



supporting
social
employers



Health & Safety Conference

Wednesday 29 October 2025

Crowne Plaza, Glasgow

Conference Timetable

0915 - 0945	REGISTRATION & EXHIBITION
0945 - 0950	Welcome
0950 - 1035	Nicola Harcus, Assistant Director (Regulation), Scottish Housing Regulator
1040 - 1110	Professor Roger Willey, CEO, ACS Learning & Consultancy Ltd
1110 - 1130	REFRESHMENT BREAK
1130 - 1200	Emma Willey, Managing Director, ACS Learning & Consultancy Ltd
1200 - 1240	Vikki Watt, Partner & Solicitor Advocate, Head of Regulatory and Criminal Defence, BTO
1240 - 1340	LUNCH
1340 - 1410	Haji Khamis, Senior Surveyor and UKATA Trainer, ACS Asbestos Measurement & Testing Ltd
1410 - 1450	Gemma Pawson, Founder & CEO, Fire Safe Scotland, Thomas Hilley, Operations Director, and Scott Hughes, Head of Fire Protection Service (Joinery Division), DM Integrated
1450 - 1510	REFRESHMENT BREAK
1510 - 1540	Julia McDonald, Director, RPE2FIT
1540 - 1620	Ian Edgeworth, Head of Training, CORGI Technical Services
1620 - 1625	Close of Conference
1625 onwards	Drinks Reception & Networking Opportunity

Session Information



Nicola Marcus

Assistant Director (Regulation)

Scottish Housing Regulator

The importance of Asset Management and knowing your stock

Clearly, increasing the supply of new homes is essential to ensuring we have a housing system that has the capacity to meet need and demand. However, maintaining and improving existing homes should arguably be of equal, if not of greater, importance to landlords; the vast majority of tenants of social landlords live in older homes, and the vast majority of those people in housing need will have that met by homes that already exist. So, it is critically important that landlords have comprehensive, good quality and up to date information on the construction, components and condition of all of the homes they provide to their tenants, and that this information underpins effective investment and asset management strategies. Recent challenges around cladding, RAAC and damp and mould have shone a light on just how important this is. It is also important that landlords have effective ways for tenants to report concerns about the quality of their homes, and for landlords to listen to and respond to those concerns. These are things which each landlord's board must have good levels of assurance about on an ongoing basis.



Professor Roger Willey

CEO

ACS Learning & Consultancy Ltd

H&S Compliance, The EVH/ACS System: Authoritative, Up-to-the-minute, Well Proven and Well Respected. What next?

Roger's presentation will draw on his exceptional experience to explore how Scotland's housing sector can continue leading in Health & Safety excellence. Under Roger's direction, ACS delivers a comprehensive range of services, from tailored consultancy and accredited training to high-level advisory and expert witness work. His collaborative approach has helped housing associations, local councils, and other organisations navigate complex regulatory requirements while ensuring safe, supportive environments for both staff and tenants. Roger's commitment to shaping future practice, informed by decades of practical experience and sector-wide collaboration, makes him a trusted voice in Health & Safety across Scotland.



Emma Willey

Managing Director

ACS Learning & Consultancy Ltd

Moving Into 'Modern' Health & Safety – What Are The Future Challenges And How Can You Prepare For Them

Since its inception in 1974, the HSE has consistently evolved to meet and adapt to the changing face of the British workforce. From a predominantly 'heavy-end' industrial basis through the 1940's to the 1980's and 90's, H&S has very much been aimed at the 'heavy' and 'hard' end of working practices. During the early 2000's there was a marked change in work practices and working conditions. This led to changes in requirements for H&S. The covid pandemic increased the pace of change markedly and led to the single biggest and swiftest change to U.K. working practices and the workforce since the 2nd World War. Over a five-year period, the U.K. workforce has had to deal with working from home, a huge increase in social media influence on and in the workplace, a mass change in staffing, considerable knowledge and experience loss, increasing age differences within the workforce and the rapid introduction of Artificial Intelligence to the workplace. This has led to a marked change in Health & Safety requirements. This talk will outline how EVH members can keep apace of the changes, can look ahead to see what processes and procedures need to be prioritised for the workforce, can look to see how AI can assist instead of encumbering the workload and ensure that they move to working in a 'modern' H&S system.



Vikki Watt

**Partner & Solicitor Advocate, Head of Regulatory and Criminal Defence
BTO**

Developments in Health and Safety – A Regulatory Round Up!

Vikki will discuss some of the recent developments in health and safety law that employers and employees need to be aware of, including the issue of individual liability, and provide a commentary on some recent high-profile cases and lessons to be learned for all employers.



Haji Khamis

**Senior Surveyor and UKATA Trainer
ACS Asbestos Measurement & Testing Ltd
Asbestos in the 21st Century**

The end of the 20th Century saw a huge increase in asbestos deaths in the UK – up from 2000 per annum to 6000 per annum. This led to the introduction of Regulation 4 (the Duty to Manage) and in the last few years we have seen the first decrease in asbestos deaths for almost 30 years.

Haji will discuss the principal groups of people affected and what **YOU** can do to continue the decrease in death rates.



**Gemma Pawson, Founder & CEO, Fire Safe Scotland
Thomas Hilley, Operations Director, DM Integrated
Scott Hughes, Head of Fire Protection Service (Joinery
Division), DM Integrated
Building Safer Communities: Evolving Fire Safety
Practices for Housing Association**

During their session Gemma, Thomas & Scott will discuss how to protect your organisation, staff, and tenants from fire risks. How to plan for the future between updated fire legislation and equipment. During this session they will cover key points including:

- Scottish fire safety laws and what they mean for your workplace
- Practical guidance on carrying out fire risk assessments
- Staff fire safety and warden training
- Steps to ensure full legal compliance
- Emerging challenges
- How to enhance safety for tenants and properties
- Tailored Fire Safety Solutions for Residential Environments
- Why Open-Protocol & Bespoke Systems Matter
- Best Practices for Housing Associations
- Passive Fire Protection Essentials
- Post-Grenfell Evolution in Best Practice

This session will deliver actionable guidance rooted in regulatory compliance and real-world application. Housing professionals will gain clarity on legislative responsibilities and discover solutions that are both effective and flexible—ultimately supporting safer homes for tenants.



Julia McDonald

Director

RPE2FIT

Legionella – Vulnerable Tenants and Reducing Risk

Julia will review what causes Legionella and how the disease is transmitted. She will discuss the factors which assist its spread and how they can be minimised. She will also discuss “vulnerable” people. From your local knowledge of your tenants this will enable you to identify high risk people, allowing the concentration of scarce resources.



Ian Edgeworth

Head of Training

CORGI Technical Services

Awaab’s Law: Your Compliance Roadmap

This session will provide a clear overview of the legislative changes taking effect on 27 October 2025. It will outline sector responsibilities, the importance of awareness, and how ASCP resources can support organisations in meeting regulatory standards. This presentation will include:

- Setting the Scene: Understanding the purpose and context of Awaab’s Law
- Key Date – 27 October 2025: What the legislation requires and what it means for landlords
- Building Awareness: The sector’s journey towards improved standards and accountability
- Compliance in Practice: Education and support through ASCP resources

Exhibitors

Take time to visit our exhibitors and learn more about them and the work they do.
Remember to look over the leaflets from our exhibitors in your delegate pack.



Our Speakers



Ian Edgeworth
Head of Training
CORGI Technical Services

Ian Edgeworth is Head of Training at CORGI Technical Services, where he leads the design and delivery of industry-leading compliance and technical training across the housing and building services sector. With a career dedicated to raising standards, Ian has developed innovative learning solutions that blend deep technical expertise with practical, accessible teaching.

Specialising in energy education and housing compliance, Ian has become a trusted voice in supporting organisations to navigate complex regulations and deliver safer, more sustainable homes. His approach is learner-focused, engaging, and highly practical, ensuring that even the most technical subjects are made clear and relevant to real-world challenges.

Ian's mission is to empower organisations and individuals with the skills, confidence, and compliance expertise needed to drive the future of safe, efficient, and low-carbon housing.



Nicola Marcus
Assistant Director (Regulation)
Scottish Housing Regulator

Nicola is Assistant Director of Regulation at the Scottish Housing Regulator and part of the team responsible for the delivery of regulatory functions by monitoring, assessing and reporting on the performance of social landlords. As part of her role Nicola is responsible for leading a team who regulate a portfolio of RSLs and local authorities and also leads on SHR's approach to the Scottish Social Housing Charter which helps to improve the quality and value of services provided by social landlords in Scotland. Nicola also has 14 years' experience working within the housing sector



Thomas Hilley
Operations Director
DM Integrated

Thomas brings a wealth of hands-on experience and leadership to the fire and security industry. Starting his career as an apprentice electrician, Thomas built his expertise from the ground up, progressing through key roles including service engineer, account manager, service manager, and operations director. With years of experience overseeing complex projects and customer-focused service delivery, Thomas now leads the service division, driving innovation, efficiency, and excellence across all operations. His journey reflects a deep understanding of both the technical and strategic sides of the industry, ensuring DM Integrated continues to deliver trusted, compliant, and future-ready solutions for clients.



Scott Hughes
Head of Fire Protection Service (Joinery Division)
DM Integrated

With over 30 years' experience in the construction industry, Scott began his career as an apprentice joiner with City Building Glasgow, where he progressed through a variety of roles and became an Area Manager. His career journey reflects not only his technical expertise but also his leadership and management capabilities. Scott holds a variety of qualifications including a HNC in Construction Management and a BA (Hons) in Business Management.

Throughout his career, Scott has worked on a variety of large-scale construction projects and has managed major repairs and maintenance contracts for a range of social housing providers.

After three decades with City Building Glasgow, Scott embraced a new challenge by joining DM Integrated to head up the Fire Protection Service and Joinery Division. In this role, he is focused on driving growth, ensuring compliance, and leading innovation as the industry adapts to evolving legislation and regulatory standards.



Haji Khamis
Senior Surveyor and UKATA Trainer
ACS Asbestos Measurement & Testing Ltd

Haji Khamis is a seasoned asbestos consultant and UKATA Cat B trainer with over two decades of hands-on experience in asbestos surveying, consultancy, and risk management across the UK. Fluent in English, Swahili, and Arabic, Haji brings a truly global perspective to his work, shaped by a rich career that spans both public service and the private sector.

After earning his MSc in Economics from the University of Wales, Swansea, Haji transitioned from roles in international health economics to become a respected authority in asbestos consultancy. He has held senior positions with leading environmental firms and has worked extensively with major clients such as Tata Steel. His deep technical expertise covers all types of asbestos surveys from management to demolition as well as air monitoring, compliance auditing, and training.

Currently a Senior Surveyor and UKATA trainer at ACS, Haji combines technical precision with a deep understanding of health and safety legislation. His talk draws not only on years of fieldwork, but also on a lifetime of navigating complex challenges with integrity, professionalism, and an unwavering commitment to public health and safety.



Julia McDonald
Director
RPE2FIT

Julia is a BSIF Fit2Fit Accredited Qualitative and Quantitative Face Fit Tester and Trainer. She has been in this Industry for almost eight years and has developed the business to include a variety of Health and Safety solutions for clients. She is a qualified teacher and has taught in residential schools. Her passion and dedication, is to use these skills to raise awareness in the Health and Safety Industry.



Gemma Pawson
Founder & CEO
Fire Safe Scotland Ltd

Gemma is the founder of Fire Safe Scotland Ltd. She turned her passion for fire safety into her profession during the 2020 lockdown. Starting with FPA training, she is now an ABBE Level 3 qualified Fire Risk Assessor – progressing to Level 4 – with accreditation in Passive Fire Protection and specialist training on fire doors.

With over five years' experience across housing, commercial, public sector, and specialist premises, Gemma is working towards third-party accreditation with BAFE and NSI. Her mission is clear: to make sure fire safety standards aren't just documented, but applied, tested, and maintained – turning compliance into real protection for people and property.



Vikki Watt
Partner & Solicitor Advocate, Head of Regulatory and Criminal
Defence
BTO

Vikki Watt has specialised in the defence of health and safety prosecutions for almost 20 years. A leading light in her industry, she is ranked Band 1 by Chambers Legal Directory and has been recommended and highly ranked in independent legal directories for the past 15 years. A qualified Solicitor Advocate, Vikki leads BTO's Top Tier Health & Safety Team who were voted Crime Firm of the Year by Legal 500. She regularly advises and provides training for clients from all sectors on compliance issues, but also represents them in the aftermath of an incident providing immediate advice, assistance and representation at time of crisis. This can extend to providing strategic advice in handling large-scale Investigations as well as representing clients in Court for prosecutions and during Fatal Accident Inquiries.



Emma Willey
Managing Director
ACS Learning & Consultancy Ltd

Emma Willey brings over 30 years of expertise to the Health & Safety industry, building her career from hands-on asbestos testing to leading the award-winning ACS Group. As one of the first female asbestos analysts in Scotland, she has worked through every operational role from field technician to UKAS Quality Manager before becoming Managing Director in 2023.

With a Mathematics and Management MA from St Andrews University, Emma combines deep technical knowledge with practical experience. She has literally sweated in asbestos enclosures, crawled through ducts in full PPE, and conducted microscopy analysis across residential, commercial and industrial settings.

Emma's expertise extends beyond compliance into wellbeing. Following her experience surviving the 2004 Boxing Day tsunami, she developed innovative approaches that integrate traditional safety practices with wellbeing management, including applying Traditional Chinese Medicine concepts to improve workplace communication.



Professor Roger Willey
CEO
ACS Learning & Consultancy Ltd

Professor Roger Willey is one of the UK's most distinguished experts in occupational health and safety, with a career spanning 47 years. As founder and CEO of ACS Roger has led pioneering research, consultancy, and training that have shaped asbestos legislation and safety practices nationally and internationally.

His academic work directly influenced UK asbestos regulations, saving an estimated 100 lives annually in the UK alone. He also developed the first critical level of asbestos in land, now used to define asbestos-contaminated sites. Roger worked closely with the HSE on the rollout of Regulation 4 (Duty to Manage) and CAR 2012, presenting alongside HSE Inspectors and helping organisations implement asbestos management systems (AMS) and asbestos working procedures (AWP). ACS has since developed AMSs and AWP for over 120 housing associations across Scotland, as well as its clients.

Under Roger's leadership, ACS became the first UK company to achieve all five UKAS asbestos accreditations and is a founding board member of UKATA, where he continues to shape training standards, and co-developed the EVH Landlord Safety Manual, now regarded as the sector's gold standard.

His achievements have been recognised with numerous awards including IOSH President's Distinguished Service Award (2014) and UKATA Lifetime Achievement Award (2018) to name a few. He previously served as Advisor on Sustainable Development to the Secretary of State for Scotland.

Booking Information



Prices are £225+VAT for Members and £398+VAT for Non-members. This includes access to all conference sessions, lunch and all refreshments on the day.



To book complete the booking form and return to events@evh.org.uk
If you have any questions, please contact the event team by email or 0141 352 7435

Directions to hotel

Train

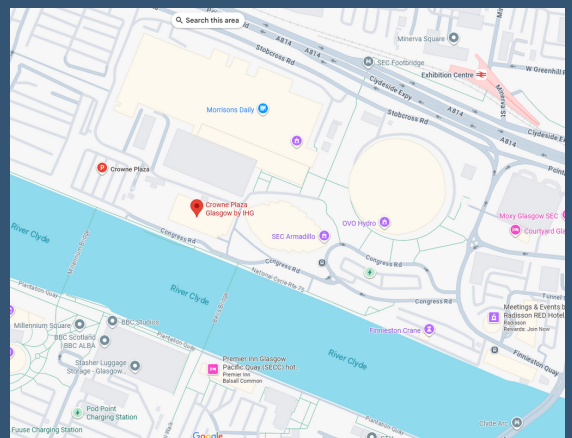
The nearest train station is Exhibition Centre. Trains run from Glasgow Central lower level to Exhibition Station. Please check ScotRail website for more information. The Crowne Plaza can be reached on foot with a short 10 minute walk over the SEC Footbridge and past the Armadillo.

Eastbound

Take M74 exit towards Carlisle /M8 West/Greenock. Continue on Exit 21, follow signs for Kinning Park M8 West. Take the slip road to Kinning Park (North) Govan. Continue on Seaward Street. Turn left onto Paisley Road West then right onto Govan Road. Turn right onto Finnieston Street/Clyde Arc. Turn left onto Finnieston Quay and then left onto Congress Road

Westbound

Take exit towards Clydeside Exp/Stobcross St/A814. Turn onto Clydeside Express, use the left lane to take slip road to Finnieston. At second set of traffic lights turn right onto Finnieston Street/A81. Turn left onto Congress Way.



Discounted parking rate of £9.50 available at Crowne Plaza on the day for all conference delegates. Delegates must pay on arrival at the hotel reception and log their car registration.