Leemarda Safety

HEALTH · SAFETY · ENVIRONMENT · FIRE · WELFARE

QUARTERLY NEWSLETTER
Winter 2025 (January)
Harrogate HQ · UK-wide site visits

Compliance made simple — and always up to date.

Health, safety, environment, fire and welfare consultancy with hosted health and safety documents, kept current by your individual safety specialist.



A WORD FROM LEE

Straight talking, practical safety advice

I served 27 years as a Royal Marines Commando, leading teams in high-pressure, high-risk environments. Today I bring that same operational leadership to health, safety, fire and environmental management for businesses across the UK.

I explain what the law actually requires in plain English — no jargon, no call centre — and I help you apply it on the ground. When you work with Leemarda Safety, you work one to one with a consultant who keeps your assessments updated as legislation changes and stays with you (subscription customers only).

Lee Hardy
Safety Consultant, Leemarda Safety · CertIOSH

WHY LEEMARDA SAFETY

A named safety person, not a helpdesk

One consultant
You deal with Lee, face to face. Competent advice, in person, when it matters.

Plain English
Health, safety, environment and fire law explained clearly, so your people know what to do.

Proven leadership
A 27-year Royal Marines Commando veteran. Leemarda Safety is veteran-owned.

UK-wide
Based at our Harrogate HQ, with site visits arranged across the UK to suit you.

Level 6 Diploma in Occupational Health and Safety · CertIOSH · NEBOSH Fire Safety and Risk Management · NEBOSH Environmental Management · NEBOSH General Certificate · Food Safety · Veteran-owned

A ONE-STOP SHOP

Everything your business needs to stay compliant

01 Health and Safety Management Systems
A workable system so duties, reviews and responsibilities stay clear — and audit-ready.

02 Risk Assessments
Clear, site-ready assessments that identify hazards and set proportionate controls.

03 Fire Risk Assessments
A fire plan that protects people and premises — written so you can follow and review it.

04 COSHH Assessments + Safety Data Sheets
Usable COSHH assessments with safety data sheets ready when your team needs them.

05 Environmental Management
Manage environmental impacts with proportionate controls and records.

06 Specialist Training
Know who is competent, when they refresh, and keep the evidence ready.

07 Tailored Business Support
Practical advice written for how your organisation actually works — not a generic pack.

08 Audits and Inspections
Findings, actions and close-out that show you are on top of compliance.

09 Accident Investigation
Understand what went wrong and stop it happening again.

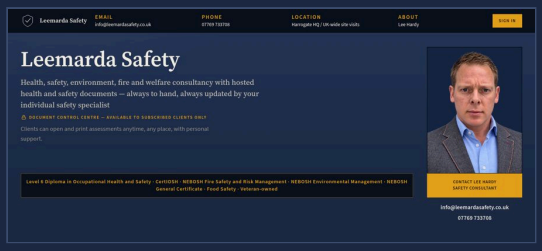
10 Policy Documents
Clear, signed policies and arrangements your people can follow.

DOCUMENT CONTROL CENTRE · FOR SUBSCRIBED CLIENTS

Your documents, always to hand

Open and print your assessments anytime, anywhere — with personal support from the consultant who wrote them.

- **Your own secure login.** Each client has a personal login to the Document Control Centre on the Leemarda Safety website.
- **Open and print anytime, anywhere.** Assessments, policies and records are there whenever you need them.
- **Filed in folders by type.** Risk assessments, fire, COSHH, policies and more — each in its own folder.
- **Review dates tracked for you.** Every document carries a review date, with clear due-for-review and overdue status.
- **Bespoke templates.** Templates are made for you and uploaded for safe storage and audit purposes.
- **Secure storage.** Documents are held on secure Cloudflare-hosted storage, visible only to your organisation and your consultant.



leemardasafety.co.uk — watch the demo video on the home page.

LEGISLATION-CHECK SUBSCRIPTION

The law changes. Your paperwork keeps up.

Health and safety law does not stand still. With the monthly legislation check, every law that applies to your business is checked for updates and changes each calendar month — so your assessments stay current and you stay compliant.

1 Your legal duties are listed against your business.

2 Each law is checked for updates every calendar month.

3 Changes that affect you are reflected in your documents.

4 Upload your own documentation to the site, whenever you need to.

5 It is stored safely alongside ours, ready to open, print or show an inspector.

6 A named consultant to call: one person who knows your business.

SUBSCRIPTION FROM

£20.00

per month

Every law that applies to your business, checked each calendar month.

Upload your own documentation to the site, whenever you need to.

Bespoke subscription packages for your company.

SUPPORTING ORGANISATIONS ACROSS THE PRIVATE AND PUBLIC SECTORS, INCLUDING

Pubs · Restaurants · Manufacturing sites · Offices · Schools & colleges · Sports clubs · Military sites

GET IN TOUCH

Talk to Lee about your business

- Your message is read by an expert.
- You get a clear reply, usually within one working day.
- A site visit or telephone call can be arranged to suit you.

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Leemarda Safety is registered with the ICO, the Information Commissioner's Office — the UK's independent regulator for data protection and freedom of information. Harrogate HQ · UK-wide site visits.

THIS QUARTER · OCTOBER TO DECEMBER 2024

What has changed, and who has been fined

The latest UK health, safety and fire updates, plus the prosecutions every employer should learn from.

LEGISLATION AND GUIDANCE

FIRE · BUILDING SAFETY · 2 DECEMBER 2024

Remediation Acceleration Plan sets deadlines for unsafe cladding

The government has set targets for England: by the end of 2029 all 18m+ buildings with unsafe cladding in a government-funded scheme will be remediated, and every 11m+ building with unsafe cladding will be fixed, have a completion date, or its landlord will face severe penalties.

What it means for you: If you own or manage residential blocks, check your cladding position and remediation plan now.

FINES AND PROSECUTIONS

HSE PROSECUTION · 27 NOVEMBER 2024 · £1.6 MILLION

Young man crushed to death during lifting operation

Brand Energy and Infrastructure Services UK Ltd was fined £1.6m, plus £23,193.60 costs, at Brighton Magistrates' Court after 24-year-old Jack Phillips was killed in Eastbourne. The lifting operation was not properly planned, there were no exclusion zones and out-of-date slings were used.

What it means for you: Every lift needs a plan, an exclusion zone and examined, in-date lifting accessories.

HSE PROSECUTION · 7 NOVEMBER 2024 · £1.28 MILLION

Ginsters worker killed by reversing lorry

Samworth Brothers, owner of Ginsters, was fined £1.28m, plus £24,106 costs, at Plymouth Magistrates' Court after Paul Clarke was crushed by a lorry reversing into a loading bay in Callington. He had not been trained to operate the strip curtains.

What it means for you: Loading bays need a safe system of work, and new starters need training before they work there.

HSE PROSECUTION · 5 DECEMBER 2024 · £330,000

Young dad killed by rotating machinery

Maynard and Harris Plastics of Ellough, Suffolk, was fined £330,000 after Nathan Hook died when he was drawn into rotating machinery. HSE found no suitable training or risk assessment for using emery cloth on lathes.

What it means for you: Never apply emery cloth to a lathe by hand. Use safer methods and train staff in them.

HSE PROSECUTION · 19 NOVEMBER 2024 · £400,000

Worker loses leg at wood panel plant

Kronospan Ltd of Chirk, Wrexham, was fined £400,000, plus £4,701 costs, at Wrexham Magistrates' Court after an employee lost his leg while moving waste MDF sheets across the site.

What it means for you: Check how loads are secured and moved around your site.

HSE PROSECUTION · 12 NOVEMBER 2024 · £160,000

Worker killed by telehandler on housing site

Merchant Homes Partnership Ltd was fined £160,000 at Glasgow Sheriff Court under the Construction (Design and Management) Regulations 2015.

What it means for you: Plant on site needs planned routes, competent operators and control of pedestrians.

HSE PROSECUTION · 22 NOVEMBER 2024 · £304,500

Tank explosion leaves two men with life-changing injuries

Bio Dynamic (UK) Ltd of Nottingham was fined £304,500, plus £229,988 costs, at Nottingham Crown Court. Sparks from a grinder ignited flammable gas in a slurry tank.

What it means for you: Hot work near flammable gases needs a permit, gas testing and controls.

Sources: GOV.UK; BBC News; Sussex Online News; HSE Media Centre. Fines are as reported at sentencing.