



Because
Experience
Counts

Impact Report

2026



Sector Award
2025

Transportation, distribution
and storage

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

Since our foundation in 1957, 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.

Our 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 our 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. We also offer 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 our 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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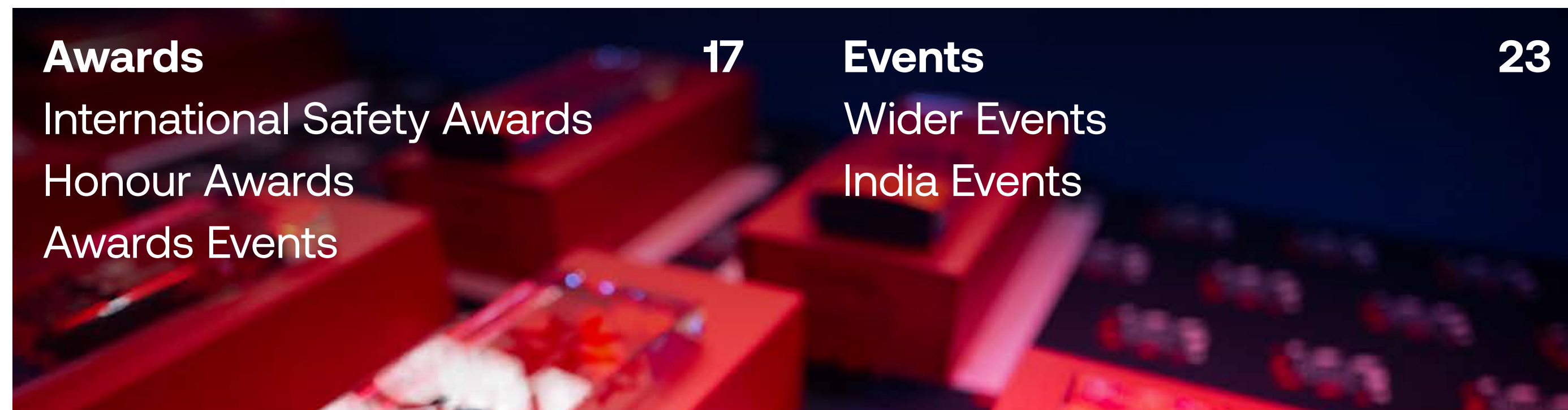


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Foreword by Mike Robinson

2025 was a year of strong performance, growing influence and renewed purpose for British Safety Council. I am proud of the progress we made during the year in advancing our vision that no one should be injured or made ill through their work.

We delivered this impact against a challenging economic backdrop. Despite declining business confidence in the UK, we achieved a robust commercial performance, returning to surplus and continuing a positive trend of financial growth. This was driven by a clear focus on efficiency, innovation and the strength of our global offer – from education and training to audits, events and our internationally recognised awards. At the same time, we have laid important foundations for the future, including the development of our first fundraising strategy to support and grow our charitable impact.

Our reach and relevance continue to expand internationally. In India, we saw record engagement with our International Safety Awards and strengthened our charitable work, reaching over 13,000 of the most vulnerable workers through community-led health and safety training. In the Middle East, we re-established our physical presence, hosting a successful conference in Dubai and investing in local capability to support our growing client base. These developments reflect our commitment to supporting safer and healthier workplaces worldwide.

Driving impact remains at the heart of everything we do. Through our Keep Thriving campaign, we have continued to champion a more holistic approach to workplace wellbeing – one that recognises the importance of psychosocial safety, job design and organisational culture. Our thought leadership, research and policy engagement have ensured that worker health, safety and wellbeing remain firmly on the agenda for employers and policymakers alike. From contributing to national conversations on asbestos and AI, to engaging directly with government through consultations and parliamentary events, we are helping to shape the future of work.

Our media and communications activity amplified this influence, reaching a global audience of billions and reinforcing our position as a trusted authority in health, safety and wellbeing. Meanwhile, our flagship events, webinars and publications continued to provide practical insights and guidance to organisations navigating an increasingly complex operating environment.

Education remains central to our mission. In 2025, we trained over 13,700 people across 107 countries, equipping them with the knowledge and skills needed to create safer workplaces. Our investment in digital learning continues to pay dividends, enabling us to reach more people than ever before while maintaining the high standards our learners expect.

I am also immensely proud of the work of our sister charity, Mates in Mind, which had a landmark year. Its growing influence in workplace mental health – reflected in national policy contributions, new partnerships and record fundraising – demonstrates both the scale of the challenge and the importance of its prevention-first approach.

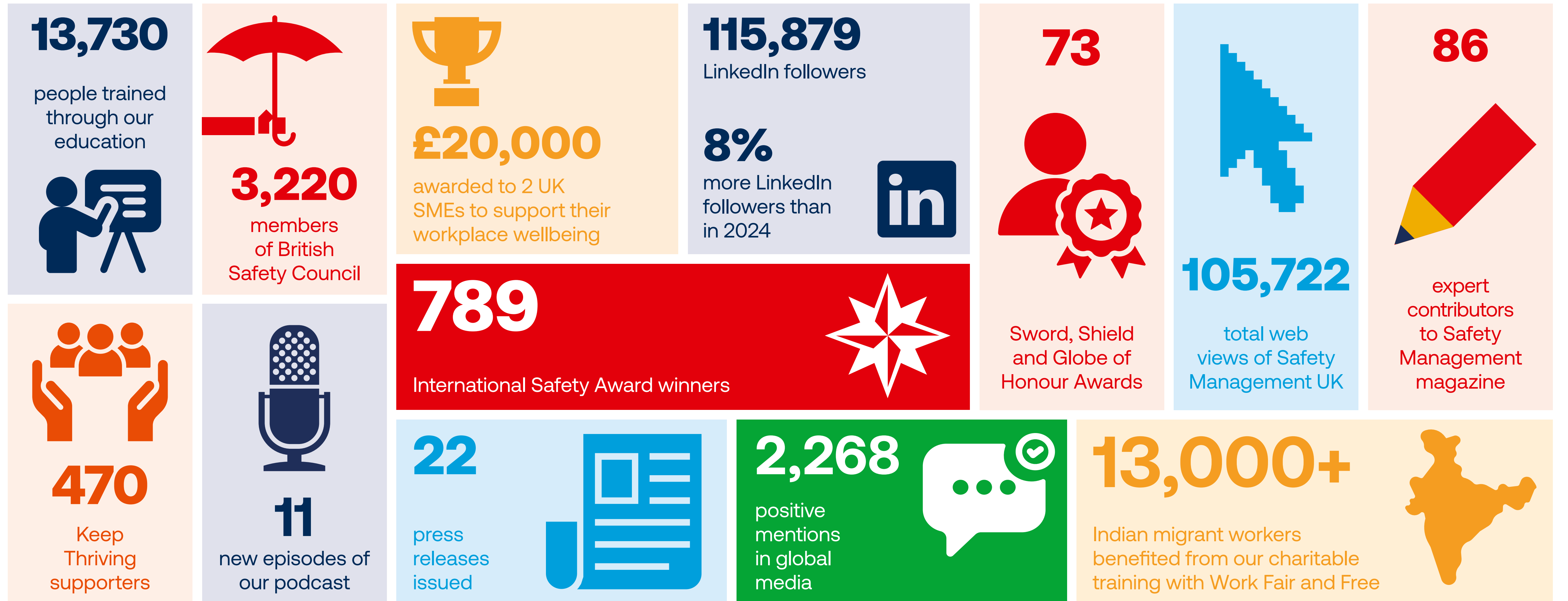
The world of work is changing rapidly, shaped by technological, social and environmental forces, but our mission remains constant. By continuing to work collaboratively with our members, partners and supporters, we will ensure that health, safety and wellbeing remain at the forefront of that change.

Thank you to everyone who has supported our work over the past year. Together, we are making a real difference – helping to ensure that more people return home from work safe, healthy and well.

Mike Robinson
Chief Executive
British Safety Council



British Safety Council in numbers – 2025



Our Campaigns – Keep Thriving

Our Keep Thriving campaign seeks to improve the wellbeing of workers, both inside and outside of the workplace, so that every worker can thrive.

Launched in 2022, Keep Thriving continued to support best practice in wellbeing during 2025; through the funding awards it made to UK SMEs and also ongoing research conducted among employers and employees in Great Britain.

Keep Thriving was created because we know that many employers are unsure how best to support the wellbeing of their staff or how to manage worker wellbeing properly; leading to a widening gap between best and worst practice.

We also know that economic, political, and social factors have put added pressure on businesses and workers, meaning that this matters more than ever.

As in previous years, the following activities align with the targets and objectives in our Keep Thriving ‘Theory of Change’.



Keep Thriving Manifesto

There is growing awareness of the impact wellbeing has on individuals, organisations and society. We recognise that a lot of what happens in the workplace has an integral impact on wellbeing, be it the environment, the culture, the facilities, inclusion and acceptance, the quality of work and the organisation’s leadership.

Wellbeing, done well, 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.

Support for SMEs

In 2025, we supported two UK small and medium-sized organisations (SMEs) to improve their workplace wellbeing and implement a strategy to support their staff.

Both SMEs had successfully applied to receive a Keep Thriving funding award of up to £10,000, having attended a free workshop in 2024. Both organisations used the funding to receive tailored support, advice and guidance through British Safety Council’s Workplace Wellbeing Programme.

Through the free Keep Thriving workshops we sought to:

- Provide 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

The two SMEs which successfully applied for and received a Keep Thriving funding award to help them implement their wellbeing strategy in 2025 were:

The McPin Foundation

A London-based mental health research charity, established in 2007. Their work focuses on the integration of lived experience into mental health research. Through their inclusion of real-world findings, they seek to ensure that lived experience is used to shape public and clinical understanding of mental health, ensuring that the most important voices are heard.

The McPin Foundation used the funding to provide their staff with training with a local training provider who was able to tailor wellbeing at work sessions to meet the bespoke needs of their staff. They also purchased a tool that enables individuals and organisations to understand their unique abilities, skills, challenges and potential – and in turn to improve workplace performance. The online platform helps staff identify areas where they might benefit from training or support, and make necessary adjustments, without a formal diagnosis.

Clare Walsby, Senior Operations Manager at the McPin Foundation, said:

“Being part of the Keep Thriving award has been a fantastic journey for us at The McPin Foundation – the best part being that the funding has proved to be just the beginning of an exciting path to further improving our wellbeing at work. It has provided unexpected opportunities, reflection and flexibility that has allowed us to make the best use of the grant for our team. Thank you!”

Clare Walsby

Grant and Bowman

A family-owned global distributor, with sites across the UK, including Leeds, Bradford, and London. They work with the world’s leading manufacturers, licensors and brand owners to supply products across retail, with an emphasis on children’s brands.

Grant and Bowman used its funding to support staff’s wishes to undertake outdoor activities together as part of a ‘nature day’, led by a local external organisation. They also took advantage of a day’s stress management workshop delivered by British Safety Council’s wellbeing team.



Keep Thriving Funding Awards being received by Grant and Bowman Limited (top) and The McPin Foundation (bottom).

Advocacy

Policy Newsletter

Throughout 2025, British Safety Council members and customers continued to receive our monthly Policy Newsletter by email. Containing regular updates, policy reflections, and news stories, it brought our members and clients the latest updates that impact our sector.

We continued to trial a range of content and content types, including policy reflections from our policy team.

During 2025, we saw average open rates in line with the industry average and up on the previous year.

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

Policymakers' Newsletter

In 2025, we built on the success of our Policymakers' Newsletter which was introduced at the start of 2024. It brought politicians and policymakers across the United Kingdom the latest health, safety and wellbeing news alongside updates on our campaign activity.

Throughout 2025, bi-monthly newsletters were sent to 918 MPs, peers, and members of the devolved Scottish, Welsh and Northern Ireland assemblies.

Brand tracking

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

The latest research with 210 respondents, was carried out at the end of 2025 with both members and customers and showed some positive year-on-year movements.

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 2025 were again positive and broadly in line with the previous year across our members and customers.

Joint publication with Dr Tim Marsh

During 2025, we teamed up with renowned safety psychologist Dr Tim Marsh to publish a book containing his insights on health, safety and wellbeing over the years.

All proceeds raised were split evenly between our sister charity, Mates in Mind, and Brawd, a Welsh mental health charity close to Tim's heart.

The book, Tim Marsh's Musings: Wisdom and Wit from a Safety Psychologist, brought together a carefully curated selection of Tim's published articles from the last decade in one place.

During an event to officially launch the book at SHW Live in Manchester in January, Tim told the audience about the importance of taking a holistic approach to health, safety and wellbeing at work, of developing "strong, vibrant and empowering" organisational cultures, and of securing buy-in from senior leaders.

"If senior management wants or believes in it, it will happen," he said, emphasising the importance of communicating and engaging with workers "in the language they use" and making it easy for people to talk about any issues of concern before they reach crisis point.

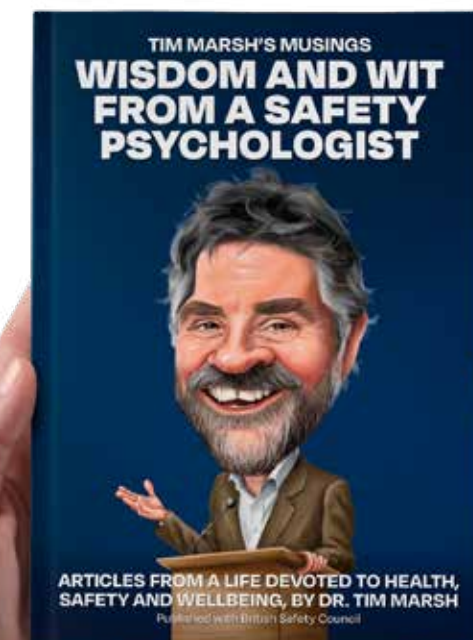
The book "reflects the direction of travel" towards taking better care of workers' health and wellbeing, Dr Marsh told attendees at the launch event, before chatting with readers and signing copies.

British Safety Council Chief Executive Mike Robinson said: "Tim's writing lends a voice to many of the challenges workers face all around the world. These are issues that supervisors, line managers and C-suite leaders must grapple with if they want to create the safer and healthier workplaces of the future in which every worker can thrive.

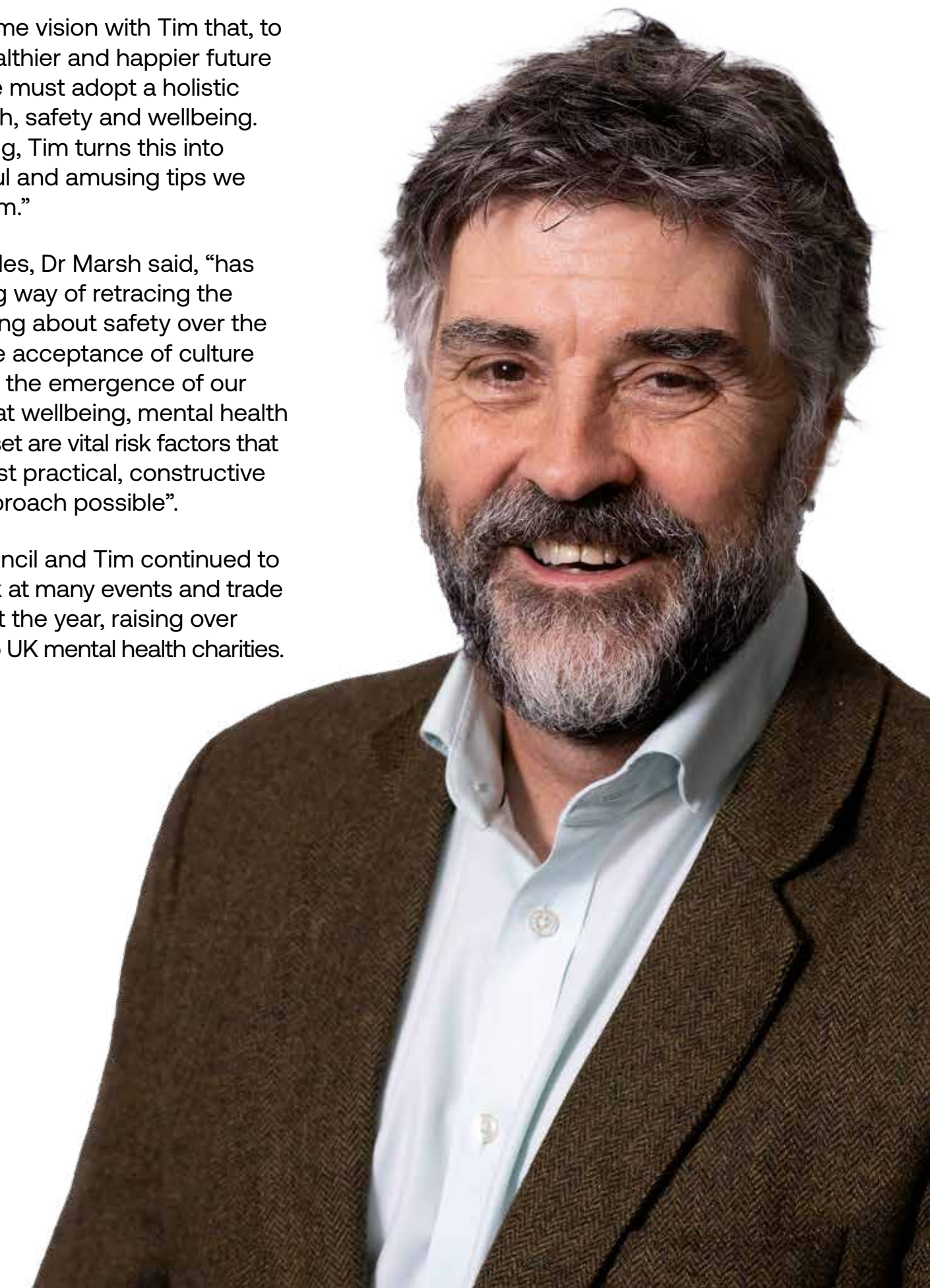
"We share the same vision with Tim that, to create a safer, healthier and happier future for all workers, we must adopt a holistic approach to health, safety and wellbeing. Through his writing, Tim turns this into practical, insightful and amusing tips we can all benefit from."

Collating the articles, Dr Marsh said, "has been a fascinating way of retracing the evolution of thinking about safety over the decades, from the acceptance of culture as key, through to the emergence of our understanding that wellbeing, mental health and general mindset are vital risk factors that also need the most practical, constructive and proactive approach possible".

British Safety Council and Tim continued to publicise the book at many events and trade shows throughout the year, raising over £5,000 for the two UK mental health charities.



Dr Tim Marsh speaking at the launch of the book



Advocacy

Health and Safety Uncut podcast

Launched in November 2024, our podcast series, 'Health and Safety Uncut', continued to attract leading guests in 2025 from across health, safety, wellbeing and risk-based roles.

Throughout 2025 we released 11 new episodes, covering a variety of topics: from neuroinclusion and wellbeing in the workplace, to AI and the workplaces of the future.

Hosted by Dr Shaun Davis, guests included author David Burrett Reid, Chief Futurist Karl Simons OBE, Principal Scientist Rebecca Canham, and key policy and leading figures in health, safety and wellbeing working across organisations including the Road Haulage Association, TAL Services, Unipart and the Business Disability Forum.

The most-streamed episode of 2025 featured, as a guest, Phil Pinnington, our Head of Audit & Consultancy, discussing safety culture and how it helps to build a stronger business.

Health & Safety Uncut is available on Spotify and will continue to help us reach audiences in a different way and spotlight our own experts as well as leading figures across our industry.



Podcast host, Dr Shaun Davis speaks with Kirsty Summerby from Unipart



Rebecca Canham of the IOM speaks with Stephen Cooke



Guests Diane Lightfoot, Karl Simons OBE and Julie Brooks

Publications

Throughout 2025, British Safety Council continued to campaign on the issues that matter to the health safety and wellbeing of the global workforce. From supporting charitable initiatives in Africa to providing itinerant workers with health and safety training, our campaigning and advocacy work sought to improve working lives so that all workers can thrive.

We did this through targeted campaigns to raise awareness of key issues, through outreach to legislators and policymakers, and by utilising our channels to best effect.

Throughout 2025, we campaigned on a range of topics, including:

- Workplace wellbeing
- Health and safety
- Asbestos
- Lithium-ion batteries
- Working at height
- Artificial Intelligence
- Employment Rights Bill
- Building Safety Act and regulator
- Diversity, equality and inclusion
- Workplace culture

We maintained our regular outreach to 650 Members of the UK Parliament, 61 Members of the Scottish Parliament, 90 Members of the Northern Irish Assembly, 60 Members of the Welsh Assembly, and 10 devolved mayors.

Safety Management

Safety Management magazine brings our members the latest health, safety and wellbeing stories from a range of expert contributors, campaign groups and policymakers. Throughout 2025, we covered a wide range of issues that impact the health, safety and wellbeing of the workforce.

Each month, Safety Management is sent to over 50,000 people in the UK and internationally, as well as around 10,000 in India.

Throughout 2025, we covered:

Month	Topics
February	Office, Homeworker & Hybrid Worker Health, Safety & Wellbeing
March	Noise & Vibration Protection Manufacturing Industry
April	Sustainability, Net Zero, Climate Change, ESG & Environmental Management Energy, Oil, Gas & Renewables, Clean Energy Industries
May	Work at Height Construction Industry
June	Communications, Information, Training & Technology
July	Fire & Electrical Safety
August	Slips, Trips & Falls Service Industry
September	Hazardous Substances PPE & Respiratory Protection Indoor Air Quality
October	Employee Health & Wellbeing
November	Work-Related Road Safety & Workplace Transport & Distribution Industry
December/January (combined issue)	Manual & Mechanical Handling Ergonomics & Human Factors Employment Trends Vulnerable Workers



Publications

In each issue of Safety Management, we carefully curated a series of expert voices to bring key news, informed opinion and practical insights to our readers.

January 2025

The Make Listening Safe initiative: a global response to hearing loss by Dr Jamie O'Halloran, IPPR

In his January article for Safety Management, IPPR researcher Dr Jamie O'Halloran explored the need to rethink how businesses contribute to workforce health. He highlighted how rising levels of ill health and economic inactivity in the UK are closely linked to job quality and workplace conditions and argued that employers are uniquely positioned to drive meaningful change. He emphasised that health must be repositioned as a strategic business priority, with stronger incentives and clearer expectations on organisations to improve job design, support employee wellbeing, and actively prevent harm; shifting from a reactive model to one that promotes long-term health, productivity, and inclusive economic growth.

February 2025

Why we need stronger legal protections to protect women against violence and harassment at work by Liz Saville Roberts MP, Plaid Cymru Member of Parliament for Dwyfor Meirionnydd

In her February article for Safety Management, Plaid Cymru MP for Dwyfor Meirionnydd, Liz Saville Roberts, addressed the widespread issue of violence against women and girls. She highlighted the lack of consistent legal frameworks to protect them both inside and outside the workplace. At the core of her argument was the need for stronger protections that recognise these risks as a fundamental workplace health and safety issue, with clearer duties on employers to prevent harm, respond effectively, and create safer, more inclusive working environments.



April 2025

The air we share: why tackling pollution protects us all by Scott Paul, Mums for Lungs

In April, Scott Paul examined the widespread and often underestimated impact of air pollution on both public and occupational health. He highlighted how pollution does not remain confined to specific locations but instead exposes workers, communities, and vulnerable groups alike, while government action to address the issue remains insufficient.

March 2025

5 trends to watch in the safety sector in 2025 by David Head, Draeger Safety UK

David Head from Draeger set out the key findings of its annual Safety and Health at Work Report which gives a snapshot into the views of employees and managers on safety in UK workplaces. This year's report suggested employers needed to increase and refine their efforts in areas such as employee mental wellbeing, more structured safety training and greater use of digital and connected safety technology.



September 2025

Asbestos in schools: we urgently need a properly funded removal programme to reduce the risk to pupils and staff – Wayne Bates, NASWUT

In his September article for Safety Management, Wayne Bates of NASWUT examined the ongoing risks posed by asbestos in school buildings, emphasising that the issue remains widespread despite being banned decades ago. He highlighted that a significant majority of schools in England still contain asbestos, with ageing infrastructure and poor maintenance increasing the likelihood of exposure for both staff and pupils, while thousands of deaths each year continue to be linked to asbestos-related diseases.

July 2025

Battery Breakdown e-bike fire safety campaign: where are we two years on? – Lesley Rudd, Chief executive, Electrical Safety First

In her July article, Lesley Rudd of Electrical Safety First reviewed progress made since the launch of their Battery Breakdown campaign, which aims to tackle the growing fire risks associated with e-bikes, e-scooters and their lithium-ion batteries. She highlighted how incidents linked to substandard products continue to rise, causing fatalities and serious injuries, while the rapid expansion of the market, particularly through online marketplaces, has outpaced existing regulation.

She emphasised that although the proposed Product Regulation and Metrology Bill represented a significant step forward, further action was needed to ensure robust and enforceable standards, including greater accountability for online sellers and stronger controls on unsafe products, to better protect public safety and prevent avoidable harm.

Policy Work

Targeted action around awareness days

Tourette's Awareness Week

Ahead of Tourette's Awareness Month (15 May to 15 June) we worked with Tourette's Action to bring lived experience to our readers through a feature interview with Ione Georgakis, Therapies and Advocacy Manager at Tourettes Action.

The piece highlighted what it is like to live and work with Tourette's, helping to raise awareness, challenge misconceptions and encourage workplaces to be more inclusive.

AI Awareness

In 2025, we wrote to the Minister for AI and Online Safety, Kanishka Narayan MP, to set out the critical role Government must play in shaping a future of work that is both innovative and safe. As artificial intelligence continues to transform workplaces at pace, we highlighted the need for forward looking policy that protects workers from emerging risks while unlocking the potential of new technologies to improve health, safety and wellbeing. Our letter called for international collaboration, clear standards, and sustained investment to ensure AI supports rather than undermines safer, healthier working environments for all.

Future of Workplace Wellbeing Roundtable

In May 2025, we hosted a roundtable to explore the future of workplace wellbeing, bringing together the public, private and charitable sectors to understand their unique challenges and viewpoints.

Building on our Being Well in a Changing World research, published in 2024, discussions focused on the challenges of defining and measuring wellbeing, and whether greater consistency in metrics and frameworks would help drive improved outcomes.

The session highlighted the need for practical, flexible approaches that enable employers to translate wellbeing into meaningful action, while recognising the shared responsibility between organisations and individuals in shaping healthier, safer workplaces.



Caption: Jigna Patel from British Safety Council hosting our Future of Workplace Wellbeing Roundtable

Policy and research

In 2025, we relaunched our updated Positions and Key Issues page to clearly set out our stance on the most pressing challenges in workplace health, safety, and wellbeing. Drawing on evidence, research and engagement with our technical experts, the page outlines our calls for proactive political leadership, robust regulation and a forward-looking policy framework that evolves alongside the changing world of work. It highlights a series of live issues, from modern slavery and workplace violence to emerging risks such as lithium-ion batteries and temperature exposure, ensuring our positions remain relevant, practical and focused on protecting workers now and in the future.

Keep Thriving Future of Workplace Wellbeing Survey 2025

As part of our Keep Thriving campaign, we published new research exploring how workplace wellbeing is understood and experienced across Great Britain. Conducted with YouGov, the survey gathered the views of more than 4,000 employers and employees, providing a detailed picture of how wellbeing is prioritised, supported and experienced in today's workplaces.

The research revealed important insights about the current state of workplace wellbeing, including a clear gap between employer intentions and employee experiences.



Key findings included:

- A perception gap between employers and employees. While most employers say wellbeing is an important priority, employees most often rate their wellbeing at work as moderate.
- Differences between provision and access. Employers report offering a wide range of wellbeing initiatives, such as flexible working and burnout prevention measures, but employees are less likely to say they can access them.
- Strategy matters. Employees working in organisations with embedded wellbeing strategies report significantly higher levels of wellbeing than those in workplaces with no strategy or a reactive approach.
- Organisation size plays a role. Larger organisations are more likely to have structured wellbeing strategies, while micro and small businesses are more likely to report having no formal approach in place.

The report generated strong engagement across sectors and industries including the public sector, academia, national and local government, charities and private companies. By sharing these findings, the Keep Thriving campaign continues to build the evidence base for improving workplace wellbeing and supporting organisations to turn good intentions into meaningful action.

Stakeholder Engagement

Legislation and regulation

Letter to the Chancellor

In November 2025, we wrote to the Chancellor of the Exchequer, ahead of the Autumn Budget, to call for worker wellbeing to be placed at the heart of the UK's economic strategy.

Recognising the link between a healthy workforce and sustainable growth, we set out the economic case for greater government action to incentivise investment in wellbeing, skills and emerging technologies.

Our letter highlighted that healthier and happier workers are more productive, more risk aware and less likely to suffer injury or ill health, delivering benefits for individuals, businesses and the wider economy. Through this engagement, we urged the Government to create the conditions for employers to go beyond minimum standards and invest in safer, healthier and more productive workplaces.

Labour Party Fringe

In 2025, we were pleased to lead a crucial conversation on asbestos at Labour's Party Conference in Liverpool.

This event brought together leading campaigners, Minister of State Sir Stephen Timms MP, and industry leaders to highlight the ongoing risks posed by legacy asbestos in workplaces, public buildings and homes.

The event was chaired by our Chair of Trustees, Peter McGettrick, reinforcing our leadership in driving this agenda forward.

We emphasised that asbestos remains the biggest killer of workers, despite a long-standing ban, with thousands of deaths each year linked to historic exposure. Through this engagement, we called for stronger Government action, improved data and regulation, and a long-term strategy to prevent future harm and protect workers and the public from avoidable risk.

Strategic partnerships

Safety, Health & Wellbeing (SHW) Live show

In 2025, we forged a strategic partnership with the Safety Health and Wellbeing (SHW) Live show.

As previously, our magazine Safety Management was printed and distributed at the event and acted as the official show guide. In Manchester, in February, we launched our joint publication with Dr Tim Marsh (see p.6) which we used to raise funds for two UK mental health charities.

In London, in June, as part of our new strategic partnership with the show, we had a bigger physical presence with a large exhibition stand. Our chairman, Peter McGettrick, was invited to deliver the keynote address and our Chief Executive, Mike Robinson, led a panel discussion at the Senior Leaders' Summit, a new addition to the event.

We also timed our annual International Safety Awards dinner (see p.21) to take place at the end of Day 2 of the show, and enabled attendees of the awards to gain VIP access to SHW Live.

Our other speakers at the show included our Director of Education and Membership, Dr Julie Riggs, who spoke about upstreaming health prevention, our Head of Audit and Consultancy, Phil Pinnington, who presented on managing change, and our Director of Workplace Wellbeing, Rachael Haynes, holding a panel discussion on the business benefits of wellbeing.

On our stand, we promoted the book we published with Dr Tim Marsh, who also presented at the show and joined us to sign copies of his book with his partner Jason Anker. Tim also delivered the keynote at the ISA Gala Dinner.

Wider campaign partnerships and support

We continued to support campaigns aligned with our purpose and vision.

This includes the Global Cooksafe Coalition which brings together industry leaders and sector experts around a shared vision for the future of cooking, in a drive to phase out gas from all new developments by 2030, and to retrofit existing properties with electric power by 2040.

We are also a member of the Battery Breakdown Campaign, led by Electrical Safety First. This seeks to raise awareness of risks from e-batteries and to improve their safety.

Finally, we continue to be part of the Healthy Air Coalition, a collective of leading UK health, environment and transport organisations with the shared vision of a UK free from toxic air.



Peter McGettrick chairing a fringe event with Minister Sir Stephen Timms and campaigners on asbestos at the Labour Party Conference



British Safety Council speakers, Phil Pinnington, Dr Julie Riggs and Peter McGettrick delivered sessions at SHW Live in 2025



News and Media

The quantity and quality of our PR activities remained high in 2025.

Key highlights

Our proactive activity with the media was above our target for the year:

- There were 2268 articles in the media during 2025, on British Safety Council and Mates in Mind, reaching a potential audience of 16.5 billion readers.
- We exceeded our target for UK coverage, generating 719 articles.
- Our coverage in India also remained healthy, with 469 articles generated during 2025.
- Our reach in news outlets in the rest of the world continued to be strong, with articles numbering 1080.

From our brand tracking survey in 2025 we can see that:

- Our awards, events, workplace wellbeing and mental health were the most memorable things both members and customers recalled seeing from British Safety Council in the media
- Our events were seen in the media by 91% of our members and just over half (51%) of our customers
- There were significant increases in recognition among our members in 2025 against the previous year for our awards, workplace wellbeing and mental health.

Key areas of commentary

- Press releases continued to perform strongly in target trade, sector and regional media, with additional exposure in Yahoo, MSN, Daily Mail, The Telegraph and the FT referencing previous campaigns or surveys.
- Feature articles were successfully placed frequently throughout the year in our target trade and regional media, and campaigns and surveys from previous years were referenced many times in national print and broadcast media.
- Our policy and campaigns work was highlighted with media comment in dozens of key media titles (among them BBC, the Guardian, Daily Mirror, Daily Express, Metro, MSN, SHP Online, HSI, PWE magazine, Workplace Wellbeing magazine, Facilitate Magazine, MEM Health, Tomorrow's Health & Safety, FM Business Daily, All About Shipping, Workplace Journal, Construction Management, Facilities Management Journal, Workplace Insight, HR Magazine, FM Industry, Construction UK, Personnel Today, on a variety of topics, including:
 - Mike Robinson celebrating 50 years of the HSE
 - A blog by Matthew Winn on Politics Home about how to turn 'Blue Monday' into year-round opportunities
 - Spring and Autumn Budgets
 - Government's response to the Grenfell Inquiry
 - Our strategic partnership with SHW Live in June
 - Amendments to the Employment Rights Bill
 - Government's Spring Statement and the Keep Britain Working Review
 - Work and Pensions Select Committee questioning of HSE
 - Latest HSE statistics on fatalities at work
 - Silica dust
- Our roundtable event looking at the Future of Workplace Wellbeing generated coverage in Politics Home.
- In addition, last year's Impact Report was highlighted in a number of titles – including International Fire and Safety Journal, Middle East News, BizBahrain.



Mike Robinson's comments on 50 years of the HSE featured in an HSE publication to mark the anniversary

2,268
media articles in 2025

Our Internal Impact

Staff wellbeing and engagement

We continued to prioritise colleague wellbeing and engagement across the organisation. In 2026, employee job satisfaction in the UK increased. This improvement reflects the impact of our three-year Thrive Together People Strategy, which focuses on four key pillars: Connect, Belonging, Health and Good Work. Through this strategy, we have implemented a range of initiatives designed to strengthen colleague experience and organisational culture.

Training and development

During 2025, we delivered 16 training workshops across the group, spanning compliance, wellbeing, technical skills and leadership development. Sessions such as IOSH Managing Safely, Mental Health First Aid, performance workshops and stress awareness training saw strong levels of participation, with many colleagues engaging in multiple learning opportunities throughout the year. This consistent engagement reflects a strong culture of continuous learning and supports our focus on building capability, confidence and effectiveness across the organisation.



British Safety Council staff, Matthew Winn and Julia Staples, helping at our Sword, Globe and Shield of Honour Awards luncheon

Supporting colleagues through challenging times

Our commitment to wellbeing is reflected not only in our programmes, but in how we support colleagues as individuals. We continue to provide sustained support to colleagues experiencing long-term health challenges.

In one case, a colleague who underwent cancer treatment highlighted the positive impact of this support, particularly the regular contact with management and colleagues. They shared: “I just wanted to share my sincere gratitude for the support I received during a particularly difficult phase. The understanding and reassurance I received gave me a great sense of mental peace, especially knowing that I had job security and something stable to return to. That comfort played a huge role in helping me heal and regain my strength.”

This reflects our approach to creating a supportive and compassionate working environment, where colleagues feel valued and supported both professionally and personally.



Dr Julie Riggs with British Safety Council colleagues Shelley Dyson (top) and Harriet Lunt (bottom)

Charity Days

Giving back through action: charity days and community impact

As a values-led charity, we believe that giving back is both a mindset and a tangible commitment to positive change. Our charity day programme supports our Environmental, Social and Governance (ESG) approach by embedding social value into everyday working life and empowering colleagues to contribute directly to their communities.

Each year, colleagues across British Safety Council and Mates in Mind are given the opportunity to take a charity day, enabling them to volunteer their time, skills and leadership in support of causes aligned with our values of commitment, courage, human, and inclusiveness. These activities generate social value at a local level while reinforcing our commitment to inclusive growth, community wellbeing and long-term societal impact.

Two examples of impact are Jo George, Digital Learning Strategy Manager at British Safety Council, who used her charity day to support young people with an interest in science, technology, engineering and mathematics (STEM) and Recheal Valderama, Supporter Development Manager at Mates in Mind who gave her time to support the Ilford Sunday Drop-in, a community initiative to provide food and support to the homeless in Ilford.



Jo George –
British Safety
Council

By volunteering her time and expertise, Jo helped to promote access to education, skills development and future employability – directly supporting our Social ESG pillar and our commitment to creating safer, healthier and more inclusive futures.

On her charity day experience, Jo said:

“No matter what the CSR activity is, you’re making an impact. Whether it’s picking up a piece of litter, listening, sharing your experience or skillset, charity days are a great chance to meet new people from all sorts of backgrounds and all career levels.”



Recheal Valderama –
Mates in Mind

Our sister charity, Mates in Mind, also provides its team with a charity day, reinforcing a shared organisational commitment to responsible governance and employee-led social impact. Through this initiative, colleagues are encouraged to align personal purpose with organisational values, strengthening engagement while amplifying community benefit.

Recheal used her charity day as part of an ongoing charitable commitment with the Ilford Sunday Drop-in, demonstrating how strategic volunteering and leadership can deliver sustained benefit beyond a single day.

When asked why initiatives like charity days really matter, Recheal said:

“Being able to care for others, being selfless, thinking about the hardships out there, really makes me feel humble and I think if we are able to see that people need that support and we’re able to give what we can, we’ll start to see that there’s more to life and that there’s so much we can give to people and we can do that by caring and by contributing time and that’s what people need.”

Our Education & Training

In 2025, we delivered training – digitally, virtually and face-to-face – to 13,730 students in 107 countries. The majority of this training was delivered to students in the UK, India and the Middle East. We also delivered training to students in the USA, Europe and South Asia.

One of the things that 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 delivery and public education remain popular, and in 2025 a total of 1,068 people took a NEBOSH qualification led by a tutor with British Safety Council, while a further 925 did a digital NEBOSH qualification. Responses from over 11,000 students, over a 4-year period, gave our training a Net Promoter Score of 67, showing they would highly recommend it.

In 2025, British Safety Council continued to sponsor the Society of Women in Health, Safety and Environment – Africa (SOWSHE-A), helping 5 members to achieve the ISEP Foundation Certificate in Environmental Management, 2 members to complete the NEBOSH International Diploma and 10 members to complete the NEBOSH International General Certificate in Occupational Health and Safety. In addition, 10 Health and Safety for Directors and Senior Leaders digital learning programmes were delivered to its mentor network. This investment has enabled women from over five countries across Africa to build meaningful careers in occupational safety and health, and to become agents of change within their own communities and workplaces.

Empowering migrant workers with knowledge of health and safety at work

British Safety Council India developed a charitable impact strategy in response to significant vulnerabilities faced by informal and migrant workers, including unsafe workplaces, low awareness of rights, and high injury rates. The strategy established a multi-year roadmap focused on physical safety, ecosystem strengthening, and wellbeing. Through its partnership with Work Fair and Free, British Safety Council India trained 28 community trainers on in-house OSH modules and delivered 265 worker-level sessions across 10 locations in Gujarat, Maharashtra, and Rajasthan. These interventions reached over 13,000 workers across industries such as construction, chemicals, textiles, and heavy engineering, enabling scalable, community-led safety awareness.



Our Awards

International Safety Awards

In 2025, 789 organisations won an International Safety Award. They spanned all sectors with significant representation from the construction, manufacturing, oil, gas, mining, power and utility sectors. Winners were drawn from 45 countries worldwide. 212 organisations were awarded a Distinction, 371 organisations were awarded a Merit and 206 organisations achieved a Pass.



International Safety Awards 2025 – Category Winners

Free to Enter Awards

CEO of the Year

WINNER: Reem Mohd Saeed Ahmad Hamdan, Electricity Distribution Company (EDCO)

In January 2022 Reem Hamdan became a Director-General of the Electricity Distribution Company (EDCO), and has led strategic initiatives to improve occupational health and safety (OHS), energy efficiency, and gender inclusion, played a transformative role in health, safety, environmental sustainability, and workforce wellbeing in Jordan's energy sector.

Her vision for Jordan's energy sector is centred on expanding renewable energy integration through solar and wind projects, enhancing workplace safety with cutting-edge digital safety solutions & empowering employees through mental health programmes, training, and professional development initiatives.

As the first female Director General in Jordan's power sector, Hamdan has championed gender inclusion and workforce empowerment through policy reforms highlighting the importance of gender inclusion, safety, and sustainability, and has established mentorship programs, ensuring that female engineers receive training, leadership guidance, and career advancement opportunities.

Hamdan has redefined workplace safety, environmental stewardship, and employee empowerment in Jordan's energy sector and she continues to set new standards for excellence in safety, sustainability, and leadership development.

Health, Safety and Wellbeing Ambassador of the Year Award

WINNER: Mr. Adnan Ahmed Al Ali, National Contracting Company Limited

Mr. Adnan Ahmed Al Ali goes far beyond his HR responsibilities to drive health, safety, and wellbeing at NCC T&D - KSA. In an industry where safety often means simply following rules, Mr. Adnan has redefined it as a core human value. His leadership has transformed safety culture through active prevention and genuine care for employee welfare. His approach centres on human connections rather than just systems, making his contribution exceptional and worthy of recognition.

Health and Safety Transformation Award – sponsored by Croner-i

WINNER: Zelim, ZOE

Developed with input from the US Coastguard, ZOE is an AI-based technology that accurately alerts, detects and tracks person overboard casualties from the moment they fall overboard to the point of recovery.

Of the 1000 people that fall overboard annually only half are recovered. The rest are lost due largely to poor person-in-water detection and tracking technology, especially in high sea states, or where survivors are confused with beacons, buoys, seabirds, or light reflections on the water.

The system can differentiate between people in water and objects such as small craft, seabirds, buoys, reflective light, flotsam and jetsam, which can generate a false reading common with other detection methods meaning there is a greater chance of the people in the water being found and rescued. ZOE reduces the number of souls lost to POB incidents.

Seize the Opportunity Award

WINNER: Dubai Municipality – Al Garhoud, Health and Safety Department's Response to the April 2024 Climatic Event in Dubai

In April 2024, a significant climatic event led to heavy rainfall and strong winds in Dubai, resulting in floods that mixed rainwater with groundwater.

The Health and Safety Department's strategic response to the April 2024 climatic event demonstrated strong emergency preparedness, effective crisis management, and a commitment to innovation. Through rapid action, coordinated efforts, and advanced technologies, the department successfully mitigated risks, safeguarded public health, and reinforced Dubai's resilience in the face of environmental challenges.

Our Awards

Free to Enter Awards

The James Tye Award

WINNER: Ala'aldeen Farhan Ali Al-Soukni, United Development Company

Mr. Ala'aldeen has initiated and established an annual plan for health, safety and wellbeing across UDC, improving interaction across teams throughout The Pearl and Gewan Island. The Pearl Island spans an impressive 4 million sqm of land and has 32 kilometres of new coastline. The project accommodates an estimated 25,000 residents, currently embracing a thriving community of 52,000 residents and also receives over 35 million visitors every year.

From compliance audits to employee wellbeing initiatives, to implementation and enforcement of health and safety requirements for all communities across the complex environment, this has been a huge undertaking.

Team of the Year Award

WINNERS: Ramboll – APAC Care Ambassadors Team

The Ramboll APAC Care Ambassadors Team is a diverse group of employees from across the Asia-Pacific region. Their achievements have been transformative, delivering measurable and meaningful improvements across Ramboll, enhancing employee wellbeing, improving communication and trust, and delivering measurable results.

The Ramboll APAC Care Ambassadors Team's efforts have laid a strong foundation for continued improvement in health, safety, and wellbeing, such as increasing workforce resilience, creating a safety-first culture and championing a supportive and inclusive workplace.

Wellbeing Initiative Award

WINNER: ABB Process Industries

The ABB Process Industries (PAPI) team has played a critical role in implementing ABB's Safety & Well-being strategy. As part of ABB, a global leader in electrification and automation, PAPI recognises that its employees are key to its success. By fostering a culture of diversity, inclusion, and equal opportunity, the division enhances Health, Safety, and Environment (HSE) performance.

PAPI has developed a robust health and wellbeing strategy, and ensures that health and wellbeing are deeply embedded in daily business operations. By addressing both physical and psychological safety, PAPI fosters a well-rounded, supportive work environment.

Rising Female Star of the Year Award in collaboration with SOWSHE-A

WINNER: Dr. Maryam Bin Essa, Dubai Municipality

Dr. Maryam Bin Essa's career at Dubai Municipality (DM) is testament to visionary leadership, innovative solutions, and steadfast commitment to health, safety, wellbeing, and environmental management (HSWE). Her journey from Manager of the Environmental Health Section to her current role as Deputy Director of Health and Safety Department showcases her exceptional capability to shape future leadership in this field.

During her tenure as the Manager of Environmental Health Section, she developed key policies and strategic initiatives, as well as making significant contributions to water safety, leading to 13 intellectual property recognitions that have benefited entities and service providers in Dubai.

Dr. Maryam is committed to driving leadership in health, safety and wellbeing management through innovative initiatives and strategic mentorship.

Environmental Award

WINNER: King Saud University, Medical City

King Saud University Medical City (KSUMC) is Saudi Arabia's largest teaching hospital. With three hospitals, an 1800-bed capacity, and 145 medical programs, KSUMC serves a pivotal role in healthcare education and service. Climate change presents growing risks to healthcare institutions, including threats to infrastructure, patient care, and emergency preparedness.

KSUMC has developed a comprehensive disaster management strategy, including an Internal Disaster Management Plan, an External Disaster Management Plan, and a Hazard Vulnerability Assessment (HVA) tool to evaluate climate change risks. This proactive approach helps assess the likelihood and severity of natural events such as sandstorms, temperature extremes, and epidemics, guiding the hospital's risk mitigation efforts.

Lifetime Achievement Award

WINNER: Jason Anker, Anker & Marsh

In 1993, at just 24 years old, Jason suffered a life-changing accident. While working on an unsupported ladder, he fell and was left permanently paralysed, confining him to a wheelchair and altering the course of his life and the lives of his family – one that has not always been easy for him to tell – he aims to help others and ensure that no other families have to endure the pain and hardship that his own family did.

Jason's message – which can be summed up as one of hope and inspiration – is one told with confidence and clarity about the importance of mental health, wellbeing, and safety in the workplace. He shares the lessons he has learned in the hope of inspiring others to be the best versions of themselves and take better care of their mental health and safety.

Throughout his recovery journey, Jason came to understand why he made his unsafe decision on the day of his accident, and this self-reflection fires his passion for promoting mental health and safety in the workplace. Jason now emphasises that if he had been in the positive mental state he is in today, he would have spoken up about the dangers he was facing. He advocates for a culture where individuals are encouraged to speak up about safety concerns, look out for themselves and others, and prioritise their wellbeing.

Jason is an everyday hero.

Organisations who received an ISA in 2025

789

Our Awards

Best in Sector

Art and culture – museums/galleries

KULTUR A.S. - Istanbul Buyuksehir Belediyesi

Construction

Spaceage General Contracting.CO.W.L.L. - D-111247 Construction of Two (2) New 33/11 KV Primary substations For Al Reeman 01,02 and Baniyas North as well as associated 33KV and FO cable works Abu Dhabi United Arab Emirates

Consultancy and advisory

WSP - Zayed National Museum

Defence

BAE Systems Naval Ships

Education

The Sheffield College

Gas

GAIL (India) Limited, Gas Processing Unit, Gandhar

Health and social care

Sodexo Health And Care - Wythenshawe Hospital

Hospitality and catering

Alliad Company DMCC

IT

CTRLS Datacenters Limited, Hyderabad.

Leisure and sports clubs

Sheffield United Football Club

Local government

Qatar Free Zone Authority (QFZ)

Manufacturing

Zuari Cement Limited - Sitapuram Works

Mining and quarrying

Artmin Madencilik

Oil

ONGC Cambay Asset

Other property activities

Ejadah Asset Management - DIFC

Power and utility

NTPC Limited - Darlipali Super Thermal Power Station

Scientific and technical services

Thermo Fisher Scientific India Pvt. Ltd. - Corporate Office Mumbai, Maharashtra

Storage / warehousing

White Stuff Ltd. - Distribution Centre

Transportation / logistics

Borusan Lojistik Dagitim Depolama Tasimacilik VE Ticaret A.S

Best in Country

Asia (other)

HP Commercial Resort

Kingdom of Saudi Arabia

El Seif Engineering Contracting, Head Office

Kuwait

WSP Middle East - South Surra Project (RA/257)

Middle East (other)

China State Construction Engineering Corp. Ltd (Egypt) & CSCEC International Installation Engineering Co., Ltd - Alamein Downtown Towers

Pakistan

Fatima Fertilizers Limited, Multan

Qatar

Qatar Free Zone Authority (QFZ)

Singapore

China Communications Construction Company Limited (Singapore Branch) - CR109 - Design and Construction of Tampines North Station and Tunnels

Turkey

BOTAŞ International Anonim Şirketi

UAE

Dubai Municipality - Health & Safety Department

United Kingdom

Willmott Dixon Construction London and East

Chief Adjudicator's Award

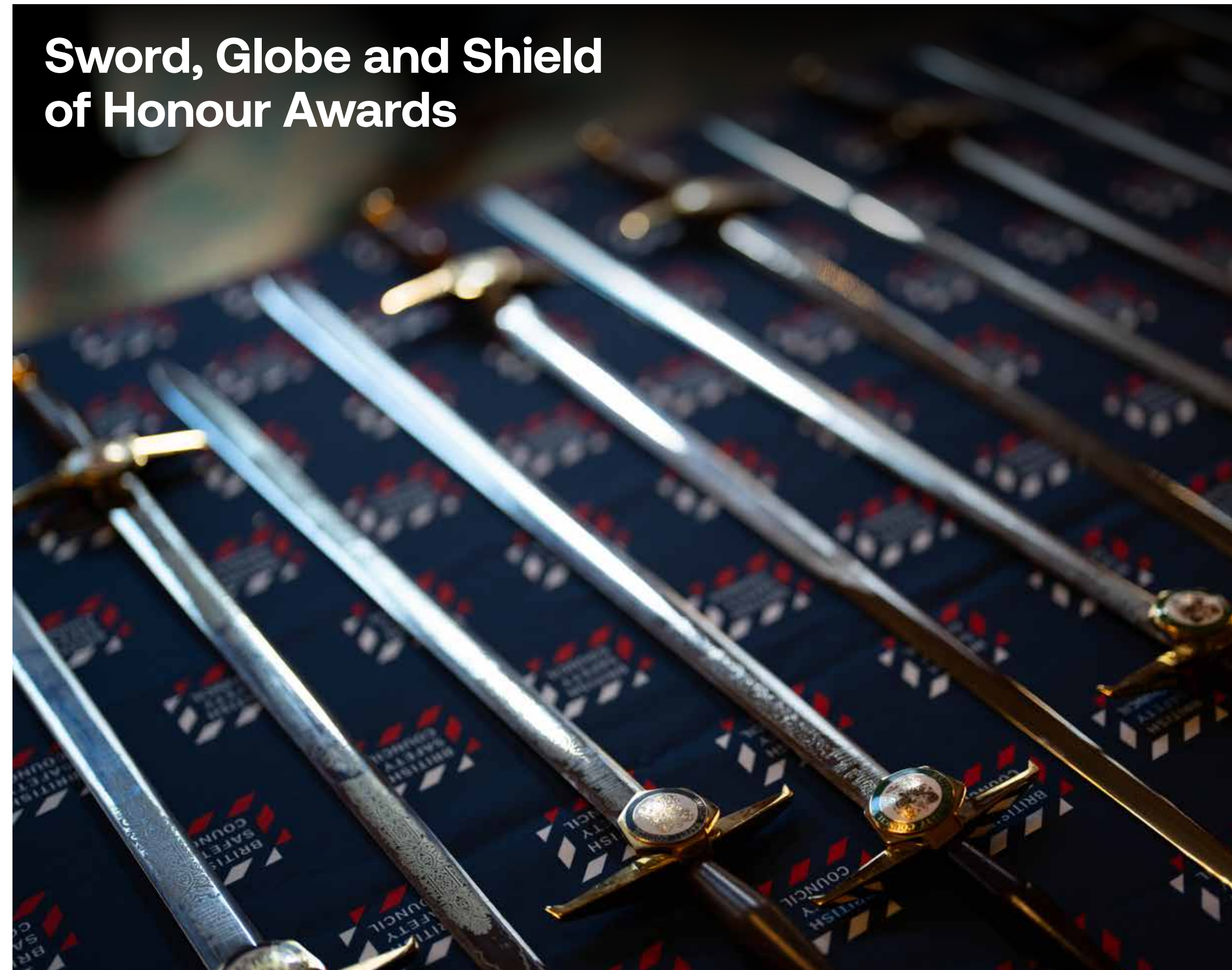
WINNER: Coromandel International Limited, Vizag



Peter McGettrick at the ISA Awards Gala Dinner, with Lifetime Achievement Award winner Jason Anker and host James Cracknell OBE

Our Awards

Sword, Globe and Shield of Honour Awards



In October we announced the list of organisations that demonstrated they are the ‘best of the best’ around the world, as winners of the prestigious Sword, Globe and Shield of Honour awards.

The 70 Sword of Honour and two 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.

2025 was the third year that the Shield of Honour was awarded to organisations demonstrating excellence in wellbeing management. Impressively, two organisations – Unipart and DEWA – achieved the ‘triple’, winning all three Honour awards.

The 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, education, facilities management, housing, wholesale and retail and transport.

Mike Robinson, Chief Executive of British Safety Council, said: “I wish to congratulate all winning organisations on their achievements. They have shown great pride in keeping their workplace safe and healthy and contributing to safeguarding the environment. All of these award-winning organisations share a commitment and willingness 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 absolute dedication and the utmost professionalism. We are proud to support you in your achievements and delighted we can contribute to your ongoing success.”

The awards were presented at a gala event in London in November.



Peter McGettrick presenting a Sword of Honour to DevCo President Mohamed Saad, recognising Diriyah’s achievements



Peter McGettrick presenting a Sword of Honour to DevCo President Mohamed Saad, recognising Diriyah’s achievements



Our Awards Events

International Safety Awards Gala Dinner



British Safety Council held its annual Gala Dinner on 19 June to celebrate the winners of its International Safety Awards 2025, at the Royal Garden Hotel, Kensington, London. This is the 67th year the awards have taken place and the 65th year of a gala dinner.

The prestigious event, which this year was sponsored by HSI Donesafe, was hosted by adventurer James Cracknell OBE, the celebrated former Olympic Rower, and included speeches by British Safety Council CEO, Mike Robinson, its chairman Peter McGettrick, and Dr. Tim Marsh, world-renowned Safety Psychologist and MD of Anker and Marsh.

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

Speaking at the event, Chief Executive of British Safety Council, Mike Robinson said:

“These awards demonstrate the commitment of all organisations represented, not only to the health and safety of their own workforces, but to the British Safety Council’s vision that no-one should be injured or made ill through their work. As we celebrate individual and collective successes here tonight, we also understand what the success means outside the context of this evening. The safer and healthier workplaces you are building mean that more people get to go home safely at the end of each working day.

“And in an age defined by rapid change, this commitment to worker health, safety, and wellbeing has never been so needed, nor so important. The world is changing, and access to knowledge and support are invaluable tools in navigating social, political, environmental and technological change. Our members, working in more than 60 countries, share this same commitment, understanding that healthier and safer workplaces are more productive and more profitable too.

“It is our vision at British Safety Council that no-one should be injured or made ill through their work – anywhere in the world. By sharing the achievements of the winners of these awards, we can inspire other employers everywhere to follow their lead and give workers’ health, safety and wellbeing the priority it rightly deserves.”

In his address, Chairman of British Safety Council, Peter McGettrick said:

“I know I speak, in unison, with the trustees and staff of British Safety Council when I say just how impressed we have been with the quality of award entries we received this year. As ever, we remain grateful for a growing number of applications from different regions of the world, as each of these demonstrates a shared commitment to making the health, safety and wellbeing of workers a priority.

“Throughout the course of this evening, the theme of change has loomed large. It forces us to ask how we keep workers safe amid the rapid change that will come to define our near future. And as we stand, at the dawn of an Age of AI, we face a question previous generations have not wrestled with: how do we make wellbeing a constant in a world constantly in flux?”

“Outside of this room, around the world, the challenge of managing change is no small feat. Ladies and gentlemen, you are playing your part in that transformation, and I thank you. I thank you for your attendance here tonight, for your hard work over the course of the year, and for the difference you are making in creating workplaces in which the workers of today and tomorrow can thrive.”

In his keynote address, Tim Marsh reflected on his career, from his first job as a psychologist studying suicides in the military, through a focus on safety leadership, behavioural safety, and safety culture, up to more recent times when his expertise as a safety psychologist has been at the forefront of developments on wellbeing and mental health at work.

Dr. Marsh underlined that, as we look to the future, and consider health, safety and wellbeing at work, we need to remember that good work is good for you (because it brings meaning, purpose, banter and camaraderie) – therefore it is important how we treat our colleagues and what our organisational cultures are like.

Our Awards Events



Sword, Globe and Shield of Honour Luncheon

For the second time, Dubai Electricity and Water Authority (DEWA) and Unipart received the treble of all three Honour awards, at a gala luncheon event at Drapers Hall, London, in November. Both companies have previously won multiple Swords and Globes of Honour.

The event featured a keynote speech on ‘The Power of Wellbeing in Our Lives’ from Jason Oakley, Chief Executive Officer at Affin Bank, and was attended by representatives from the UK, India, the Middle East, Asia and North America.

At the prestigious ceremony, Mike Robinson, Chief Executive of British Safety Council, launched a brand-new Five Star Audit: the Five Star Process Safety Audit and a new associated award for those organisations who achieve a five-star rating – the Guardian of Honour. Mike said: “This new award will sit proudly alongside our existing awards: the Sword, for occupational health and safety; the Shield, for wellbeing; and the Globe, for environmental management.

Mike continued: “Last year, an estimated 140 million people joined the global workforce. In every nation, young people arrived for their first day, filled with the enthusiasm and optimism of a new generation. They entered a world of work changing in real-time, shaped by rapid social, political, economic, and technological shifts. They bring new expectations ... not just for wages and opportunity, but for dignity, fairness, safety, and for consideration of their wellbeing.

“The environments they step into are more complex and interconnected than any previous generation has known. With this complexity comes a profound responsibility for each and every one of us here: to ensure we navigate change in a way that protects, rather than hinders, the health, safety, and wellbeing of our people. Progress is not inevitable. A safer future is built on the decisions we make today ... on embedding the processes, practices, and policies that will protect the workers of both today and tomorrow.”

Peter McGettrick, Chair of British Safety Council, said: “We have celebrated success in every corner of the globe and in almost every sector and industry we could imagine.

“On behalf of the trustees at British Safety Council, allow me to reiterate our congratulations, and our thanks, for the work you do to protect workers; living out our mission in action that no one should be injured or made ill through their work. And while wellbeing in a changing world is a core component of thriving workplaces, so too is occupational health and safety, the foundations of the safer and healthier workplaces of today and tomorrow.

“We know that safer and healthier workplaces are more productive and more profitable. We also know that they put their people, their health and safety, front and centre.”

To be eligible for the Shield, 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.

Our Wider Events



Because Experience Counts

15th Annual Conference

Workplace Health, Safety and Wellbeing in an AI-enabled World

14 October 2025

Annual conference

British Safety Council held its 15th Annual Conference on 14 October, with a theme of ‘Workplace Health, Safety and Wellbeing in an AI-enabled World’.

The conference, sponsored by National Highways’ Driving for Better Business programme, included sessions with experts, thought leaders, and innovators shaping the future of workplace health, safety, and wellbeing in an era defined by artificial intelligence (AI). These included speakers from the Health and Safety Executive, BSI, Institute for Employment Studies, Microsoft, HandsHQ, Pinsent Masons and Ward Hadaway LLP, as well as the Universities of Surrey and East London.

Chaired by Steve Ward, British Safety Council’s IT Director, the full-day event was held online and was free to attend. Highlights included discussions and presentations on emerging risks, threats and opportunities that artificial intelligence presents when managing people’s psychosocial safety at work, how best to manage these and what health and safety professionals need to know when planning, implementing and managing the technology.

Conference delegates explored the importance of upskilling and training people to ensure they can make the most of new and emerging technologies like artificial intelligence and how best to do this, as well as hearing about the latest legal developments around artificial intelligence, technology and looking at the future direction of travel for the law on AI and health, safety and wellbeing at work.

Our Wider Events



UK/International – Webinars

We delivered a comprehensive virtual webinar and events programme in 2025.

- ISA 2025 application webinar (153 attendees)
- Strategies to Boost Wellbeing and Performance (29 attendees)
- Mental Health in the Workplace (66 attendees)
- Members benefit webinar (69 attendees)
- Thriving Workplaces: Practical Steps to Nurture Wellbeing and Drive Growth (28 attendees)
- Stress Risk Management workshop x5 (111 attendees)
- NEBOSH National & International Diploma Taster Session (94 attendees)
- The Five Star Best Practice Audit (92 attendees)
- Member benefits webinar (45 attendees)
- Stress Risk Management workshop (39 attendees)
- Honour Awards webinar (95 attendees)
- NEBOSH National & International General Certificate (251 attendees)
- Stress Risk Management workshop x4 (116 attendees)
- Annual conference (579 attendees)
- Culture change workshop (62 attendees)
- Stress Risk Management workshop (30 attendees)
- ISA 26 webinar (94 attendees)
- NEBOSH National & International Diploma (142 attendees)

Sector Interest Groups

In 2025, we began holding meetings of our Sector Interest Groups (SIGs) again, following a brief pause while we reviewed them. Sector Interest Groups are a member-only forum intended to enable organisations who are members of British Safety Council to share best practice, hear from experts and external speakers and discuss latest developments and challenges in their sector.

One SIG which met was the Manufacturing, Distribution and Logistics group which met on 1 July. The meeting was hosted by JCB, at their World HQ in Staffordshire. Members there included Premier Foods, JD Sports, Unipart and RICOH, as well as Chris Briggs from JCB who chaired the session and led the group on a tour of the JCB visitor centre and exhibition.

Another was our Construction group which met on 9 July in London, in a meeting chaired by Persimmon Homes plc. The day included an update on our policy and campaigns activity, and Sam Downie, MD at Mates in Mind updated the group on their latest research.

Stadia Working Group

In addition to our SIGs, we also continued to host a Stadia Working Group, comprising both British Safety Council members and clients working in different types of stadia across the UK. This group met on 1 April at Wembley Stadium.

Health, safety and wellbeing professionals attended from major football stadia like Arsenal, Chelsea and Manchester United, as well as the Rugby Football Union. We delivered a session on stress management to kick off Stress Awareness Month, Guy Dunstan, General Manager of Co-op Live Arena, joined online to discuss the National Arena Association's A-Guide and how they use it with contractors and other events using their venues. The day also included a tour of Wembley Stadium.



(Top) The Manufacturing, Distribution and Logistics Sector Interest Group meeting at JCB (Bottom) Tour of the JCB Visitor Centre



Tour at JCB



The Stadia Working Group at Wembley stadium



The Construction Sector Interest Group



The Stadia Working Group

Our India Events



Members of the UK and India British Safety Council teams

Our India team delivered a diverse calendar of impactful initiatives in 2025, engaging clients and professionals through a blend of thought-leadership conferences, industry events, and insightful webinars.

360 Safety Transformation Conference (November – Mumbai)

Our annual client conference drew 111 participants, where British Safety Council experts unpacked the future of safety and culture in India. Delegates explored forward-looking themes, including safety performance transformation, process safety management, cultural leadership, and risk mitigation – all anchored in the role of employee wellbeing and achieving exceptional safety standards in day-to-day operations.



Discussion panel at the 360 Safety Transformation Conference

Expert-led Webinars

We continued to bring key safety topics to the fore through our expert-led webinars, reaching hundreds of professionals across sectors:

- **Behaviour Based Safety: Myths & Facts (February)** – Speaker: M Kamarajan – 144 attendees
- **Enhancing Safety Culture Progressively (March)** – Speaker: Suresh Tanwar – 32 attendees
- **From Compliance to Competence: Rethinking Safety Training Impact (July)** – Speaker: M Kamarajan – 204 attendees
- **Honour Awards Application Webinar (September)** – Speaker: Suresh Tanwar – 61 attendees
- **Importance of Critical Risks Safety Audit (December)** – Speaker: Suresh Tanwar – 96 attendees

Strategic Industry Engagement

The Eighteenth Annual India Chemical Industry Outlook Conference & Exhibition (March – Mumbai)

Hemant Sethi participated as a panellist among other industry leaders on the topic “Mastering process safety: Lessons and best practices from the Frontline.”

IMPACT 2025 Customer Conference (September – Bangalore)

Our former associate and current Head of Safety Excellence, Rajat Tewari participated as a speaker on the topic “Shaping a Mature Safety Culture for Success.”

Mates in Mind

2025 was a year of strong progress and growing influence for Mates in Mind. The charity advanced delivery of its three-year strategy, centred on advocating for improvement in policy and procurement, alongside direct organisational development work with its community of Supporters. This work was underpinned by research on effective interventions. As awareness of workplace mental health continues to rise, Mates in Mind has remained focused on driving systematic, prevention-first cultural change across higher-risk sectors.

British Safety Council's award-winning mental health sister charity, Mates in Mind, works in partnership with UK employers across construction, transport and logistics, fire and security, farming and agriculture and other higher risk sectors, to build positive mental health in and through work.

Mates in Mind does this by campaigning for change, leading on sector-based mental health research, building a community, empowering a culture change to one of prevention, supporting the implementation of effective intervention strategies, raising awareness with future line managers and business owners, and providing direct support.

Expanding reach and engagement

The organisation's community of Supporters grew by 100 new and renewing organisations. Through this network, Mates in Mind is helping employers create healthier, more supportive working environments that reduce stigma, encourage open conversations about mental health and ensure there is a continuous and comprehensive solution in place so that no-one reaches crisis point and mental health becomes everyone's responsibility.

During the year, 92 training sessions were delivered, reaching over 1,700 individuals and equipping them with the skills and confidence to support their own wellbeing and that of their colleagues. Digital engagement also increased significantly, with almost 92,000 website users and 33,000+ resource downloads – a 55% increase on the previous year – highlighting growing demand for practical guidance.

Driving measurable workplace change

In 2025, Mates in Mind strengthened its programme delivery by introducing enhanced organisational assessment processes, including tailored support sessions for larger employers. These changes improved engagement, increased completion rates, and generated richer data, enabling a deeper understanding of workplace challenges and clearer measurement of impact.

The charity's approach goes beyond awareness, focusing on embedding long-term cultural change. By supporting organisations to assess, act, and continuously improve, Mates in Mind is helping to create environments where mental health is proactively protected.

Strengthening the evidence base remained a key priority. Through collaborations with leading academic institutions, Mates in Mind contributed to new research on:

- The experiences of young construction workers entering the industry
- The role of "accidental counsellors" in supporting farmers' mental health.

These insights are helping to shape programmes and ensure interventions are grounded in evidence of what works.

Extending influence and partnerships

Mates in Mind expanded into new areas through initiatives such as the AgriWellbeing Alliance, supporting the farming community and those who interact with it. Its growing influence was further reflected in its new role as an Innovation Partner in a national suicide prevention initiative.

The organisation also contributed to major policy developments, including the UK Government's Men's Health Strategy and the new BSI standard on suicide and the workplace, reinforcing its position as a trusted voice in workplace mental health.

Supporters and fundraisers continued to play a vital role, raising over £398,000 in 2025. Through personal challenges, events, and storytelling, they helped to break down stigma and inspire action across industries.

Looking ahead

In 2026, Mates in Mind's priorities are to:

- Strengthen financial resilience and diversify income
- Demonstrate measurable impact beyond reach and engagement
- Increase influence to shape industry practice and public policy.

With its tenth anniversary approaching in 2027, Mates in Mind is well-positioned to build on its achievements – continuing to lead the shift towards healthier, more supportive workplaces where everyone can thrive.



Sam Downie and Peter Kelly (Ambassador) at the UK Construction Week



Because
Experience
Counts

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

Our mission is to keep people as safe and healthy as possible in their work through education and practical guidance. If you are interested in working with us to achieve our goals, or have any questions, please do not hesitate to contact us.

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