



Market Report

A Snapshot of your Marketing Sector

Health & Safety Training

This pack has been designed to provide information on setting up a business in the **Health & Safety Training** industry in Scotland, as well as helping to inform the market research section of your business plan. You can find more information on how to write a business plan from the Business Gateway website (www.bgateway.com/businessplan), including an interactive template and tips to get you started.

This market report was updated by Business Gateway in **February 2026**.

What do I need to know about the Health & Safety Training market?

The following summary statistics have been taken from market research reports and reliable resources that the Information Service uses to compile industry information. They should give you an indication of how your industry is faring at present and whether there is demand for your type of business:

- ◆ The occupational health and safety services industry has enjoyed steady demand in recent years as employers respond to regulatory obligations, workforce health concerns and reputational risks. Over the **five years through 2025-26**, industry revenue is projected to rise at a compound annual rate of 1.2% to reach **£1.9 billion**. Rising costs to employers from absence and productivity loss have entrenched the role of specialist providers, while regulatory changes like the Worker Protection Act 2023 have created fresh requirements for compliance audits, training and policy support. (IBISWorld, *Occupational Health & Safety Services in the UK*, August 2025).
- ◆ In **2023**, the UK market for **occupational health provision was estimated to be £1.2billion**, up 6.6% since 2022, with **outsourced providers accounting for 56%** of total value. The market is estimated to **grow at a rate of 7.4% through 2025-2028 to reach £1.4billion**, with in-house corporate spend expected to rise by a larger proportion than outsourced providers to 2028. (Intel, *Occupational Health UK*, March 2024).
- ◆ The occupational health and safety services industry offers a range of products and services. **Compliance assistance (£598.5m, 31% share)** remains the largest segment, followed by Occupational hazard evaluation (£521.3m, 27%). **Health and safety training (£287.7m, 14.9%)** is the 4th largest segment. (IBISWorld, *Occupational Health & Safety Services in the UK*, August 2025).
- ◆ In 2023/24, there were approximately **33.7 million working days lost in UK due to work-related injury or illness**, compared with the previous year, which had 37 million working days lost. In terms of overall sickness absence in the UK labour market, there were approximately 185.6 million working days lost in 2022, compared with 149.8 million in the previous year. (Statista, *State of Health*, November 2025).
- ◆ The Health & Safety Executive UK for Scotland reported that **122,000 workers in Scotland suffered from work-related ill health**. This represents a rate of **4,510 cases per 100,000 workers** which is statistically significantly lower than the GB rate of 5,210 cases per 100,000 workers. There were **40,000 non-fatal injuries** over the period 2022/23-2024/25, a decrease from the last report period. **The costs of Scottish workplace injuries and ill health amounted to £1.6 billion in 2023-24**. (HSE, [Workplace health and safety statistics for Scotland](#), 2025).
- ◆ The national organisations for this industry are [The Institute of Occupational Safety and Health](#), [Health and Safety Executive Scotland](#) and the [British Safety Industry Federation](#). Other industry bodies include [International Safety Equipment Association](#), [The Royal Society for the Prevention of Accidents](#) the [British Safety Council](#) and the [European Agency for Safety and Health at Work](#).

Connect with us

Where can I find more information on my market?

The Information Service has access to a number of databases which can offer more detail on this industry. Some of these reports are listed below - if you would like to be sent extracts from any of these reports, please contact us on **0300 013 4753** or email info@bgateway.com.

- ◆ **IBISWorld - Occupational Health & Safety Services in the UK** (August 2025). Digital training platforms are reshaping service delivery. E-learning and compliance software allow providers to reduce costs and reach wider audiences. These tools are increasingly important as employers seek affordable, scalable ways to train staff and maintain safety standards. Annual trends in workplace ill health and injury directly influence demand for occupational health services. In 2023-24, 1.7 million people reported work-related illness and 604,000 sustained an injury at work, according to the Health and Safety Executive. Higher incident levels raise employer demand for medical assessments, interventions and training, lifting industry revenue.
- ◆ **Mintel – Occupational Health UK** (March 2024). With an ageing workforce retiring later, employees will have greater health needs than has historically been the case. Employers will need to be increasingly proactive in the future to ensure the wellbeing of their staff, with technology likely to play a key part. From smart building management systems to wearable gadgets that encourage regular movement, the present-day workforce is increasingly operating in a workplace optimised by technology to enhance productivity, health and wellbeing.
- ◆ **IBISWorld – Corporate Wellness Services in the UK** (October 2025). Employee wellness services are on the rise. Increased health awareness, the return to office work and the push for remote work health education have lifted demand and revenue for these services. The sector is expected to see a compound annual growth rate of 1.6% over the five years through 2030-31 to reach £768 million.

There are also a number of online resources you may find helpful:

- ◆ The **Health & Safety Executive** provides information on latest [health and safety statistics for Scotland](#), training, events and a [list of relevant organisations](#) in Scotland.
- ◆ **Mygov.scot** – offers advice for businesses about [health and safety at work](#).
- ◆ **Royal Society for the Prevention of Accidents (RoSPA)** (www.rospace.com) provides information about training courses and has [resources](#) for Risk Management and workplace training.
- ◆ **UK Government – Employer Skills Survey 2024 - SCOTLAND** (published October 2025) reported that “63% of employers had provided training for their staff in the last 12 months, an increase from 60% in 2022. Half of all employers (53%) provided on-the-job training and 42% provided off-the-job training. 16% of employers currently had/offered apprenticeships. Employers who provided training to staff in the last 12 months were most likely to have provided job specific training (85%) and health and safety or first aid training (75%). The average investment in training per employee was £1,800, compared to £1,900 in 2022 (accounting for inflation).”

Disclaimer: Please note that this research may contain copyrighted material. Copyright belongs to the holders credited and as such, recipients of this research must only use the information for their own internal business purposes, and must not publish, reproduce or repurpose the information, or make it available to any third party, without permission from the original copyright holders. “Repurpose” includes any uploading of the information to AI tools.

Connect with us

How can I find out about my competitors?

Business Gateway's online guide to [Competitor Analysis](#) explains how to find your competitors, how to research what they're doing and how to act on what you learn about them.

Immediate competition will be from other businesses in your local area. There are several online directories which can be used to find company information and generate lists easily and at no expense. Many Local Authorities also publish local business directories on the web. Below are some key web resources:

- ◆ General business directories such as [Yell](#) ,[Thomson Local](#) or [Google Maps](#)
- ◆ Trade specialists like [EuroPages](#) (European directory), [The Wholesaler](#) or [Free Index](#)
- ◆ Business to business (B2B) specialists such as [Kompass](#)

Likewise, your local Chamber of Commerce may publish a members' directory; find your local Chamber on the [Scottish Chambers](#) website.

Once you've identified who your competitors are, the next step is to gather information on the way they do business. Which services do they provide? How do they market themselves? How much do they charge?

To learn about your competitors:

- ◆ Look for articles or adverts in local newspapers, trade press and directories.
- ◆ Try to read their marketing material; if the company has an online presence, visit the company's website as a first port of call. Not only does it give you a better understanding of the company's activities, it can also offer a wealth of information such as a company history or staff biographies, as well as the company's partners or suppliers
- ◆ Search for information on limited UK companies via the [Companies House](#) website
- ◆ Gain an insight into your competitor's performance using credit checks and the accounts that limited companies are required to submit to Companies House each year.

We can provide credit checks free of charge; if you are interested in using this resource, or looking for us to help you find relevant publications, please contact us by emailing info@bgateway.com or by calling **0300 013 4753**



Connect with us

What about suppliers?

[Choosing and Managing Suppliers](#) can help you decide what you need from a supplier, how to identify one and how to choose one to deal with.

Trade associations or industry specific organisations may also be able to recommend suppliers or contacts. You can also use the aforementioned resources for finding competitors to find suppliers.

Once you have decided on a supplier, we can run a credit check on the company to help assess their financial stability. We provide credit checks free of charge; if you are interested in using the resource please contact us on info@bgateway.com or by calling **0300 013 4753**.

Who are my customers?

Your business plan should include information about the customers you would expect. Business Gateway's guides on [Market and customer research](#) will help you to identify new trends, opportunities, customers and competitors.

It can be useful to group your customers by geographical location, age or lifestyle. The websites listed below are freely available and can provide most of this information. If you can't find what you're looking for from these websites, please contact us and one of the team will be happy to help:

- ◆ Access the latest population estimates from the [National Records of Scotland \(NRS\)](#). NRS also offers demographic factsheets for each council area in Scotland, which can provide summary statistics for the area you will be based in.
- ◆ Information from the most recent census in 2011 is released via the official website. See in particular the [Census Area Profiles](#). Clicking on your area of interest will give the latest population figures, including estimates by age.
- ◆ [Understanding Scottish Places](#) has interactive profiles of towns and cities across Scotland. It can be useful for understanding the interrelationships and flows between towns, and also gives comparisons between two or more places.
- ◆ [Scottish Government Statistics](#) provide accurate and up-to-date statistics on Scotland, covering population, health, education and housing.
- ◆ [The Scottish Household Survey](#) provides information on the structure, characteristics, attitudes and behaviour of Scottish households, both at a national and local level.
- ◆ [Office for National Statistics \(ONS\)](#) is the recognised national statistical body for the UK. ONS covers a wide range of demographic, economic and social issues at a UK level.



Connect with us

How can you help me with other aspects of starting my business?

The Business Gateway website has guides, videos, online tutorials and tips on all aspects of starting up a business in Scotland. Follow the links below to explore each resource:

Accountancy

Institute of Chartered Accountants of Scotland's (ICAS) ["Find a Chartered Accountant"](#) tool

Funding

[Practical information](#) on finance and funding for starting and growing your business

Insurance

[Business insurance guide](#)

Legal Help

Gov.uk ["Licence Finder"](#) tool

Law Society of Scotland's ["Find a Solicitor"](#) tool

Pricing

Business Companion [Pricing & payment guide](#).

Please note: the most effective way to research pricing is to conduct your own research – visit wholesalers or suppliers to obtain price lists, find quotes from similar companies and work out what other businesses in your area are charging

Promotion

[BG guides to Marketing](#)

Training

[Skills Development Scotland's My World of Work](#)

[Funding for training](#)

[Small Business Bonus Scheme \(Scotland\)](#)

Your local Business Gateway can offer events, workshops and 1:2:1 support on all aspects of starting and developing your business. Call the helpline on **0300 013 4753** to find out what is available in your area.

Although every effort has been made to ensure the accuracy of the information provided, Business Gateway will not be held liable for any inaccuracies or omissions in the data supplied, or for the content of any website to which the document above may contain links. By using this information, you accept this disclaimer in full. Also, please note that Business Gateway does not endorse any business or individual that may be referred to above.

You must not rely on the information in the report as an alternative to advice from an appropriately qualified professional. If you have any specific questions speak to your Business Gateway Advisor or consult an appropriately qualified professional.

Last updated: February 2026

Updated by: Eleanor

Connect with us