Leemarda Safety

HEALTH · SAFETY · ENVIRONMENT · FIRE · WELFARE

QUARTERLY NEWSLETTER
Winter 2026 (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.

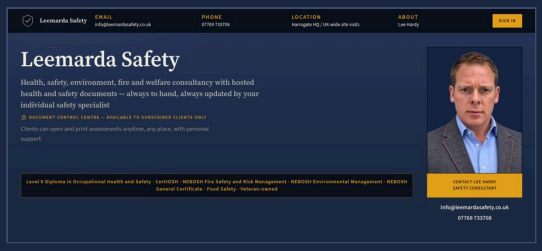
10 Policy Documents
Clear, signed policies and arrangements your people can follow.

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.

TELEPHONE
07769 733708

EMAIL
info@leemardasafety.co.uk

WEBSITE
leemardasafety.co.uk

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 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

HSE STATISTICS · 20 NOVEMBER 2025

1.9 million workers suffer work-related ill health

HSE's annual statistics for 2024/25 show an estimated 1.9 million workers with work-related ill health, 124 worker deaths, 680,000 self-reported non-fatal injuries and 40.1 million working days lost.

What it means for you: Ill health costs more days than injuries. Stress and musculoskeletal risks need assessing.

HSE CONSULTATION · 10 NOVEMBER 2025

Proposals to tighten asbestos surveys and clearance

HSE is consulting on improving asbestos surveys, making the four-stage clearance process more independent and clarifying notifiable non-licensed work. The consultation runs until 9 January 2026.

What it means for you: If you hold an asbestos register, check that your survey is good enough to manage the risk.

FINES AND PROSECUTIONS

HSE PROSECUTION · 15 OCTOBER 2025 · £2.48 MILLION

Bradford worker crushed by reversing skip wagon

Biffa Waste Services Ltd was fined £2.48m, plus £5,768.06 costs, at Leeds Magistrates' Court after James Tabiri was run over at its Bradford waste transfer station.

What it means for you: Separate pedestrians from reversing vehicles on every site.

HSE PROSECUTION · 20 OCTOBER 2025 · £1.8 MILLION

Care home resident, 96, chokes on meal left alone

HC-One Ltd was fined £1.8m at Inverness Sheriff Court. The resident's care plan required close supervision when eating, but staff did not know her needs.

What it means for you: Care plans only protect people if every member of staff knows them.

HSE PROSECUTION · 3 OCTOBER 2025 · £546,000

Road worker killed by reversing road-sweeper

Marlborough Highways Ltd was fined £546,000, plus £6,028 costs, at City of London Magistrates' Court after Robert Morris was killed during resurfacing work in Haringey.

What it means for you: Plan reversing on roadworks: banksmen, exclusion zones and clear routes.

HSE PROSECUTION · 25 NOVEMBER 2025 · £560,000

Hydrocarbon release on North Sea platform

Shell UK Ltd was fined £560,000 at Aberdeen Sheriff Court after pipework on the Brent Charlie platform deteriorated over seven years and released hydrocarbons.

What it means for you: Temporary fixes must not become permanent. Inspect and replace.

FIRE PROSECUTION · OCTOBER 2025 · £160,000

Huddersfield bar fined over blocked fire exits

West Yorkshire Fire and Rescue Service prosecuted Hellfire Entertainment Ltd, which was fined £160,000 for failing to comply with an enforcement notice. Breaches included blocked fire exits and no fire detection in a kitchen with deep fat fryers.

What it means for you: Enforcement notices must be complied with, and fire exits kept clear at all times.

Sources: HSE Media Centre; West Yorkshire Fire and Rescue Service. Fines are as reported at sentencing.