent driving breaks during long trips so drivers can rest and re-hydrate.

<https://www.bluefingroup.co.uk/monthly-client-newsletter/dehydrated-driving/>

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## HSE launches second phase of construction inspection campaign

Construction projects across Britain are being urged to act now to ensure the health and safety of their workers is protected as the second phase of a [targeted inspection initiative](#) is now underway.

The Health and Safety Executive (HSE) says 43 workers were fatally injured in 2015/16, and an estimated ten times that number died from construction related ill-health, with a further 65,000 self-reported non-fatal injuries.

HSE is now asking every construction contractor, client and designer to ensure they are not adding to this unacceptable toll of harm by failing to manage well-known risks.

In addition to things such as falls from height, the campaign will focus on control of harmful dusts including respirable silica from concrete, brick and stone, asbestos and wood dust, as well as work at height, structural safety, materials handling, good order and welfare provision.

HSE points to the mis-conception that health issues cannot be controlled in construction. It says harmful dust, whether silica or wood, is a serious issue and can be managed effectively with the right design, equipment and training. Health effects may not be immediate, but the ultimate impact on workers and their families can be devastating.

HSE carried out over 2000 inspections during the first phase of the initiative earlier this year with action being taken to address these issues in almost half of visits.

HSE's Chief Inspector of Construction and Director of Construction Division Peter Baker commented: *"In phase 1 of this campaign HSE's inspectors found lots of good examples of small sites working safely and protecting workers health from exposure to harmful dusts, proving it can be done. My message to smaller businesses is don't wait for an accident or a visit from an HSE inspector – learn from the success of others and act now."*

*"Nearly half of construction fatal accidents and injuries reported to HSE involved refurbishment work.*

*"Some small refurbishment sites continue to cut corners and not properly protect their workers resulting in an unacceptable number of deaths and injuries each year."*

<https://www.facebook.com/SaferSites/>


Read the full article here:

<http://press.hse.gov.uk/2017/hse-launches-second-phase-of-construction-inspection-campaign/>



**ARE YOU COMPLIANT?**

Find out more information: [www.hse.gov.uk/construction](http://www.hse.gov.uk/construction)

 Join the conversation at: SaferSites

Follow us on:





## Health and Safety Myths

There is no shortage of stories about ridiculous decisions taken, wrongly, in the name of health and safety. In this section we present HSE's responses to some of those decisions.

<http://www.hse.gov.uk/myth/index.htm>



### Case 410 - Children at school have been banned from eating pack lunches outside allegedly due to health and safety

#### Issue

Children at a school have been banned from eating pack lunches outside allegedly due to health and safety

#### Panel opinion

This appears to be a specific approach put in place by this school, perhaps as part of a wider food policy.

It is not a requirement of health and safety regulation and central government guidelines on food hygiene or healthy eating do not cover this. It might be helpful to explain the thinking behind it more clearly therefore.

### Case 411 - Safety pins on swimming pool locker keys

#### Issue

A swimming pool operator has removed safety pins from their locker keys on H&S grounds

#### Panel opinion

Other than the general duties under the HSW Act there is no specific H&S legislation or guidance applying to this. Safety pins have been widely used as a means to secure locker keys and should not present significant risks, however use of safety pins is outdated and has gradually been replaced by either clips or wrist bands.

This appears to be a specific policy at this leisure centre, so a fuller explanation would be helpful, beyond the simple 'health and safety' line.



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## Men and Mental Health at Work

Men have traditionally been viewed as the breadwinners; the ones considered to be best equipped to navigate the challenges and competition of the workplace. But a new survey by Mind has revealed that work is the biggest cause of mental health problems for men.

Some [200,000](#) men a year report feeling stressed, anxious or depressed because of work, which accounts for 1.2% of men in work. But in a survey by [Men's Health Forum](#), 34% of men said they felt constantly stressed or under pressure. Men are less likely to ask for help with their mental health issues (particularly at work) because they may feel embarrassed or ashamed, perhaps because they feel that they are not meeting society's demand for them to look and be strong and reliable. In the survey of 15,000 employees across the UK by the mental health charity [Mind](#), one in three men (32%) blamed their work for causing mental health problems, compared to one in five women (19%).

The survey also found that men were less likely than women to look for help for their mental health problems or speak openly with colleagues about the problems they were suffering. Men were also less likely to take time off work to help them deal with poor mental health issues.

Untreated and unrecognised, mental illness can have devastating effects among men. Three-in-four people who commit [suicide](#) are men, and it is the biggest cause of death for men aged below 35.

### Supporting men's mental health in the workplace

Mental health issues can affect any individual indiscriminately, regardless of age or status, and many employers are becoming more understanding of the importance of reducing the dangers of stress, overwork and tight deadlines. Stress and mental health issues are a major cause of sickness absence, which can cause significant problems for organisations so it is important to take steps to support employees and prevent problems from escalating:

- **Encourage staff to talk.** It is fairly common for men to avoid talking about their emotional lives yet we all have mental health in the same way as we all have physical health. Managers should be trained to spot the signs of mental ill health and support staff with their wellbeing (for example by reviewing workloads, creating an open and supportive team ethos, and providing opportunities to talk in confidence). Talking can aid good mental health and help avoid small problems from becoming major obstacles.
- **Highlight the importance of work/life balance.** Encourage staff to finish work on time, take breaks and use all their holiday entitlement in increments throughout the year.
- **Show flexibility when supporting staff experiencing mental health issues.** Look at practical ways to help them by making changes to their workloads or working hours.
- **Offer activities outside the workplace.** Organising team-building, sporting or social events for staff can be good for morale.

Read the full article by FitForWork here: <https://fitforwork.org/blog/men-mental-health-work/>



## Promoting a Positive Culture: A Guide to Health and Safety Culture

This free IOSH guide, '[Promoting a positive culture: A guide to health and safety culture](#)', describes culture as a way of doing things that are shared, taught or copied. Everyone in a culture tends to do things in a similar way, which is why this technical guide explains the importance of a positive safety culture.

The guide explains that safety culture is about how people feel regarding safety, what they do, and the policies and procedures that an organisation has in place.

The key elements covered are:

- working practices and controlling hazards
- attitudes towards risk management and compliance
- learning from accidents, near misses and safety performance
- leadership in an organisation
- how much employees actually know and communicate about health and safety.

The guide also contains various case studies detailing how a safety culture can be changed positively.

Download this guide and other IOSH resources on the [IOSH website](#).

Promoting a positive culture is only intended as a guide on the subject. However, if you have any comments or questions, please contact the IOSH Health and Safety Helpline on +44 (0)116 257 3199 or email [helpline@iosh.com](mailto:helpline@iosh.com).

<https://www.iosh.co.uk/News/Promoting-a-positive-culture.aspx>



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## HSE Go Home Healthy Campaign

HSE have launched a new national campaign 'Go Home Healthy' to promote their commitment to tackling ill-health and our health and work programme.

You can do the right thing by protecting your workers' health. Everyone should go home healthy from work.

The campaign currently has three priority areas – occupational lung disease, stress & mental health and musculoskeletal disorders (MSDs).

The purpose of the 'Go Home Healthy' campaign is to:

- build understanding to positively influence behaviour and reduce ill health and injuries in the workplace;
- positively influence employer engagement so they act on the part they play in improving work-related health and wellbeing;
- improve attitudes to health and safety in the workplace by working collaboratively with others to create and galvanise 'norming' of good health practices.

Join the conversation at [#WorkRight](#)

Download the [campaign pack here](#)

Be a part of the [online community](#)

<http://www.hse.gov.uk/gohomehealthy/share.htm>



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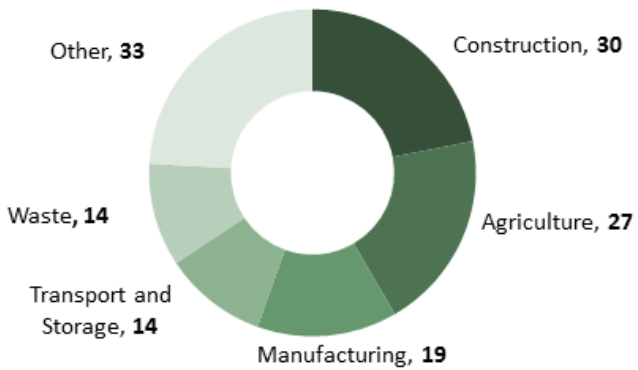


# Fatal injuries arising from accidents at work in Great Britain 2016/17

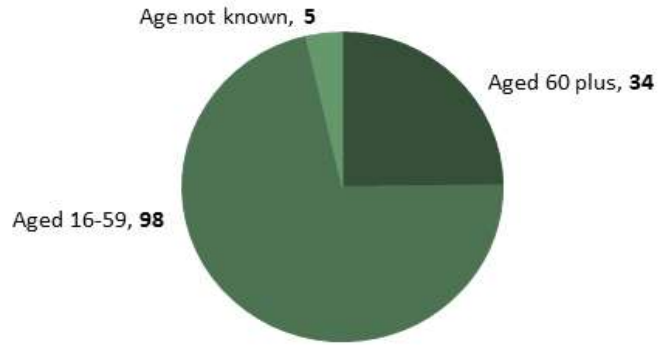


137 Workers killed at work in 2016/17...

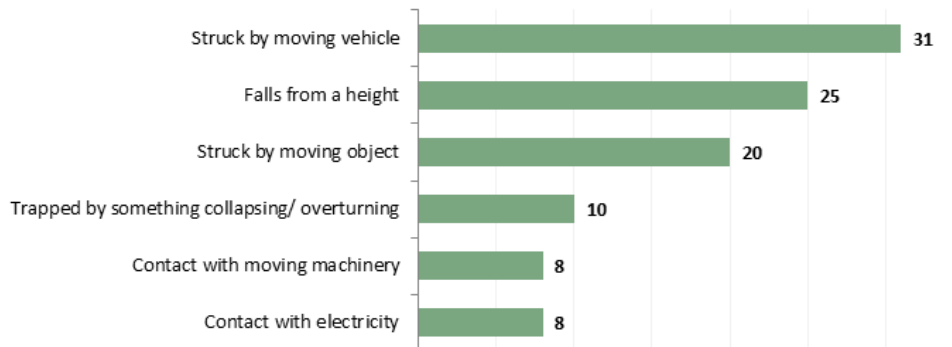
Fatal injuries to workers by main industry



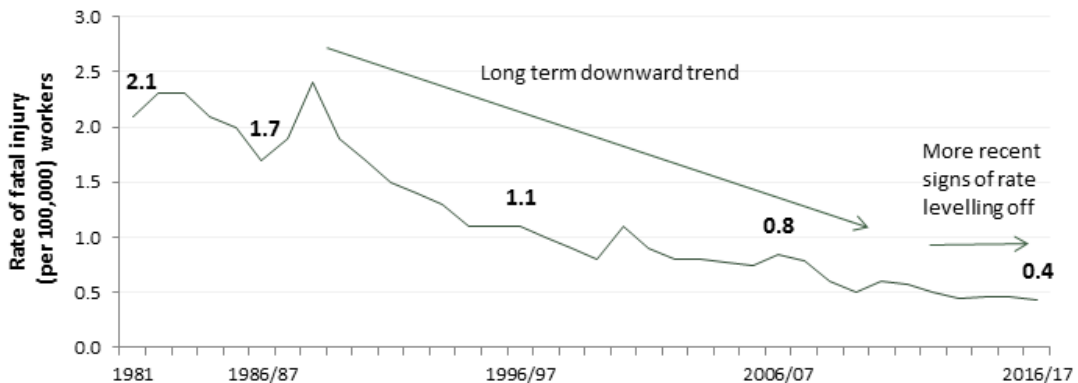
Fatal injuries to workers by age



Main accident kinds for workers



Rate of fatal injury per 100,000 workers



...In addition, 92 Members of the public were killed due to work related activities in 2016/17

Find the full details here: <http://www.hse.gov.uk/statistics/fatals.htm>

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## Resources for NEBOSH students



There are a number of free to download resources on the NEBOSH website which will help you if you are currently studying for a NEBOSH qualification. These include:

**Examiner Reports – [www.nebosh.org.uk/Examiner\\_Reports](http://www.nebosh.org.uk/Examiner_Reports)**

Available for Certificate level qualifications, the reports are designed to help you prepare for your assessments by providing feedback on exam technique, command words and learning outcomes.

**Example question papers and Examiners' feedback on expected answers – [www.nebosh.org.uk/Examiner\\_Feedback](http://www.nebosh.org.uk/Examiner_Feedback)**

Available for all Certificate and Diploma level units, the reports provide example examination questions and details examiners' expectations and typical areas of underperformance.

**Command Words – [www.nebosh.org.uk/Command\\_Words](http://www.nebosh.org.uk/Command_Words)**

Available for both Certificate and Diploma level qualifications. It provides a definition of each command word used and provides example responses using every day scenarios.

## Red Cross First Aid App

**If a friend or family member was having a heart attack or was choking, would you know how to help them?**

This free app features simple, easy advice on 18 everyday first aid scenarios, as well as tips on how to prepare for emergencies, from severe winter weather to road traffic accidents.

With videos, interactive quizzes and simple step-by-step advice, it's never been easier to learn first aid.

The information you need is all hosted on the app itself, meaning no internet connection is needed, making it fast and easy to access.

### Download the app

Visit the [Windows Store](#), the [Apple App Store](#) or the [Google Play Store](#).

<http://www.redcross.org.uk/en/What-we-do/First-aid/Mobile-app>



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## New professional development courses launched by IOSH

Professional development courses are now being piloted by IOSH as it seeks to ensure the health and safety profession can continue to drive business change. IOSH is currently taking bookings for the courses, which commenced in October.

There are many ways in which IOSH intends to enhance the health and safety profession. A key component is introducing these CPD courses for its members.

For leading organisations, health and safety programmes are a means of ensuring business continuity and brand equity, driving competitiveness and producing and creating new sources of value.

This means the profession *"has a tremendous opportunity"*, according to IOSH Head of Product Jonathan Nobbs.

The following courses are currently available:

- *Board Masterclass for OSH Professionals*
- *Modern CoSHH Management*
- *Behavioural Safety*
- *Legionella Management*
- *Noise Measurement & Management Best Practice Workshop*
- *Conducting General Risk Assessments*

*"We've looked at a range of indicators – member needs, member feedback, Blueprint – and prioritised six courses that will run as part of this pilot programme,"* said IOSH Head of Product Jonathan Nobbs.

*"Using feedback that we gather and analyse during the pilot, we aim to expand the programme to increase the support we offer professionals."*

Are you a graduate starting your first job, a manager with a few years' experience or a director working at the highest level? Whatever your needs, IOSH have something for you.

IOSH will pilot these between October 2017 and March 2018. Introductory prices for this six month period start from £195.00 for IOSH members. Each course takes one to two days.

You can find out more about each course and book your place using the link below:

<https://www.iosh.co.uk/en/Training/IOSH%20training%20courses/Professional%20Development>

## Historic Health and Safety Pictures



Installation of the Statue of Lincoln 1920



Construction of Chicago's transit system in 1895

*(Photo via San Francisco History Center/San Francisco Public Library)*

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We're on the Web!

Find us at:  
[www.woodwardgroup.co.uk](http://www.woodwardgroup.co.uk)

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## Do you want to be our featured Alumni?

We want this newsletter to be about you, our Alumni. We'd like to feature a different past student each newsletter and talk

about what you've done since leaving us.

If you'd like to be featured in our newsletter please

send a short article about yourself and your career to the newsletter at [info@woodwardgroup.co.uk](mailto:info@woodwardgroup.co.uk).

## Testimonials Request

We would like to include some testimonials from past students on our website, so that potential students can get an idea about how we operate and what we have to offer.

If you would like to send us a testimonial please include your name and company (or rank if MoD) so that we can show that the testimonials come from real people.

Testimonials of all lengths would be greatly appreciated.

Many thanks in advance!



Several current students have suggested that they would have benefited from these.

### *About Our Company...*

Woodward delivers health and safety training and also environmental management training.

offered are IOSH, NEBOSH or CIEH accredited. However bespoke training, consultancy and auditing work are also undertaken.

Woodward wants to continue to develop professional safety, health and environmental, fire and construction managers.

The majority of the training courses

### *Do you have any feedback for us?*

We want to make sure that our alumni newsletter is something worth reading.

if you have an article you'd like to see in our newsletter or a letter for us to publish we'd be happy to consider them.

Please contact us on the usual address:

[info@woodwardgroup.co.uk](mailto:info@woodwardgroup.co.uk)



If you have any feedback or comments on how we can improve the newsletter we'd love to hear them. Equally