



THE BUILDING SAFETY GROUP

TRAINING NEWS

CITB announces major changes to the grants and funding offer

Meet BSG's New Trainers

Training: What are the challenges and how can we overcome them?

Classroom vs Remote Health & Safety Training: Which works best for your business?



Flexible Training with BSG

- At our cutting edge Training Centre
- On-site training at your premises
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20% Discount for BSG members

Why choose BSG for your construction training?

- CITB Accredited programmes ensuring industry compliance
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**The Building
Safety Group**



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BSG Training News

Training Update 2026

There will be a new look for BSG's Training team as we approach 2026. Popular Training Manager, Steve Beckwith, has moved on to 'pastures new'.

We would like to take this opportunity to thank Steve for all of his hard work and commitment since he joined in 2011. And of course, we wish him every success in his future endeavours.



Paul Mackley, Training Liaison Officer - BSG

Paul Mackley, who joined BSG in 2019 will take on the majority of Steve's responsibilities.

Also leaving BSG's training team is Kevin Meadows who has decided to retire and Pete Curran who has stepped back from working with BSG. We wish them well.

Taking their place will be Angie Shaw, Ian Barrett and Phil Hooper (profiled on p.4) who will all bring their own individual expertise and specialist knowledge to our training department.

They will work alongside current BSG trainers: Paul Mackley, Alex Hill, Chris Cooksley, Cris White, Pat Delaney as well as Peter Robershaw who is one of the UK's only trainers to offer CITB Temporary Works Coordinator and Supervisor courses.

To view BSG courses run by all of our trainers, please download the latest calendar for 2026.

BSG Training Courses 2026



Catherine Dyke,
BSG Training Admin
Team Leader

Catherine Dyke, who has been with BSG for over 10 years, will work with Paul offering enhanced support to our trainers, in addition to her existing role.

Training Update 2026 ctd ...

Another important change delegates will notice is the recently revamped training facilities. The breakout area has newly installed drinks machines for a wide range of hot and cold drinks.



BSG Training Centre - Recently refurbished



BSG Training Centre

At BSG's training facility, we offer:

- CITB-approved training
- Convenient North Bristol location with FREE parking 5 minutes from the M5/M4 interchange
- Complimentary lunch and comprehensive course materials
- Small class sizes for optimal learning

Alternatively, if you are unable to visit our training centre, BSG's courses can be run remotely or on your premises.

Training Calendar 2026

So please take time to view our [calendar for 2026](#), which you can use to book courses at **2025 prices** before the end of the year. And remember, all BSG members automatically receive a **20% discount**.

We look forward to working with you.

Meet BSG's New Trainers

We're delighted to introduce our new Trainers, who have recently joined BSG.



Angie has decades of health and safety experience and more than fifteen years' in training.

Angie Shaw

Angie has been instrumental in developing and expanding courses, such as first aid, fire safety and risk assessment, which are vital across all industry sectors. Angie believes that the 'Trainer' is instrumental in ensuring delegates have a pleasant and productive training experience, regardless of ability.

Her style is interactive, creating an environment where delegates can contribute, share experiences and learn from each other as well as the trainer, with the emphasis on learning being fun and confidence boosting.

Angie's qualifications include NEBOSH General Certificate and Construction Certificate, plus Professional Trainer and Preparing to Teach in the Life-long Learning Sector Certificate. She holds Certificates for all the courses that she delivers, having attended each course.

Angie Shaw - Courses

Angie delivers the following courses at BSG

[CITB Site Management Safety Training Scheme \(SMSTS\)](#)

[CITB Site Management Safety Training Scheme Refresher \(SMSTS R 2 Days\)](#)

[CITB Site Supervisors Safety Training Scheme \(SSSTS\) 2 Days](#)

[CITB Site Supervisors Safety Training Scheme Refresher \(SSSTS R 1 Day\)](#)

[CITB Health and Safety Awareness](#)

[IATP Asbestos Awareness & IATP Non-Licensed Asbestos Work](#)

With over 10 years of experience in training, Phil specialises in first aid and a wide range of safety courses, drawing on years spent developing and delivering engaging, practical programmes.

Alongside his training work, Phil serves as an event medic at fairs, music venues, and sports events across the South West, bringing calm professionalism to fast-paced environments.



Phil Hooper

Phil Hooper - Courses

Phil delivers the following courses at BSG

[First Aid at Work](#)

[First Aid At Work Re-Qualification \(2 Days\)](#)

[Emergency First Aid At Work \(1 Day\)](#)

[Fire Safety](#)

[Mobile Scaffold Tower \(3T & AGR\)](#)



Ian Barrett

Ian is passionate about empowering individuals and businesses in the construction industry with the skills, knowledge, and certifications they need to succeed.

As an approved trainer with over 25 years' experience of delivering CITB, EUSR, Quallsafe and Nuco training courses, Ian specialises in delivering high-quality, practical, and industry-recognised training to help businesses stay compliant, safe, and effective on-site.

Ian has worked with many different types of construction company, providing small to medium-sized companies with cost-effective, robust, compliance & safety advice.

Ian Barrett - Courses

Ian delivers the following courses at BSG

[CITB Site Management Safety Training Scheme \(SMSTS\)](#)

[CITB Site Management Safety Training Scheme Refresher \(SMSTS R 2 Days\)](#)

[CITB Site Supervisors Safety Training Scheme \(SSSTS\) 2 Days](#)

[CITB Site Supervisors Safety Training Scheme Refresher \(SSSTS R 1 Day\)](#)

[CITB Health and Safety Awareness](#)



BASIC SCAFFOLD INSPECTION

**2 day course for
managers and
supervisors who
inspect scaffolding**



20% Discount for BSG members

- Understand your legal obligations when using scaffolding
- Learn the techniques for scaffold inspection
- Build a sound knowledge of standard scaffold structures
- Save up on CITB funded training if you are a levy payer



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CITB announces major changes to the grants and funding offer

The Construction Industry Training Board (CITB) has announced important changes to the grant funding scheme available to CITB registered employers.

Effective from 8th December 2025 the CITB will no longer fund short duration courses through the [Grant scheme](#) with the exception of card related schemes for Plant Operations, Scaffolding and selective specialist courses.

CITB Employer Networks

In contrast to the changes to the grant, funding will now be delivered via the CITB Employer Networks in a revised format which are described in this article.

Why has CITB announced these changes?

CITB has seen an increase in demand for funding services of up to 36% since 2021. This has included the introduction of the Employer Network, doubling the rate of grant payments and the brief introduction of selected fully funded courses such as leadership & management. However, during this period, CITB has not increased the rate of levy in which CITB registered employers pay.

The increase in funding support alongside no increase in levy payments has highlighted that the demand for financial support will eventually exceed levy income. As a result, CITB has stated the changes ensure long-term sustainability whilst focusing support via the employer networks and the positive impact it has delivered to date.

How do these changes impact CITB registered employers?

For registered employers, these changes bring both opportunities and responsibilities. Companies can now access enhanced funding for specific training programs, particularly those focusing on digital skills and modern construction methods. However, they must comply with new administrative requirements, including updated documentation processes and quarterly reporting obligations.

The modified training framework introduces streamlined qualification pathways and expanded digital learning options. Employers can utilize CITB's enhanced online portal for grant applications and training management, supported by dedicated advisory services.

To ensure compliance, companies should:

- Review and update their levy payment arrangements
- Familiarise themselves with new grant application processes
- Assess training needs against updated funding criteria
- Implement required administrative changes by specified deadlines



These reforms represent a significant shift in construction industry training support, requiring careful attention from registered employers to maximize benefits while maintaining compliance.



What's changing from 8 January 2026?

Short Course Training

- No longer funded through the Grants Scheme with the exception of Plant Operations, Scaffolding and other specialist courses. See full list of courses [**Funding update course exceptions \(PDF, 118KB\)**](#)
- Support now delivered exclusively via Employer Networks
- Pre-8 December bookings that are completed between 8 January and 31 March 2026 will be honoured where there is evidence provided of booking date to qualify for grant payment

Booking Requirements

- You **must** contact your [**local adviser**](#) who will help you identify and book your training needs

Funding via Employer Networks

- CITB will match fund 50% of eligible courses
- H&S in construction and associated courses [**H&S Courses list \(PDF, 95KB\)**](#) supported at 30% of average market rate
- The EN fund operates on a finite, fixed annual budget which will be carefully managed throughout the year to ensure support is distributed fairly
- First Aid training will not be supported

Qualification Grant changes

- Attendance grants for long qualifications removed*
- Achievement grant of £600
- Level 7 qualifications starting after 8 December 2025 no longer supported*.

* This does not impact Apprenticeships, or Scottish Advanced Craft Certifications which are SCQF Level 7 (equivalent to QCF Level 4.)

Large employers (250+ employees)

- Will not be supported for any training via EN funding after 31 March 2026
- New large employer fund launches 1 April 2026

Immediate actions for employers

- If your **training is already booked** by December 8 2025, or completed **before** 7 January, no action is needed and funding remains unchanged
- If your **training is booked** by December 8 2025 but takes place **between** 8 January and 31 March 2026, evidence of this is required to secure current grant rate
- If you're **planning new short-duration training** that is EN supported, please speak to your adviser who will help organise what you need
- If you're a **large employer**, please ensure any training booked via ENs is completed before **31st March 2026**.

FAQs and further information

For transition support and booking queries, contact your Local CITB Adviser:



Contact your Local CITB Adviser

For funding update questions, please use the link below:

Funding update FAQs (PDF, 3.9MB)

Key timelines to remember



- 8 December 2025: Announcement and guidance published
- 8 January 2026: All new funding rules take effect
- 31 March 2026: Large employers stop accessing EN funding
- 1 April 2026: New large employer fund goes live.

Source: CITB & BSG Training Team



Training in the construction industry: What are the challenges and how can we overcome them?

The construction industry remains one of the UK's most hazardous sectors, with Health and Safety Executive (HSE) statistics showing that construction accounts for around 30% of all work-related fatalities.

Despite significant improvements over recent decades, the complex nature of construction projects, combined with evolving regulatory requirements under the Health and Safety at Work Act 1974 and Construction (Design and Management) Regulations 2015, presents ongoing challenges in health and safety training.

Here BSG examines these challenges and proposes practical solutions for UK construction companies.

Diverse Workforce Management

One of the most significant challenges facing health and safety trainers is managing a diverse workforce. Construction sites typically employ workers from various nationalities, creating substantial language barriers that complicate training delivery.

According to CITB data, approximately 10% of the UK construction workforce comprises non-native English speakers.

Trainers must navigate multiple languages while ensuring critical safety information is accurately conveyed.

Furthermore, varying education levels among workers present additional complications. Some workers possess advanced technical qualifications, while others may have limited formal education. Trainers must adapt materials to accommodate different learning styles and comprehension levels while maintaining consistent safety standards.

This often requires developing multi-format training resources and implementing visual learning aids to overcome literacy challenges.

Regulatory Compliance and Updates

The regulatory landscape for construction safety continues to evolve, particularly post-Brexit. Trainers must constantly update their knowledge and materials to reflect the latest HSE guidelines and industry standards.

The introduction of new regulations, such as the Building Safety Act 2022, requires trainers to rapidly assimilate and communicate complex regulatory changes to their audiences.

Documentation and record-keeping

Documentation and record-keeping present another significant challenge. Trainers must maintain detailed records of attendance, assessments, and certifications while ensuring compliance with data protection regulations.

The transition from paper-based to digital systems, while necessary for efficiency, often creates additional training requirements for both trainers and participants.



Practical Training Delivery

Site conditions significantly impact training effectiveness. Weather constraints, particularly in outdoor settings, can disrupt scheduled sessions. Limited space availability and high noise levels on active construction sites often compromise the learning environment. Trainers must be adaptable, sometimes delivering training in less-than-ideal conditions while maintaining professional standards.

Time management

Time management poses another crucial challenge. Production pressures and tight project deadlines often result in reduced training time allocation. Coordinating sessions across different shift patterns while ensuring adequate coverage for all workers requires careful planning and flexibility. According to recent industry surveys, 65% of trainers report difficulties in securing sufficient time for comprehensive safety training.

Technology Integration

The construction industry's digital transformation has introduced new challenges for trainers. While e-learning platforms and virtual reality applications offer innovative training solutions, implementation often faces resistance. Cost considerations, technical literacy levels among workers, and reliable internet connectivity on construction sites can limit the effectiveness of digital training tools.

Measuring Training Effectiveness

Evaluating training impact remains a persistent challenge. Trainers must develop robust assessment methods that demonstrate knowledge retention and practical application of safety principles.

Performance monitoring through site inspections and incident reporting helps measure training effectiveness, but establishing direct correlations between training and safety improvements can be difficult.

Meeting the challenge

Health and safety trainers in the construction sector face multiple interconnected challenges that require innovative solutions and continuous adaptation.

Success depends on balancing regulatory requirements with practical constraints while meeting diverse workforce needs. Industry support through increased resources, technology investment, and recognition of training importance is essential for overcoming these challenges and improving construction safety standards.

The future of construction safety training lies in developing more flexible, accessible, and effective delivery methods while maintaining high standards of instruction. Addressing these challenges requires collaborative effort from construction companies, regulatory bodies, and training professionals to create a safer working environment for all construction workers.

Source: BSG Training Team



BSG Comment

Successful H&S training requires a structured approach beginning with a thorough training needs analysis.

BSG can help companies to develop comprehensive training programmes that include regular refresher courses and clear progression paths.

In addition, developing a positive safety culture is essential for effective H&S training.

This requires visible leadership commitment, active worker involvement in safety initiatives, and clear communication channels.

Regular toolbox talks, safety committees, and recognition programmes can help embed safety consciousness throughout the organisation.

BSG Comment ctd ...

Measuring Training Success

Performance Indicators or (KPIs) provide objective measures of training effectiveness, including:

- Reduction in accident rates and severity
- Increased near-miss reporting
- Training completion rates
- Positive worker feedback
- Improved site inspection results

Continuous improvement should also be driven by regular reviews of training outcomes and implementation of feedback from all levels of the organisation.

Effective health and safety training remains crucial for reducing accidents and maintaining compliance in the construction industry. While challenges exist, particularly around resource allocation and workforce diversity, modern solutions and systematic approaches can help overcome these obstacles. Success requires commitment from all levels of the organisation and a willingness to embrace new training methodologies.

For further support and resources please contact BSG Training training@bsgltd.co.uk as well as consult the HSE website (www.hse.gov.uk) and consider membership in industry bodies such as the Construction Industry Training Board (CITB) .



Classroom vs Remote Health & Safety Training: Which is best for your business?

Health and Safety training remains a cornerstone of construction industry compliance and risk management in the UK.

With the Construction (Design and Management) Regulations 2015 mandating appropriate training for all workers, companies must carefully consider their approach to delivering this crucial instruction.

The Health and Safety Executive (HSE) emphasises the importance of effective training to reduce workplace accidents, which currently cost the industry approximately £1.2 billion annually.

As construction companies navigate modern challenges, they face a critical decision between traditional classroom-based training and emerging remote learning options.



Understanding the Training Options

Classroom training represents the traditional approach, featuring face-to-face instruction in a controlled environment. This method incorporates practical demonstrations, immediate trainer feedback, and group exercises that simulate real-world scenarios. Trainers can demonstrate proper equipment usage and safety procedures while facilitating valuable peer-to-peer learning through group discussions.

Remote training, conversely, utilises digital platforms to deliver content through virtual classrooms and self-paced modules. This modern approach leverages technology to provide flexible learning opportunities, incorporating interactive elements such as virtual reality simulations and online assessments. Learning management systems (LMS) enable precise tracking of progress and completion rates.

Advantages of Classroom Training

The primary strength of classroom training lies in its hands-on approach. Participants can physically practice using safety equipment, perform risk assessments, and receive immediate correction of improper techniques.

This direct interaction proves particularly valuable for complex topics like scaffold safety or confined space entry procedures.

The classroom environment also facilitates valuable networking opportunities and allows trainers to assess competency through direct observation.

Benefits of Remote Training

Remote training offers significant cost advantages, with studies indicating potential savings of 40-60% compared to traditional methods.

This approach eliminates travel expenses and reduces downtime, particularly beneficial for companies with multiple sites across the UK.

Digital Delivery

Digital delivery ensures consistent content presentation and enables automatic compliance tracking. Remote learning also provides flexibility for workers to complete training at convenient times, potentially increasing engagement and completion rates.

Key Considerations for Choice

Companies must evaluate several factors when selecting a training approach. Workforce size, geographic distribution, and available technology infrastructure significantly influence the decision. Smaller contractors might find classroom training more practical for their limited workforce, while larger organisations often benefit from remote learning's scalability.

The complexity of subject matter also plays a crucial role – basic induction training may suit remote delivery, while complex equipment operation typically requires hands-on instruction.

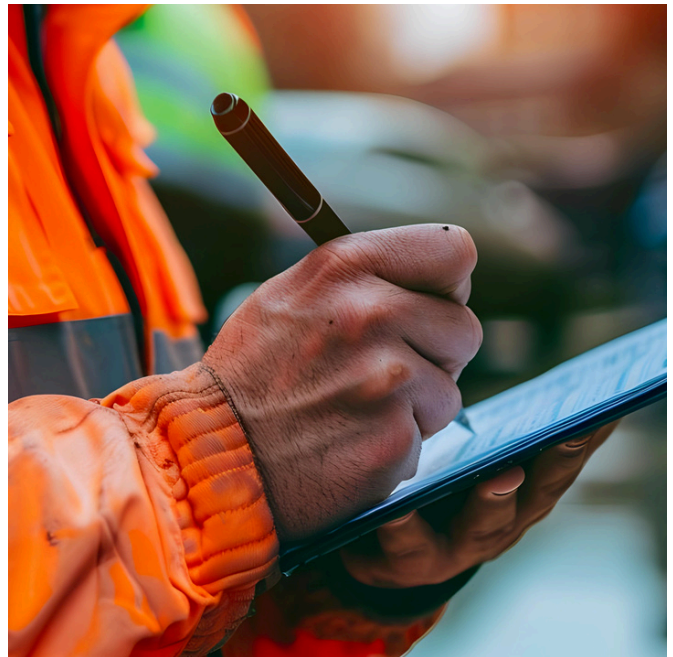
Hybrid Approach

Many successful companies implement a hybrid model, combining both methods to maximise effectiveness. Basic health and safety awareness might be delivered remotely, while practical skills training occurs in person.

This balanced approach allows organisations to optimise resources while ensuring comprehensive coverage of all training requirements. The Construction Industry Training Board (CITB) reports that hybrid models often achieve higher overall completion rates and better learning outcomes.

Recommendations

For basic health and safety induction and theoretical content, remote training proves cost-effective and efficient. However, specialist equipment training and high-risk activities warrant classroom instruction with practical assessment. Medium-sized companies often benefit most from hybrid approaches, while large construction firms might find enterprise-wide remote learning platforms more suitable for consistent delivery across multiple sites.



Conclusions

The optimal choice between remote and classroom training depends largely on specific company requirements, training content, and available resources. While remote training offers significant advantages in cost and flexibility, classroom training remains essential for practical skills development. Companies should conduct thorough needs assessments and consider implementing hybrid solutions where appropriate.

As technology continues to evolve, the future of construction safety training will likely see increased integration of both methods, supported by emerging technologies like augmented reality and artificial intelligence.

This balanced approach to training delivery ensures companies meet their legal obligations while maximising training effectiveness and resource efficiency. Construction firms should regularly review their training strategies to ensure they align with both regulatory requirements and operational needs.

Source: BSG Training Team

Site Management Safety Training Scheme (SMSTS 5 Days) & Site Supervisors Safety Training Scheme (SSSTS) 2 Days

+ Refresher Courses



- Save with CITB funded training
- 20% discount for BSG Members
- Complimentary lunch & comprehensive course materials included

BSG is an accredited and leading training provider of the 5 day CITB Site Management Safety Training Scheme (SMSTS) and Site Supervisors Safety Training Scheme (SSSTS) 2 Day course. Taught by construction sector specialists, our course is suited to a range of roles including Site Managers, Supervisors, Project Managers as well as proprietors of small to medium-sized businesses.



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Have you renewed your CITB Qualifications and what happens if you don't?

The Construction Industry Training Board (CITB) plays a pivotal role in maintaining safety and professional standards across the UK construction sector. As the industry's primary training body, CITB qualifications remain fundamental requirements for legal compliance and operational safety.

With construction sites becoming increasingly complex and regulations more stringent, maintaining valid CITB qualifications has never been more critical.

Understanding CITB Qualifications

CITB qualifications encompass various certifications, including CSCS cards, Health and Safety awareness certificates, and specialised qualifications for site supervision and management. Each qualification type carries specific validity periods, typically ranging from three to five years.

The CSCS card, for instance, requires renewal every five years, while site safety awareness certificates often need updating every three years. These timeframes are designed to ensure workers maintain current knowledge of industry practices and safety protocols.

Legal Requirements and Compliance

Under the Health and Safety at Work Act 1974 and the Construction (Design and Management) Regulations 2015, employers have a legal duty to ensure their workforce is properly trained and qualified.

Recent statistics from the Health and Safety Executive (HSE) indicate that 40% of construction site accidents are linked to inadequate training or expired qualifications. Principal contractors are legally obligated to verify all workers' qualifications before allowing site access, and insurance policies often stipulate current CITB certification as a prerequisite for coverage validity.

The consequences of allowing CITB qualifications to lapse can be severe and far-reaching. Companies face potential fines of up to £20,000 per incident, and in serious cases, site operations may be suspended. Beyond legal ramifications, commercial impacts include immediate contract termination and disqualification from future tender opportunities.

Major contractors increasingly implement zero-tolerance policies regarding expired qualifications, leading to immediate removal from site and potential blacklisting.

Safety implications are equally serious

Workers with expired qualifications may lack awareness of current safety protocols and industry best practices, potentially endangering themselves and colleagues.

According to HSE data, sites with higher proportions of workers holding current CITB qualifications report 35% fewer accidents than those with lower compliance rates.

Benefits of Timely Renewal

Maintaining current CITB qualifications offers numerous advantages. Professionally, workers benefit from continuous access to sites and updated industry knowledge, enhancing career progression opportunities.

For businesses, current certifications provide a competitive edge in tender processes and maintain client confidence. Insurance premiums often reflect qualification compliance levels, with well-maintained certification records contributing to more favourable terms.

Best Practices for Qualification Management

Implementing robust qualification management systems is essential. Digital tracking solutions can automatically monitor expiry dates and trigger renewal notifications. Companies should establish dedicated training budgets and schedule regular qualification reviews. Industry leaders recommend maintaining a six-month buffer before expiration dates to ensure smooth renewal processes and prevent operational disruptions.

Fostering a culture of safety and professionalism

At BSG, we believe maintaining current CITB qualifications isn't just about compliance – it's about fostering a culture of safety and professionalism that benefits everyone in the industry.

Source: BSG Training Team



Approved Training Organisation Status

BSG is an **'Approved Training Organisation'** working with the CITB. Contact us for your training requirements. W | [CITB Training](#) | Tel 0300 304 9080 | E: training@bsgltd.co.uk

FIRST AID AT WORK

3 Day Course or
2 day Requalification



20% discount for BSG members

- Learn to recognise trauma and medical emergencies
- Provide basic First Aid Treatment for both conscious and unconscious casualties
- FAIB Approved



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Training with BSG

(click on course title to open link and book)

Asbestos Awareness

Classroom

- 22 Jan 2026
- 19 Feb 2026

Emergency First Aid At Work (1 Day)

Classroom

- 7 Jan 2026
- 28 Jan 2026
- 18 Feb 2026

CITB Site Management Safety Training Scheme (SMSTS) 5 days

Classroom

- 19, 20, 21, 22, 23 Jan 2026
- 2, 3, 4, 5, 6 Feb 2026
- 16, 17, 18, 19, 20 Feb 2026

CITB Site Management Safety Training Scheme Refresher (SMSTS R) 2 days

Classroom

- 14, 15 Jan 2026
- 28, 29 Jan 2026
- 11, 12 Feb 2026

CITB Site Supervisors Safety Scheme Training Refresher Scheme (SSSTS R) 1 Day

Classroom

- 23 Feb 2026
- 22 Apr 2026
- 20 May 2026

CITB Temporary Works Supervisor (1 Day)

Classroom

- 21 Jan 2026
- 2 Feb 2026
- 2 Mar 2026

CITB Temporary Works Co-ordinator (2 Days)

Classroom

- 19, 20 Jan 2026
- 3, 4 Feb 2026
- 3, 4 Mar 2026



Visit [bsgltd.co.uk/ training/](https://bsgltd.co.uk/training/) for details about the full range of courses run by BSG

Click here to download our 2026 Training Schedule

Find the right training course for you and your team

We run a full range of construction health, safety, and environmental training courses at our venues throughout the UK or at your premises. We can also deliver bespoke training courses to meet your exact requirements.



At BSG, we are always seeking to grow our training service and will be continuing to add new courses. If you can't find what you're looking for, please contact us. We are more than happy to discuss your needs and help in any way we can. And remember, if you are a BSG member, you will be offered significant discounts for all of the courses provided.

Email: Training@bsgltd.co.uk
Call: 0300 304 9080
Visit: bsgltd.co.uk/training-courses



The Building Safety Group

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