Leemarda Safety

HEALTH · SAFETY · ENVIRONMENT · FIRE · WELFARE

QUARTERLY NEWSLETTER
Autumn 2025 (October)
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.

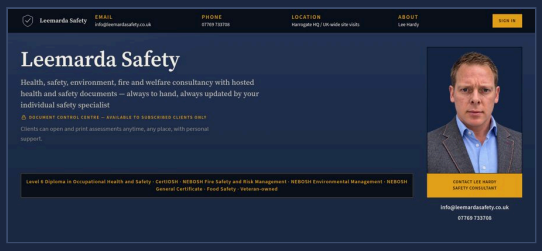
10 Policy Documents
Clear, signed policies and arrangements your people can follow.

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 · JULY TO SEPTEMBER 2025

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 · NEW REGULATIONS MADE 3 JULY 2025

Residential evacuation plans become law from April 2026

The Fire Safety (Residential Evacuation Plans) (England) Regulations 2025 come into force on 6 April 2026. Responsible persons in specified residential buildings must identify residents who may need help to evacuate and prepare personal evacuation plans.

What it means for you: If you manage relevant residential buildings, start identifying residents and planning now.

BUILDING SAFETY · 17 JULY 2025

Deadlines for unsafe cladding to be set in law

A new Remediation Bill will require landlords to fix unsafe cladding on 18m+ buildings by the end of 2029 and 11–18m buildings by the end of 2031. The Building Safety Levy is due from October 2026.

What it means for you: Building owners should have a funded remediation programme in place.

HSE · 15 JULY AND 10 SEPTEMBER 2025

124 workers killed; hearing protection failings found

HSE's provisional figures show 124 workers were killed at work in 2024/25. Its noise inspections found more than 75% of employees in high-noise workplaces lacked key knowledge on looking after hearing protection.

What it means for you: Train staff to wear, check and store hearing protection properly.

FINES AND PROSECUTIONS

HSE PROSECUTION · 31 JULY 2025 · £1.5 MILLION

Contractor crushed to death at Port Talbot steelworks

Tata Steel (UK) Ltd was fined £1.5m, plus £26,318.67 costs, at Swansea Crown Court after contractor Justin Day was killed at Port Talbot.

What it means for you: Contractors on your site are your responsibility too.

COUNCIL PROSECUTION · SEPTEMBER 2025 · £266,000

Driver crushed between two lorries in Scunthorpe

Barrett Steel Ltd of Bradford was fined £266,000, plus £9,740 costs, at Hull Crown Court after an employee was crushed between two lorries, leaving her with life-changing injuries.

What it means for you: Manage vehicle movements in yards. Never stand between vehicles.

HSE PROSECUTION · SEPTEMBER 2025 · £30,000

Young worker run over and dragged by forklift

Qube Containers Ltd was fined £30,000, plus £3,752 costs, after a 21-year-old was run over and dragged by a forklift at the Port of Ipswich. Traffic routes were not organised safely.

What it means for you: Plan safe traffic routes and keep pedestrians away from forklifts.

HSE PROSECUTION · 18 JULY 2025 · £1 MILLION

Banksman killed by reversing HGV in Manchester

Bestway Northern Ltd was fined £1m, plus £11,950.07 costs, at Manchester Magistrates' Court after Lee Warburton, from Stockport, was crushed between a reversing HGV and a wall during a delivery.

What it means for you: Plan delivery reversing at every drop, not just at your own depot.

HSE PROSECUTION · 25 JUNE 2025 · £134,000

Airport worker dies after corroded guardrail gives way

Glasgow Prestwick Airport Ltd was fined £134,000 at Ayr Sheriff Court after Joseph Dempsey fell to the tarmac when a corroded guardrail failed.

What it means for you: Inspect and maintain guardrails. Corrosion can turn protection into a hazard.

Sources: legislation.gov.uk; GOV.UK; HSE Media Centre; BBC News. Fines are as reported at sentencing.