

Newsletter

November 2025

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Introduction

Welcome to the November newsletter.

Marisa Firkins, the new BHSEA Chair welcomed 40 members to this month's event focussing on Health.

Earlier in the day HCML, delivered a successful training event addressing Neurodiversity in the Workplace, Menopause and Wellbeing Strategies. The round table discussions encouraged lively debate and the sharing of knowledge and experience. The feedback from members was all positive with the majority of attendees rating it a 10 out of 10.

The afternoon presenters included Paul Delderfield from the HSE who gave us an update on noise and Dan Hill from Sunbelt Rentals who gave Members a face-fit refresher session.

Sarah Kenny BHSEA Secretary



**“Interesting to hear
from HSE on current
guidelines”**

November Member of the Month Spotlight!

CG Reynolds



BHSEA
Birmingham Health, Safety & Environment Association

**MEMBER
OF THE MONTH
CG REYNOLDS**

Birmingham based construction company with satellite office in London. Primarily carrying out dry lining, ceilings and SFS installation.

JOIN HERE

 www.bhsea.org.uk

CG REYNOLDS
BIRMINGHAM • LONDON

MEMBERSHIP • SUPPORTED ACTIVITIES • 2023 • OCT 2023

We're excited to announce our Member of the Month for November CG Reynolds, a Birmingham based construction company with satellite office in London who joined BHSEA over 6 years ago. Primarily they carry out dry lining, ceilings and SFS installation.

This is a new initiative celebrating the organisations that make up the BHSEA community and their contributions to improving health, safety, and environmental standards across the region.

Noise

Paul Delderfield - HSE

PRESENTATION Coming Soon

Face Fit

Dan Hill – Sunbelt Rentals

PRESENTATION



Member updates



New Members

- Interface NRM
- University Hospitals Birmingham



New Safetyhub Platform

Safetyhub upgrade has been suspended due to problems with the new platform.

Details of when the upgrade will be re-instated to follow.



BHSEA are a SGUK Gold Winner

The SGUK Excellence Award judging panel have concluded their judging and I am delighted to announce that BHESA's Training Committee has been awarded the highest achievement of a SGUK Excellence Gold Award.



British Safety Industry Federation

Bad Vibrations

Bad Vibrations, A new campaign tackling the widespread confusion surrounding Hand-Arm Vibration Syndrome (HAVS) has just launched, produced by BSIF (British Safety Industry Federation) — the UK's Trade Association for the Safety Industry.

HSE News – Consultation launched on the Control of Asbestos Regulations and guidance

HSE has launched a consultation on proposals to improve the application of the Control of Asbestos Regulations and guidance around asbestos management to help protect workers and building users.

The consultation aims to seek stakeholders' views on 3 proposals:

- to ensure the independence and impartiality of roles in the four-stage clearance process to further minimise the risk of exposure from asbestos to workers and building users after the removal of asbestos
- to drive up the standard of asbestos surveys to ensure dutyholders have the information they need to safely manage asbestos risks
- to clarify the type of work that constitutes work with asbestos known as Notifiable Non-Licensed Work (NNLW)

The consultation is particularly relevant to dutyholders, asbestos analysts, asbestos removal contractors, asbestos surveyors, and associated professions including facilities management and construction.

How to take part

The full consultation document, including detailed proposals, background information and how to respond is available [here](#)

The consultation runs until 9 January 2026.



BSiF News: Bad Vibrations

Bad Vibrations, A new campaign tackling the widespread confusion surrounding Hand-Arm Vibration Syndrome (HAVS) has just launched, produced by BSiF (British Safety Industry Federation) — the UK's Trade Association for the Safety Industry.

Bad Vibrations dives into:

- What HAVS is and where it occurs
- Which tools are most likely to cause it
- Methods to control exposure in the workplace
- How vibration is measured and quantified
- Relevant standards to be aware of
- Helpful links for those wishing to explore specific aspects in more depth

Bad Vibrations is available to download [here](#)



Member Benefits – Discounted Training Courses

BHSEA Members get 10% off Wolverhampton College One Day Health and Safety Courses

With industry-recognised NEBOSH, IOSH and CITB qualifications, short part-time courses meaning you can gain your qualification without significant time away from the workplace, and the opportunity to progress to study at university-level, the City of Wolverhampton College has a course to meet all.

Contact Caroline Cottis cottisc@wolvcol.ac.uk for details and state you are a BHSEA member.

10%

HEALTH AND SAFETY TRAINING

Telford Campus – Stafford Park 4



We provide health and safety training to suit the varied levels of responsibility within a company.

- IOSH Working Safely
 - IOSH Managing Safely
 - IOSH Managing Safely Refresher
 - IOSH Fire Safety for Managers
 - Health and Safety Awareness - Site Safety Plus CITB
 - UKATA Asbestos Awareness
 - Nebosh National General Certificate
 - Nebosh Award in Environmental Awareness at Work
 - NVQ Level 6 Diploma in Occupational Health and Safety Practice
- Short Courses (virtual or classroom):
- Manual Handling
 - Risk Assessment
 - COSHH
 - Confined Spaces
 - DSE
 - Working at Height
 - PUWER
 - Fire Marshal

NEW: We also provide **Face Fit Testing**.

Dates and prices for all courses are available upon enquiry.

Many of the courses can be delivered in-company. Please contact us to discuss your requirements.

Caroline Cottis
01902 610101 or cottisc@wolvcol.ac.uk

Access your exclusive BHSEA member benefits

Hi there,

As a Birmingham Health, Safety, & Environment Association member, you get access to a range of Croner-i content for free.

Today you can access our latest director briefing toolkit on the responsibilities of directors and managers.

Directors and senior managers have specific responsibilities under the law in relation to health and safety. This toolkit will give you the essential background information and advice on understanding your responsibilities and fulfilling the role of director and senior manager.

[Download Now](#)

Also, as a BHSEA member, you are entitled to a 20% discount on Croner-i's brand new and enhanced Navigate-Safety Pro platform. Simply mention your BHSEA membership or fill in any our specific registration pages to request pricing.

Access your free Safety-Inform Pro Lite

Safety-Inform Pro Lite Includes:

- "What's new" updates and weekly e-alerts"
- Health & safety feature articles and analysis
- Online toolkits and expert Q&As
- Quick facts across business sectors
- Free Health and Safety Helpline calls
- 20% off on the full Safety Pro platform
- See the free platform in action first!

[Register Here](#)



Member specific content

Assessment of Hazardous Waste

Almost all businesses produce some hazardous waste. A waste may be classed as hazardous due to its composition and properties, the quantity of the waste in question does not dictate whether the waste is hazardous. However, some wastes may be classed as hazardous when they contain hazardous substances at or above certain thresholds. Hazardous waste classifications may differ from health and safety hazard classifications.

Hazardous waste is defined by reference to the List of Wastes (LW), derived from the European Waste Catalogue (EWC). A waste stream will be hazardous if it falls in the LW is marked with an asterisk. Many wastes also have "hazard" codes, (e.g. persistent hazardous and non-hazardous wastes, in the LW). These must be assessed to determine whether they contain hazardous substances and display hazardous properties.

Smaller businesses may need to rely on their competent waste management contractor to assess whether any of their business's waste stream is hazardous, though a business may become spontaneously familiar with the classification of wastes that do not change significantly over time. Detailed guidance on the assessment criteria for hazardous waste is given in the Environment Agency's guidance document WMS, updated in 2011. In 2016, restrictions on persistent organic pollutants (POP)s were introduced. This means that plastic from work electrical and electronic equipment (WEEE) containing flame retardants is classified as hazardous waste and it cannot be reused or recycled. The same applies to waste domestic wiring (cables, and containing POPs), which must be disposed of by a

This topic aims to help waste producers to understand and, if a competent party to assess whether their waste is hazardous.

- Many waste streams possess hazardous properties, and the legislation if they meet criteria covered by the EU Waste From Regulation 1357/2014. Definition of Hazardous Waste
- UK and/or EU hazardous waste assessment criteria may be error
- A waste is officially defined as hazardous if it is marked with a star. It will display one of 16 hazardous properties that are assessed. A detailed assessment of the chemical composition must
- The Environment Agency provides detailed guidance on hazard guidance document WMS. The latest edition was issued in 2017 responsible for assessing their own or a contractor's waste class Hazardous Waste
- Waste containing persistent organic pollutants (POP)s, as defined by the EU Waste From Regulation 1357/2014. Definition of Hazardous Waste
- In Scotland, hazardous waste is known as Special Waste and applies, although the waste classification principles are the same

With the BHSEA, you can discover the free member benefit. Download our platform with legal registers, model policy assessment templates, staff training modules and far more.

Employer Toolkit: Mental Health First Aid

There are courses on offer that can train certain members of staff to support colleagues both in terms of common problems such as anxiety or depression, through to suicidal thoughts. Mental health first aid does not mean that individuals can act as professional counsellors, but rather it gives people the confidence to know how to deal with someone who is "not OK" on a first-aid basis, hopefully enabling them to offer support before the problem escalates.

The role of the mental health first aid is to:

- spot the signs of mental ill health or distress
- start a conversation with the colleague in question
- listen non-judgmentally
- assess the risk to the individual and to others, including the mental health first aid themselves
- give reassurance and information, whether in terms of self-help strategies or encouraging them to seek professional help
- escalate to the emergency services, if necessary
- follow company procedures in terms of documentation, confidentiality, etc.
- The support they offer could also be as simple as:
- meeting someone daily for a cup of tea to make sure they are coping
- walking them into the office from the bus stop so they meet a friendly face first thing
- helping to rearrange to-do lists to manage workloads
- meeting them in a quiet part of the office
- taking them for a walk to the park at lunchtime.

The organisation should support to mental health first aiders by:

- arranging initial training
- keeping their training up to date with regular refresher courses
- naming a mental health champion — to help colleagues/colleagues around mental health
- creating clear referral and assistance pathways for the mental health first aiders to support
- getting them known around the company — posting their name and pictures next to physical first aiders, for example, on the organisation's intranet, to systems, etc.

The impact of having first aiders on mental health in the organisation should be measured. This could be done through, for example, monitoring any changes in the:

- number of people accessing an EAP with mental health problems
- documentation produced by the mental health first aiders and line managers according to guidelines
- rate of absence and time taken to return to work
- staff surveys.

Q

As part of our commitment to employee wellbeing, we are looking to implement more measures targeted at mental health. What measures can we put in place to do this?

A

Employee mental health can be improved through strategic organisation-wide approaches that include training managers on identifying mental health issues and ways to support employees who are struggling with them. This can be done by implementing Employee Assistance Programmes, conducting mental health awareness initiatives, making reasonable workplace adjustments and promoting positive mental wellbeing through supportive policies and practices.

The most effective approach to helping with employee mental health is to combine prevention strategies with support for those experiencing mental health difficulties. A comprehensive approach should involve employees identifying stress indicators and implementing solutions rather than relying solely on individual-level interventions. Remember, these issues can be external to the workplace as well as arising from

SGUK Award Winners

BHSEA scoops two 2025 SGUK Awards

BHSEA is delighted to announce that it has been awarded a Gold Award at this year's Safety Groups UK (SGUK) Awards, in recognition of the outstanding work of its Training Committee, and the Albert Porter Rose Bowl, in recognition that the winner of the Lord Cullen Trophy for Innovation was BHSEA Member Stop N Go.

Paul Singh, Training Committee Member and Sarah Kenny BHSEA Secretary attended the ceremony to receive the Awards.

The awards ceremony took place on Thursday 13th November at IOSH HQ in Wigston, celebrating organisations and individuals who have demonstrated excellence and innovation in health, safety, and environmental training and development. supporting a thriving national network of health and safety Groups.

The SGUK Gold Award recognises their exceptional contribution in delivering high-quality initiatives that have strengthened health, safety, and environmental standards across the region.

Commenting on the achievement, BHSEA Training Committee Chair Ken Davies, said: "We are honoured to receive this prestigious award. It's a wonderful recognition of our Training Committee volunteers, whose dedication and passion for training and professional development make a real difference in workplace health and safety across the region.



2025 Programme of Events



2025 Dates for your Diary

- 13 Jan: Can't recruit &/or retain – change your H&S offering – Richard Heath - CMF
- 10 Feb: Environment – .
FREE Training Session – Coaching and Mentoring
- 10 March: Construction Matters – Work at Height – Arco Training Facility
- 7 April: AGM
Hand Protection – Chris Beddoes
FREE Training Session - COSHH
- 12 May: West Midlands Fire HQ
- 9 Jun: FREE Training – Risk Assessment Part 2
- 9 Jun: Legal Update
- 18th Jun: WWT – Behavioral Safety
- 8 Sep: Annual Conference
- 13 Oct: Construction Matters – H&S and Technology
- 10 Nov: Face Fit – Sunbelt
FREE Training Session – Wellbeing and Mental Health- HCML
- 8 Dec: **2025 BHSEA Awards and Integrating H&S into every training moment – Simon Brentnall**

NEXT EVENT

REGISTER NOW

2025 BHSEA Awards

Impactful safety briefings or training

8th December 2025 | 13.30 – 15.30

Programme

- Introduction
- Simon Brentnall - Impactful safety briefings or training
- 2025 BHSEA Awards
- Member Notices

SHARING > LEARNING > IMPROVING

BHSEA 2025 Awards Ceremony and Impactful safety briefings or training

Simon Brentnall - Hallam Safety Ltd

8th December 2025
13.30 – 15.30
Walsol FC WSA 1SA
Lunch served from 12.45



Hallam Safety Ltd