

“Best Foot Forward in Health & Safety”: The Case for Prevention

Emma Evans, Regulatory (Health and Safety) Partner

Bexley Beaumont



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Welcome!

- 17-years
- Specialist in Health & Safety / Criminal Law
- Pro-active and Reactive
- From Crisis to Culture
- Advising, Assuring, Training, and Representing
- Key Sectors:
Construction, Housing, Manufacturing, Rail and
Built Environment (amongst others)



On the Agenda...

- (1) Changing Face of Risk
- (2) Boards, Directors and Governance
- (3) Well-being
- (4) Enforcement
- (5) Data and Evidence





UK v World

1.7-million – work related illness

776,000 – work-related stress, depression and anxiety

138 – work-related deaths

604,000 – injured at work

61,663 - RIDDORS

33.7 –million lost working days

£21.6- billion (22/23)

c.160-million –non-fatal occupational diseases

Nearly 3-million – work-related deaths
(2.6-million occupational diseases)
(330,000 from accidents)

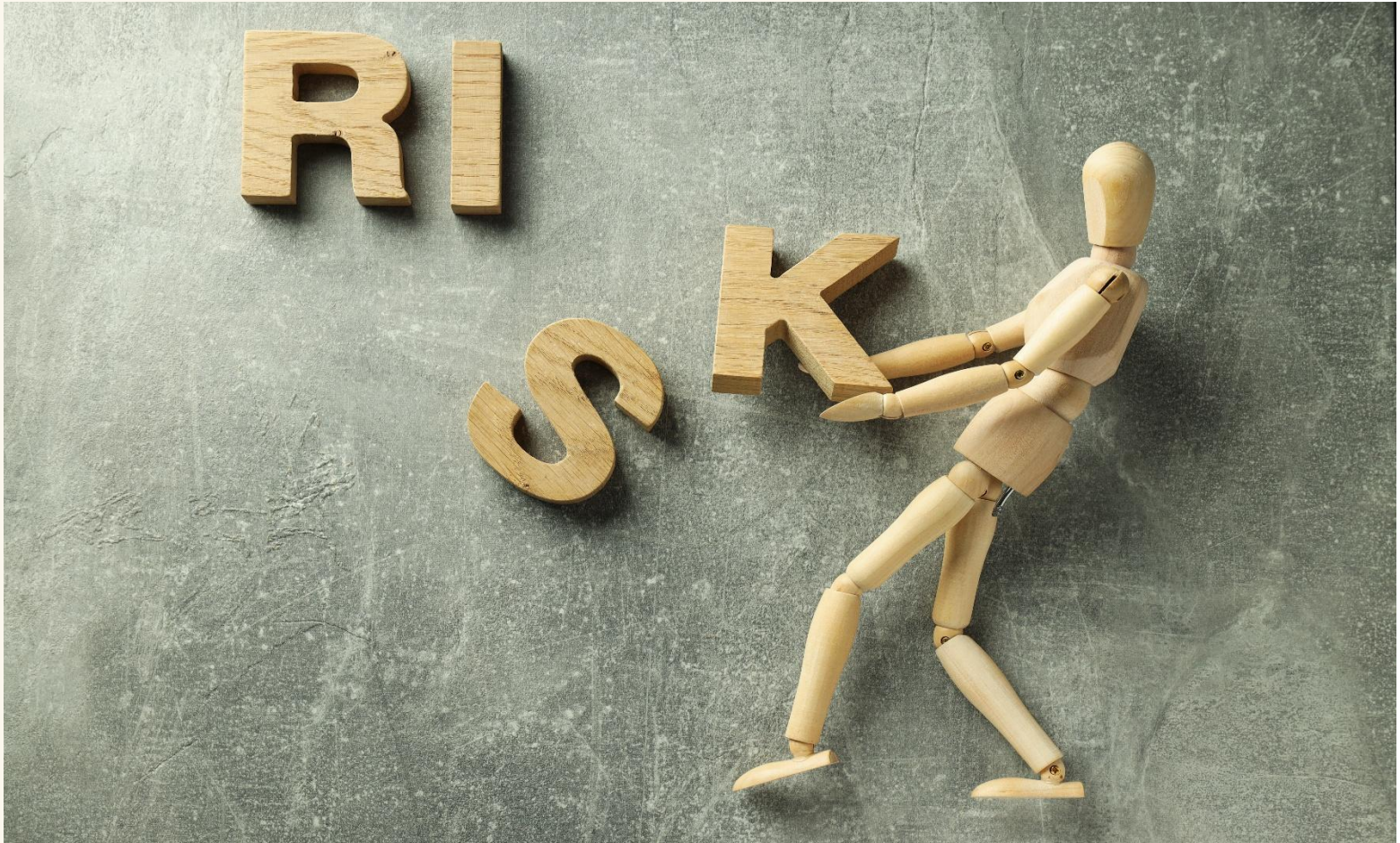
c.270-million – non-fatal occupational injuries

c.4% of global GDP (global cost)

**Estimated global
monetary cost: US \$2.8
trillion per yr.**



CHALLENGE ONE: The Changing Face of Risk



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- Business Diversification
- Business Acquisition
- Business Change
- Missed Opportunities...?
- New Hazards – Damp and Mould, Mental Health, Lithium-Ion Batteries etc.
- New Environments - Changing Seasonal Conditions, Ageing Infrastructure, New Technologies...

CASE ALERT:

- Cambridge County Council – Guided Busway - **£6m**
- WH Malcom - **£6.5-million**

CHALLENGE TWO: “New Frontier for Boards” - From Governance to Director Leadership



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- UK Corporate Governance Code
- Better Business Campaign
- Directors Duties
- INDG 417
- New Competency and Standards – BSA, Housing etc.

CHALLENGE THREE: Well-being as Legal & Strategic Imperative



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- ISO 45003
- Management Standards
- Different jurisdictional approaches – Australia, Norway, Sweden...
- Beyond Well-being days and MHFAs
- Current UK Regulatory Interest... ???



"Designed by Freepik"

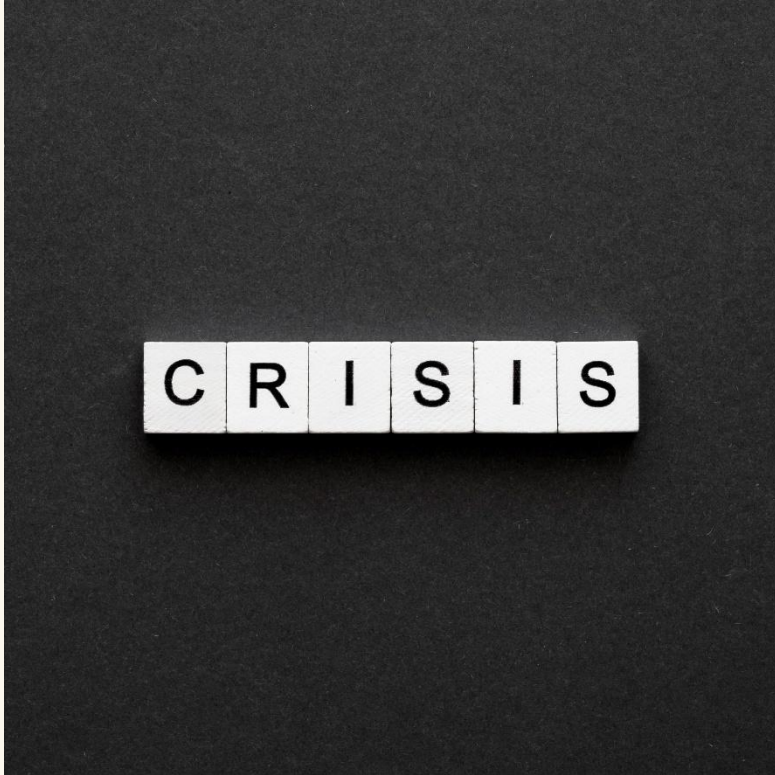
Cost to UK Employers – poor employee mental health £51 billion per year (Deloitte)

Presentism - £24 billion annually

9.4-days/ year in the last 12-months (CIPD)

Cost to you...?

CHALLENGE FOUR: Enforcement Appetite & Visibility



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- Enforcement in 2025 (6-months)– PN 475 / IN 1328
- Corporate Manslaughter – future and beyond..?
- Amendment to Sentencing Guidelines – Very Large Organisations
- Increased Power in the Magistrates Court – 12-months Custody
- Regulatory investigation into broader areas – mental health?
- Targeted campaigns (Health) –
 - Woodworking dust – over 1,400 inspections & 784 Enforcement Notices
 - Metalworking Fluid / fume control – over 400 sites, with c.325 Enforcement Notices

CHALLENGE FIVE: The Data and Evidence Challenge



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- Reverse Burden of Proof
- Evidence
- Risk Management / Compliance
- Legal Defensibility
- Big Tech / Data / AI – only so good as the data you put in...?
- Reviewing / Monitoring – learning or identifying trends

GETTING AHEAD...?: The Case for Prevention



Challenge v Opportunity...?

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Put a “Best Foot Forward” – Solutions

- Review, Monitoring and Assurance
- Access information & regular updates on risk
- Demonstrable and active leadership – reporting, training and awareness
- Celebrating the ‘**REDS**’ and challenge the ‘**GREENS**’
- Defined and structured crisis response & escalation plans – training on implementation
- Data tracking – prioritised plan to capture and test / learning
- Be Pro-Active. Curious. Continuous Improvement.

Questions...?



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Emma Evans
Regulatory (Health & Safety) Partner
emmaevans@bexleybeaumont.com
07738 007652

Linked 
www.linkedin.com/in/emma-evans-hslaw
www.bexleybeaumont.com



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