



# PROHAS POST

**THE 2026 HEALTH & SAFETY ACTION PLAN**  
SUSTAINABILITY WITHOUT THE SCARE FACTOR:  
PRACTICAL ADVICE FOR SMES

Interview with **Ranya Shields**,  
Managing Director of Regenero

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Business MOT

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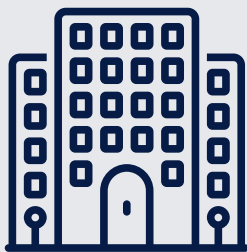
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# THE 2026 HEALTH & SAFETY ACTION PLAN

A PRACTICAL, MONTH-BY-MONTH GUIDE TO STAYING COMPLIANT ALL YEAR!

Health and safety compliance isn't about reacting when something goes wrong, it's about planning ahead. With legislation evolving, workloads increasing, and expectations from clients and insurers rising, having a clear action plan for 2026 is one of the most effective ways to protect your people and your business.

This practical health and safety action plan is designed to help employers stay organised, compliant, and inspection-ready throughout the year, without last-minute stress.



## Step 1: January–February | Review & Reset

The start of the year is the foundation of your entire safety strategy. This is the time to review what's already in place and identify where updates are needed.

### Focus on reviewing your:

- Health & Safety Policy
- Risk Assessments and Method Statements (RAMS)
- Fire Risk Assessment
- Training records and certificates
- Accident and near-miss records
- Equipment and maintenance logs

If your business changed last year, new staff, new equipment, new premises, or new services, your documentation must reflect this. A full compliance review early in the year prevents issues later.

### Prohas Tip:

This is where having a Competent Person or membership support saves time and ensures nothing is missed.

## Step 2: March–April | Training & Competency

Once your documents are up to date, the next priority is your people. Staff must be trained, competent, and confident in their roles.

### Key actions:

- Identify mandatory training by role
- Refresh expired certificates
- Schedule Fire Marshal, First Aid, Manual Handling and COSHH training
- Complete DSE assessments where applicable
- Ensure new starters receive full inductions

Creating a simple training matrix allows you to track who needs what training and when. This makes planning easier and avoids expired certificates mid-year.



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## Step 3: May–June | Site Inspections & Audits

As activity levels increase during spring and summer, so do risks. This is the ideal time to carry out proactive inspections and audits.

### Key actions:

- Conduct workplace inspections
- Review housekeeping standards
- Check fire exits, signage and emergency lighting
- Inspect machinery, guards and safety systems
- Review vehicle and driver safety arrangements

Regular inspections help identify small issues before they become incidents and demonstrate proactive compliance if you're inspected.



## Step 4: July–August | Seasonal Risk Management

Summer introduces different hazards that still require careful management.

### Key focus areas:

- Heat stress and hydration
- Sun exposure for outdoor workers
- Fatigue management during busy periods
- Lone working arrangements
- Temporary or agency staff safety

Risk assessments should reflect seasonal changes, especially for construction, logistics, and outdoor work environments.

## Step 5: September–October | Review, Refresh & Prepare

Autumn is the perfect time to review progress and prepare for winter.

### Actions to take:

- Review accident and near-miss trends
- Update risk assessments where patterns emerge
- Prepare winter safety controls (slips, trips, lighting, weather)
- Review emergency procedures
- Schedule PAT testing and fire safety checks

This mid-to-late-year review ensures your systems remain effective as conditions change.



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## Step 6: November–December | Year-End Compliance Check

Before the year ends, take time to confirm everything is in place.

### Final checks include:

- Fire Risk Assessment review
- Training records updated
- Equipment inspections completed
- Policies reviewed
- Documentation filed and accessible

This step ensures your business enters the next year compliant, organised, and confident, not scrambling in January.



## Making the Plan Work for You

A health and safety action plan only works if it's realistic and manageable. Trying to do everything at once often leads to missed deadlines and rushed decisions. Spreading tasks throughout the year makes compliance easier, more effective, and far less stressful.

## How Prohas Supports Your 2026 Action Plan

Prohas works with businesses all year round to:

- Act as your legally required Competent Person
- Carry out reviews, inspections and audits
- Update policies, RAMS and risk assessments
- Deliver accredited training
- Monitor compliance and legislative changes
- Keep you inspection-ready at all times

With the right support in place, this action plan becomes a working system, not a checklist you forget about.



**PLAN AHEAD. STAY COMPLIANT. PROTECT YOUR PEOPLE.**

If you'd like support implementing your 2026 Health & Safety Action Plan, speak to the Prohas team today.

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# Q&A WITH AN EXPERT

**Regeneros**  
BEYOND SUSTAINABILITY

## **Could you introduce yourself and tell us a bit about Regeneros Limited?**

**I'm Ranya Shields, Managing Director of Regeneros.** We are a sustainability consultancy firm based right here in Lincolnshire, who are grateful and proud to have worked with customers ranging from extra small SMEs to huge global enterprises in three continents delivering a highly diverse range of sustainability services. We've supported SMES across Lincolnshire with their sustainability objectives in a holistic, top down manner starting with vision, branding, and ESG strategy, and going all the way through to hands-on delivery of services like government funded ( UK Shared Prosperity Fund ) energy audits and carbon management advice .



Globally, we've led large green building certification projects in the Middle East for widely diverse markets including healthcare (large hospitals) , leading banks and financial institutions and even leading Swedish Retailer, IKEA. We've also carried out research and education work related to sustainability directly with the U.S. Green Building Council.

## **Many people still think sustainability is mainly about carbon reduction. How do major organisations like the United Nations take a more holistic view—particularly when it comes to health, safety, and well-being?**

A lot of people do still equate sustainability solely with carbon footprint reduction, but in reality sustainability is as much about People as it is about Planet. ESG frameworks like EcoVadis place strong emphasis on the health, safety, and well-being of employees, including regular health and safety assessments, working conditions, and social performance. In the built environment, leading green building rating systems such as LEED and BREEAM go further by looking at indoor air quality, daylighting, lighting quality, and occupant comfort—all of which directly affect health, wellness and productivity.



At a global level, organisations like the United Nations also take that holistic view, with that outlook reflected in the UN Sustainable Development Goals and the UN Global Compact. Increased globalisation means responsible supply chains for UK businesses can play a critical role in protecting health and well-being worldwide, from eliminating practices like child labour to ensuring safe, fair working conditions across global operations.

### **In your experience, what are the biggest sustainability challenges local and small to medium businesses face?**

Many small businesses tell me the same thing: they want to be more sustainable, but they worry it's too expensive or too hard. Unlike big global companies that can dedicate large, specialized teams and budgets towards sustainability measures, a small or medium enterprise doesn't have endless resources—so time, money and technical know-how can all feel like major obstacles for SMEs on the Road to Green!

Another challenge I see is the perception that sustainability is something that is “nice to do” in the ethical sense, but they don't see the practical “real life” benefits that relate to sustainability. The fact is that most huge clients and public buyers increasingly expect suppliers to demonstrate sustainability credentials, especially on carbon performance, as they generally have strict reporting criteria and KPIs that cover sustainability in their own supply chain. SMEs looking for growth and targeting large clients need to be aware of this – and can miss out on great business opportunities if they don't act.



### **What would you recommend to small businesses to overcome these challenges?**

First, it's about choosing the measures and strategies that are the right fit for you. Sustainability is about prioritising actions that are achievable and align with your business model. For many UK SMEs, that means starting with low-cost or no-cost wins—like energy audits funded through government programmes, which uncover easy efficiency gains before larger investments, and making good use of other resources and funds that the government makes available for SMEs.

I recently helped a local SME through exactly this: they were nervous about the cost and time commitment of registering for an ESG platform like EcoVadis, but by identifying existing practices and tapping into free audits, we unlocked improvements at minimal expense and helped them achieve a Platinum award on their first submission.

Lastly, think about sustainability as a tool for growth. Improve your resource efficiency, engage your supply chain, and embed sustainability into how you pitch to larger customers. As I said, many larger clients expect sustainability performance from their suppliers—and that can directly influence revenue or competitive positioning.



### **Looking ahead, what emerging trends in sustainability should businesses be paying attention to—and how should they prepare for them?**

One of the biggest shifts we're seeing is the move toward better data and smarter decision-making incorporating AI. Technologies like smart metering, sensors, and digital monitoring are giving businesses far more accurate insights into how they actually use energy, water, and resources. When that data is combined with AI, it becomes much easier to identify patterns, inefficiencies, and opportunities that would otherwise be missed—especially for smaller businesses without large sustainability teams.

You can see this clearly in the latest version of the Green Building Rating System from the United States Green Building Council, LEED Version 5, which places much greater emphasis on ongoing performance tracking rather than single, snapshot assessments. The message is clear: sustainability is no longer about ticking boxes once—it's about managing performance over time. This approach (continuous data monitoring and collection of reliable data) also provides the basis upon which AI can provide evidence based recommendations.



Thank you to Ranya for being a part of this month issue of Prohas Post!

## **GET IN TOUCH!**

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With tens of thousands of buyers relying on the Constructionline platform to identify construction suppliers, membership is a must. Buyers use Constructionlines platform to quickly find suppliers that will enable them to complete a whole range of projects. Constructionline validate all of their members, providing those buyers with a pool of high quality suppliers that they can confidently engage with.



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Smas Worksafe is a proud member of the Safety Schemes in Procurement (SSIP) scheme. Smas offer a range of services designed to elevate your business, helping you to meet compliance and manage risk effectively. Through tailored packages and training, we're all about helping businesses manage Health & Safety properly. Smas help you gain industry-recognised accreditations to meet regulatory requirements.

For more details about each accreditation service please contact us!


## WHAT CAN PROHAS DO TO HELP?

Selecting Prohas as your partner will streamline the process of obtaining your accreditation. With Prohas by your side, you can navigate the complexities of accreditation requirements effortlessly, ensuring a smooth and efficient accreditation journey. We will support and provide guidance throughout the process of gaining your accreditation.

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## **Children and Young People's Mental Health**

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## **Depression Awareness**

This online course will raise awareness of depression and how it can be recognised, diagnosed, classified and treated. It starts by looking at diagnoses before moving on to define the various types of depression, you'll also learn about other disorders.



## Managing Occupational Health

This course explains the key elements, procedures and activities involved in successful Occupational Health and Safety Management in the workplace.



## Mental Health First Aid

The course introduces the subject and outlines the benefits of Mental Health first aid and workplace wellness schemes. It then goes on to cover the effects of stress on individuals and teams and discusses how stress and mental health are linked.



## Moving and Handling People

The course outlines the dangers and legislation that applies to moving and handling people as well as showing a range of techniques and equipment that can be used. The course also highlights the importance of proper risk assessments and care plans.



## Preparing for a Job Interview

The course also covers other things to consider in advance of the interview including planning how you will get there. It briefly covers some of the key differences between online and face to face interviews.



## Supervising Mental Health at Work

This course will look at supervising stress and mental health at work and show you how to create a good mental health culture in your workplace. The course starts by examining the negative effects of poor mental health on individuals and also considers the many benefits of mental health interventions by employers.



## Problem Solving in a Workplace

This course covers a range of problems that occur in the workplace - and how they can be recognised, controlled and solved. You'll learn about the three main areas in which problems can occur - people, tasks and resources.

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- Children and Young People's Mental Health
- Depression Awareness
- Managing Occupational Health and Wellbeing
- Mental Health First Aid
- Moving and Handling People
- Preparing for a Job Interview
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