

Welcome to

How safe are you, really? SME health & safety risks in 2026



 breathe  effective^{HRM}

Housekeeping

- Separate Q&A box and chat box on the dashboard.
- You're in control of your dashboard view.
- We'll be running some live polls throughout.
- Access useful resources any time during the webinar.
- Share your reactions using the thumbs up icon in the bottom panel.
- Session is being recorded. We will share afterwards.

Our speakers



Emma del Torto,
MD, Effective HRM



Sy Hook, Head of
Ops, Breathe

Agenda

- The most common (and often) hidden health and safety risks for SMEs
- How these risks appear and why they stay hidden
- Practical advice to help you prevent or solve these risks
- A short Q&A

Hidden risk #1

Gaps in documentation and processes

45%

had one or more
key H&S docs out
of date

48%

hadn't done a
H&S audit in the
last 12 months or
weren't sure

42%

said H&S tasks
sometimes fall
behind



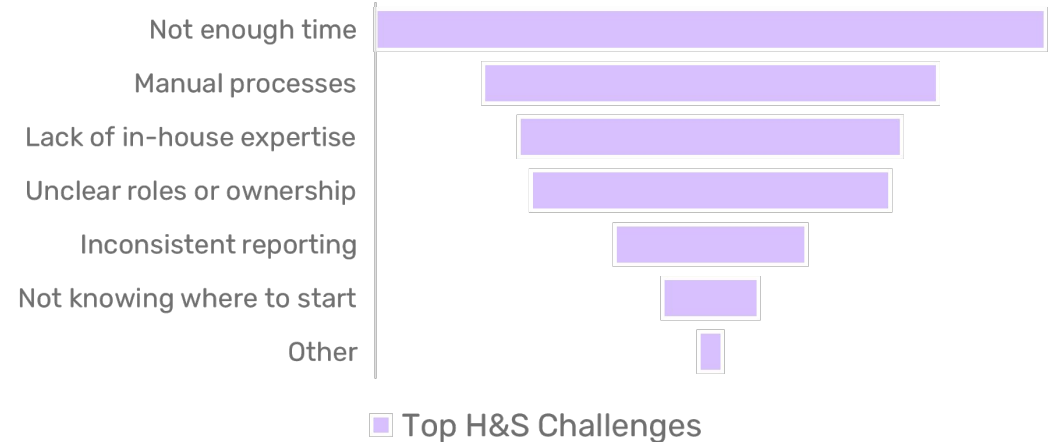
Hidden risk #2

Ownership without expertise

Top health and safety challenges reported by managers and leaders in SMEs:

1. Not enough time
2. Manual processes
3. Lack of in-house expertise
4. Unclear roles or ownership

Top H&S challenges



“What tends to happen is once they've got the documents, the office manager or business admin ends up managing it, and they're not trained in health and safety.” - **Adam Older** (IOSH, NEBOSH), MD, A. Older Safety Solutions

Hidden risk #3

Training and reporting gaps

- **50%** of employees had **never reported** a risk or incident because they don't believe they've ever seen one
- **43%** of employees hadn't had any health and safety **refresher training** since onboarding

"You can't eliminate risks. It's all about managing them." - **Joanne Casey** (IOSH, NEBOSH), H&S Consultant, Safety United Ltd



Hidden risk #4

Remote work and change-driven risk

- **50%** of remote/hybrid employees **hadn't completed a DSE assessment**, didn't have the right equipment – or both.
- **60%** had **never** had electrical home working **equipment tested** – or at least not since it was issued.

“When someone works from home, their home becomes their workstation, and similar responsibilities apply.” - **Joanne Casey** (IOSH, NEBOSH), H&S Consultant, Safety United Ltd



Hidden risk #5

Disconnected systems and HR/H&S silos

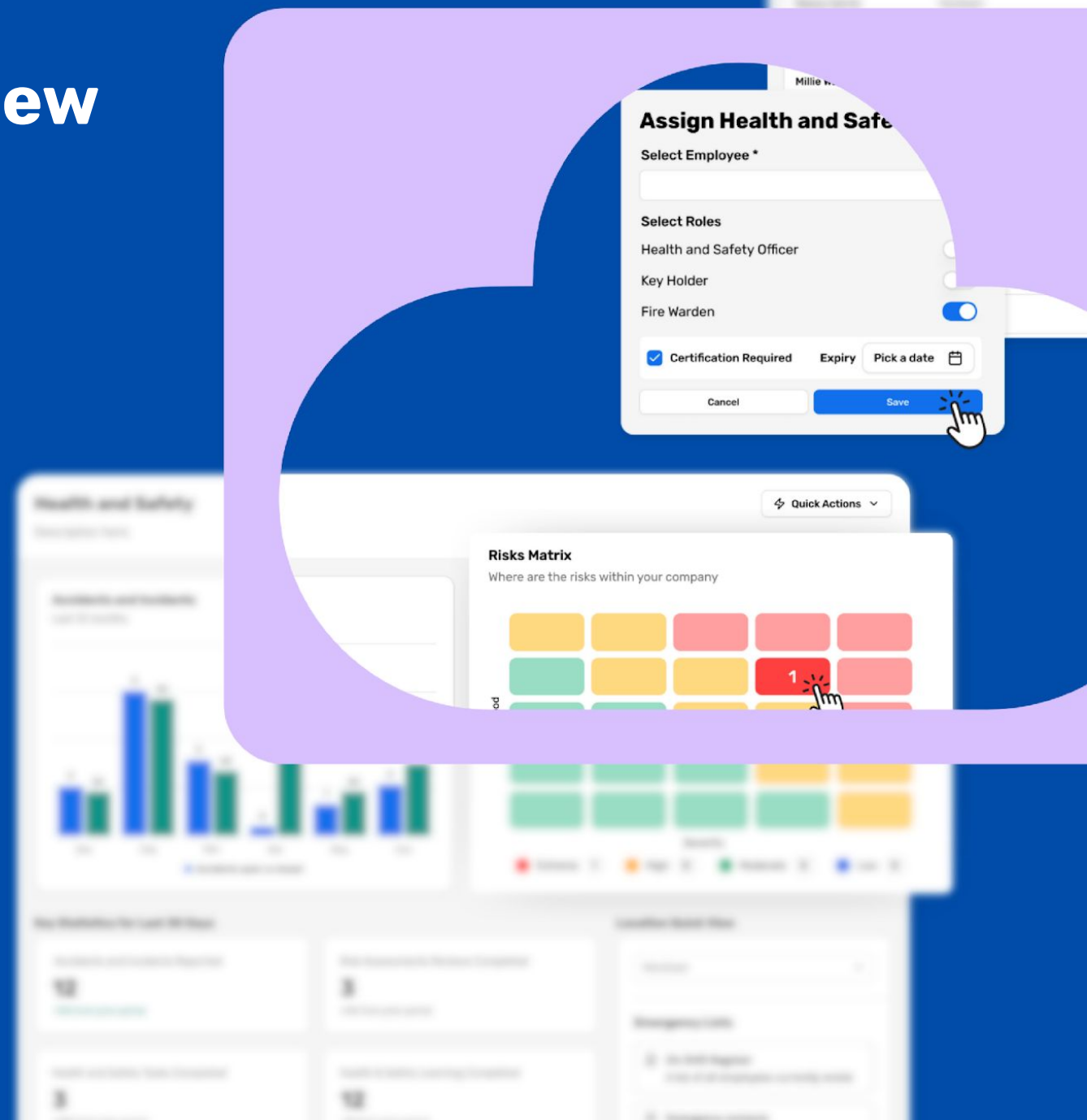
- **50%** of SME managers and leaders surveyed reported still using **spreadsheets, emails** and bits of **paper** to manage health and safety.



Coming soon: Breathe's new Health & Safety module

- **Create** and review risk assessments
- **Record** accidents and incidents
- **Track** safety roles and certifications
- **Manage** policies and documents
- **Assign** and track safety tasks
- **Enable** employee incident reporting

All your HR + H&S docs and data in one place.



Summary and practical next steps

The **most common** (and often hidden) **health and safety risks for SMEs** include:

- Gaps in documentation and processes
- Ownership without expertise
- Training and reporting gaps
- Remote work and risk-driven change
- Disconnected systems and HR/H&S silos

Speakers: **What one practical piece of advice would you like to give our audience today on managing health and safety?**

Q&A

Thank you

- Webinar recording to be shared and available on our website, alongside more practical H&S resources
- Learn more about Breathe's **new H&S module** on our website, or join our next webinar where we'll give you a tour of the module (link in resources and to be shared)
- Reach out to Emma for expert HR + H&S support