



SAFETY ACADEMY

PROFESSIONAL COMPANION SERIES

VOLUME 001

NEBOSH NATIONAL GENERAL CERTIFICATE

PROFESSIONAL COMPANION

PRACTICAL GUIDANCE FOR HEALTH AND SAFETY
PROFESSIONALS AND WORKPLACE LEADERS



PRACTICAL
EXAMPLES



WORKPLACE
INSIGHTS



KNOWLEDGE
CHECKS



TUTOR
TIPS



PROFESSIONAL
DEVELOPMENT



KNOWLEDGE | COMPETENCE | CONFIDENCE

Copyright & Disclaimer

The BV Associates Study Companion for the NEBOSH General Certificate (GNC)

BV Safety Academy Publications – Publication 001

First Edition – 2026

© 2026 BV Associates Ltd. All rights reserved.

No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior written permission of BV Associates Ltd, except where permitted by applicable copyright law.

Disclaimer

This publication has been produced by BV Associates Ltd as an educational resource to support learners studying the NEBOSH General Certificate.

The information contained within this Study Companion is believed to be accurate at the time of publication. However, health and safety legislation, recognised guidance, standards and best practice evolve over time. Readers should always ensure they refer to the most current legislation and official guidance applicable to their workplace and jurisdiction.

This publication is intended to complement tutor-led learning and practical workplace experience. It is **not** a substitute for professional training, competent advice, workplace-specific risk assessments or legal consultation where required.

While every reasonable effort has been made to ensure the accuracy of the information presented, BV Associates Ltd accepts no liability for any loss, damage or injury arising directly or indirectly from the use of this publication.

Readers remain responsible for ensuring that health and safety decisions are appropriate for their own workplace and comply with all relevant legal requirements.

Intellectual Property

This publication forms part of the **BV Safety Academy Publications** series and is protected by copyright.

The structure, text, original workplace scenarios, learning activities, tutor insights and educational content remain the intellectual property of BV Associates Ltd unless otherwise stated.

Trademark Notice

NEBOSH is a registered trademark of the National Examination Board in Occupational Safety and Health.

This publication is an independent educational resource produced by BV Associates Ltd. It has not been endorsed, approved or authorised by NEBOSH and should not be interpreted as official NEBOSH guidance or assessment material.

Publisher

BV Associates Ltd

BV Safety Academy Publications

Website: www.bvassociates.co.uk

Email: info@bvassociates.co.uk

Publication Details

Series: BV Safety Academy Publications

Publication Number: 001

Title: The BV Associates Study Companion for the NEBOSH General Certificate (GNC)

Edition: First Edition – 2026

Contents

Front Matter

Message from the Founder	3
About BV Associates.....	5
About the BV Safety Academy	6
How to Use This Study Companion	9

Part One – Building Strong Foundations

1. Health and Safety Is About People.....	13
2. Managing Health and Safety	18
3. Risk Assessment.....	25
4. Workplace Inspections and Monitoring.....	34

Part Two – Workplace Hazards

5. Fire Safety.....	41
6. Manual Handling.....	47
7. Hazardous Substances.....	54
8. Workplace Equipment.....	61
9. Workplace Welfare	67
10. Slips, Trips and Falls.....	73
11. The Working Environment	79
12. Noise and Vibration.....	85
13. Electrical Safety	92
14. Work at Height	98
15. Workplace Transport.....	104
16. Confined Spaces	110

Part Three – Health and Wellbeing

17. Human Factors and Safety Culture	117
18. Occupational Health and Wellbeing	123
19. Incident Reporting, Accidents and Organistional Learning.....	129

Part Four – Developing Professional Competence

20. Developing Professional Competence	136
21. Preparing for Success: The Assessment and Beyond	141

Annexes:

A – Health and Safety Glossary (A–Z).....	145
---	-----

More Than Training. A Lifetime of Learning.

A Message from the Founder

Welcome to **The BV Associates Study Companion for the NEBOSH General Certificate (GNC)**.

Whether you are about to begin your studies, are already attending one of our courses or are revising to strengthen your understanding, I'd like to personally thank you for choosing BV Associates to support your learning journey.

When I founded BV Associates, my ambition was never simply to deliver training courses. I wanted to create learning experiences that genuinely help people build safer workplaces, protect others and develop rewarding careers.

Over the years, I have had the privilege of meeting thousands of learners from a wide range of industries. Some were taking their very first health and safety qualification. Others were experienced professionals looking to broaden their knowledge and progress their careers. Despite their different backgrounds, they all shared one common goal—to make a positive difference in the workplace.

One lesson has stood out above all others.

The most successful health and safety professionals are not those who simply remember the most information. They are the people who understand the principles behind good health and safety, ask thoughtful questions, communicate effectively and apply their knowledge with confidence.

That belief sits at the heart of everything we do at BV Associates.

This Study Companion has been written to support your learning by explaining key concepts in clear, practical language. Throughout the publication you'll find workplace examples, tutor insights, knowledge checks and practical activities designed to help you think like a competent health and safety practitioner rather than simply preparing you to gain a qualification.

While this guide is an excellent companion to your studies, it has never been intended to replace the value of structured, tutor-led learning. One of the greatest benefits of attending a course is the opportunity to ask questions, discuss realistic workplace situations, learn from the experiences of others and receive guidance from tutors who have spent many years working within the profession.

Health and safety is about people.

It's about understanding how work is carried out, recognising opportunities for improvement and helping organisations create environments where everyone can return home safe and well at the end of each working day.

- Qualifications open doors.
- Experience builds confidence.
- Continuous learning builds exceptional professionals.

That philosophy inspired us to create the **BV Safety Academy** - a growing collection of free learning resources designed to support learners before, during and long after their formal training has finished. We hope the Academy becomes a trusted source of guidance that you continue to use throughout your career.

Thank you for placing your trust in BV Associates. We are proud to be part of your professional journey and look forward to supporting your continued development for many years to come.

I wish you every success in your studies and, more importantly, in the positive contribution you will make to improving health, safety and wellbeing wherever your career takes you.

Dean Ferguson FIoL

Founder & Training Director
BV Associates

“Qualifications build knowledge. Experience builds confidence. Continuous learning builds great health and safety professionals.”

About BV Associates

BV Associates is a leading provider of professional health and safety training, consultancy and business support services, helping individuals and organisations build safer, healthier and more successful workplaces.

Our reputation has been built on a simple philosophy: deliver high-quality training that is practical, engaging and relevant to the real challenges people face every day at work.

We recognise that every learner arrives with different experiences, different responsibilities and different career ambitions. Some are studying to achieve their first professional qualification, while others are developing existing knowledge to support career progression, organisational improvement or specialist roles within health and safety.

Whatever your starting point, our aim remains the same—to provide the knowledge, confidence and practical understanding needed to make a positive difference in the workplace.

Our Approach to Learning

Health and safety should never be viewed as simply complying with legislation or completing paperwork. Effective health and safety is about understanding risk, protecting people and supporting organisations to operate safely, efficiently and responsibly. For that reason, our training goes beyond explaining legislation and theory. We encourage learners to:

- Understand the principles behind good health and safety management.
- Apply knowledge to realistic workplace situations.
- Develop confidence through discussion and practical examples.
- Think critically when assessing workplace risks.
- Build professional judgement that can be applied long after the course has finished.

We believe learning is most effective when it is interactive, relevant and enjoyable.

Supporting Every Learner

Choosing the right training provider is an important decision.

At BV Associates, we are committed to creating a supportive learning environment where every delegate has the opportunity to succeed. From your first enquiry through to completing your qualification, our focus is on providing:

- Experienced and approachable tutors.
- Clear and engaging course delivery.
- Practical workplace examples.
- Ongoing learner support.
- Resources that reinforce classroom learning.
- Guidance that continues beyond the course itself.

Our goal is not simply to help learners achieve qualifications. Our goal is to help them become confident professionals who can apply their knowledge effectively in the workplace.

Learning should not end when a course finishes. That belief led to the creation of the **BV Safety Academy**, our free online learning platform that provides practical articles, study companions, workplace resources, downloadable templates and professional development materials.

Together, our tutor-led courses and the BV Safety Academy create a continuous learning journey that supports learners before, during and after their formal training.

Whether you are taking your first steps into health and safety or continuing to build an established career, BV Associates is committed to helping you learn, develop and succeed.

Because we believe that every learner has the potential to make workplaces safer, healthier and better for everyone.

Our Commitment

At BV Associates, we are committed to:

- Delivering training that is practical, engaging and relevant.
- Supporting learners at every stage of their professional journey.
- Promoting lifelong learning through the BV Safety Academy.
- Encouraging competence through knowledge, experience and continual development.
- Helping individuals and organisations create safer workplaces through education, collaboration and practical solutions.

About the BV Safety Academy

The **BV Safety Academy** was created with a simple vision:

To provide practical, high-quality health and safety learning that continues long after a course has finished.

We believe that gaining a qualification is an important milestone, but it is only one step in a lifelong journey of professional development.

Health and safety professionals face new challenges every day. Legislation evolves, workplaces change, technology advances and organisations continually look for better ways to protect their people. Keeping knowledge up to date requires more than attending a course—it requires a commitment to continuous learning.

That commitment is at the heart of the BV Safety Academy.

The Academy has been designed to support learners at every stage of their journey.

Whether you are:

- Exploring a qualification for the first time.
- Preparing to attend a course.
- Studying alongside one of our tutors.
- Revising before an assessment.
- Returning to refresh your knowledge years later.

The Academy is here to help.

Every resource has been created using the same principles that guide our training:

- Explain complex topics clearly.
- Focus on practical workplace application.
- Encourage critical thinking.
- Build confidence through understanding.
- Support continual professional development.

What you'll find in the Academy

The Academy is continually expanding and includes a wide range of practical learning resources, including:

- Study Companions for professional qualifications.
- Practical workplace guidance.
- Downloadable templates and checklists.
- Risk assessment examples.
- Health and safety articles.
- Tutor insights and study tips.
- Career development guidance.
- Continuing Professional Development (CPD) resources.
- Industry updates and best practice advice.

Every resource has been designed to complement tutor-led learning and help you apply health and safety principles with confidence.

Supporting your learning journey

We know that everyone learns differently.

Some people prefer reading. Others learn by discussing ideas, solving problems or applying knowledge in the workplace. That is why we encourage learners to use the Academy alongside their formal training, workplace experience and ongoing professional development.

- Reading helps you build knowledge.
- Discussion develops understanding.
- Experience builds confidence.

Together, they create professional competence.

Learning that never stops

One of our core beliefs is that professional development should not end when a certificate is awarded.

The best health and safety professionals continue asking questions, developing new skills and learning from the workplaces around them throughout their careers.

Our ambition is for the BV Safety Academy to become a trusted companion that supports you wherever your career takes you.

Whether you return next week, next year or several years from now, we hope you will always discover something new that helps you become an even more effective health and safety professional.

Continue your learning

If this Study Companion has helped you build your confidence and understanding, we encourage you to continue your learning through one of BV Associates' tutor-led qualifications.

Our experienced tutors combine technical knowledge with practical industry experience, creating engaging learning environments where questions are encouraged, workplace scenarios are explored and learners develop the confidence to apply their knowledge effectively.

Many learners tell us that the combination of self-study, Academy resources and tutor-led learning gives them the strongest possible foundation for long-term success.

We look forward to supporting you throughout your professional journey.

Welcome to the **BV Safety Academy**.

How to use this Study Companion

Welcome to **The BV Associates Study Companion for the NEBOSH General Certificate (GNC)**.

This publication has been designed to support your learning before, during and after your studies. Whether you are preparing for your qualification, studying alongside one of our experienced tutors or revising to strengthen your understanding, this companion has been written to help you develop practical knowledge that can be applied in real workplaces.

Unlike traditional revision notes, this publication does not simply present facts to memorise. Instead, it encourages you to understand the principles behind effective health and safety management and develop the confidence to apply them in realistic workplace situations.

How to Get the Most from This Companion

To maximise your learning, we recommend that you:

- Read each chapter in order, as every topic builds on the previous one.
- Take time to reflect on how the information applies to your own workplace or one you are familiar with.
- Complete the Workplace Challenge at the end of each chapter.
- Test your understanding using the Knowledge Check before reading the model answer.
- Review the Chapter Summary and Five Minutes to Remember section before moving on.
- Revisit previous chapters regularly to reinforce your learning.

Health and safety is not a subject that is mastered by reading once. The strongest understanding develops through repetition, reflection and practical application.

Features You'll Find Throughout This Companion

Why This Topic Matters

Each chapter begins by explaining why the subject is important in real workplaces. Understanding the purpose behind a topic makes it easier to understand and remember.

Key Learning Outcomes

These identify the knowledge and understanding you should have by the end of the chapter.

Real Workplace Scenarios

Throughout the companion you'll find realistic workplace situations designed to help you connect theory with practice and understand how health and safety principles apply in everyday working environments.

BV Tutor Tip

These practical insights are based on the experience of our tutors and highlight useful techniques, professional advice and common themes that regularly arise during training.

Common Mistake

Many health and safety incidents result from common misunderstandings or assumptions. These sections highlight mistakes frequently encountered in workplaces and explain how they can be avoided.

Think Like a Professional

Health and safety is about much more than recognising hazards. These sections encourage you to think critically, ask better questions and develop the mindset of an effective health and safety practitioner.

Workplace Challenge

Each chapter includes a practical activity designed to help you observe, question and apply what you have learned in your own workplace or a familiar environment.

Knowledge Check

Scenario-based questions allow you to test your understanding by applying the principles covered within each chapter.

Chapter Summary

A concise summary of the most important learning points to reinforce your understanding before moving on.

Five Minutes to Remember

If you're revising or short on time, this section highlights the five key messages from the chapter that you should remember.

Continue Your Learning

Throughout the publication you'll find suggestions for further learning through the BV Safety Academy and opportunities to continue developing your knowledge alongside experienced BV Associates tutors.

A Companion to Your Learning

This Study Companion has been written to support your studies, but it is not intended to replace the value of structured, tutor-led learning.

One of the greatest benefits of attending a BV Associates course is the opportunity to discuss workplace scenarios, ask questions, receive expert guidance and learn alongside other professionals with a wide range of experiences.

- Reading builds knowledge.

- Discussion develops understanding.
- Application builds confidence.

Together, they create professional competence.

Your Learning Journey

As you work through this publication, remember that gaining a qualification is only one milestone in your professional development.

The real measure of success is not simply passing an assessment.

It is developing the confidence, judgement and practical skills to improve health, safety and wellbeing wherever you work.

We hope this Study Companion becomes a trusted reference that you return to throughout your career.

Thank you for choosing BV Associates and the BV Safety Academy to support your learning journey.

Part One: Building Strong Foundations

Every safe workplace is built on strong foundations. Before exploring individual workplace hazards such as fire, hazardous substances, electricity or work at height, it is important to understand the principles that underpin effective health and safety management.

These principles form the framework that supports every decision, every risk assessment and every improvement made within an organisation.

In this first part of the Study Companion, you will learn:

- Why health and safety matters.
- The responsibilities of employers, managers and workers.
- How effective health and safety management benefits both people and organisations.
- How to identify hazards and assess risk.
- Why inspections, monitoring and continual improvement are essential to long-term success.

As you progress through these chapters, you will begin to develop the mindset of a competent health and safety professional—someone who not only recognises hazards but also understands how to prevent harm through effective planning, leadership and risk management.

These foundations will support every topic that follows throughout this publication. Take your time. Reflect on each chapter. Relate the principles to your own workplace. The stronger your understanding of these fundamentals, the easier the later chapters will become.

Let's begin.

Chapter 1: Health and Safety Is About People

When people first begin studying health and safety, they often focus on rules, procedures and legislation. While these are all important, they are not the reason health and safety exists.

Health and safety exists because every decision we make at work has the potential to affect another person.

- A poorly maintained machine may injure an operator.
- A blocked fire exit could delay an evacuation.
- An incorrectly stored chemical may expose several employees to harmful substances.
- A poorly planned lifting task could result in a colleague suffering a lifelong back injury.

Every workplace decision has human consequences. Good health and safety management helps ensure that people can earn a living without placing their health, safety or wellbeing at unnecessary risk. That principle should remain at the centre of every decision you make throughout your career.

What Does Good Health And Safety Look Like?

Many people assume a safe workplace is simply one where no accidents occur. In reality, effective health and safety is much broader than accident statistics. A well-managed organisation is likely to demonstrate many of the following characteristics:

- Leaders visibly support health and safety.
- Employees understand their responsibilities.
- Hazards are identified and controlled promptly.
- Risk assessments reflect actual working practices.
- Equipment is maintained in good condition.
- Workers receive appropriate information, instruction and training.
- Near misses are reported and investigated.
- Employees feel comfortable raising concerns.
- Learning and continual improvement are encouraged.

Notice that none of these examples relies on luck. They are the result of good planning, effective leadership and a positive organisational culture.

What is Health and Safety Culture?

Every organisation has a culture. Culture can be described as **“the way we do things around here.”** It influences how people think, behave and make decisions every day. In organisations with a positive health and safety culture:

- Managers lead by example.
- Employees understand why rules exist.
- Unsafe conditions are reported without fear.
- Good behaviour is recognised and encouraged.
- Lessons are learned from incidents and near misses.

In organisations with a poor culture:

- Shortcuts become normal.
- Unsafe behaviour is ignored.
- Production is placed ahead of safety.
- Hazards remain unreported.
- People become reluctant to speak up.

Culture is not created by policies alone. It develops through everyday behaviours, conversations and decisions.

Leadership Makes The Difference

Strong leadership is one of the most important influences on workplace health and safety. Leaders demonstrate their commitment by:

- Setting clear expectations.
- Providing adequate resources.
- Listening to employees.
- Acting on reported concerns.
- Leading by example.
- Recognising good performance.
- Learning from mistakes.

Employees are far more likely to value health and safety when they see leaders consistently demonstrating that it matters. Leadership is demonstrated through actions rather than words.

Why People Sometimes Take Risks

Most people do not come to work intending to be injured. Unsafe behaviour often develops because of workplace conditions rather than deliberate recklessness. Examples include:

- Time pressure.
- Inadequate supervision.
- Poor planning.
- Lack of training.
- Fatigue.
- Poor communication.
- Inappropriate equipment.
- Workplace culture.

Understanding these factors helps us improve systems rather than simply blaming individuals. This approach will become increasingly important as you progress through this Study Companion.

Real Workplace Scenario

The Missing Guard

A maintenance engineer notices that the guard has been removed from a machine. The obvious response is to replace the guard immediately. However, a competent health and safety practitioner asks additional questions.

- *Why was the guard removed?*
- *Was it damaged?*
- *Was production being delayed?*
- *Had replacement parts been ordered?*
- *Were supervisors aware?*
- *Had similar issues occurred before?*

The investigation reveals that operators had repeatedly reported the guard becoming difficult to adjust. Rather than repairing it, staff gradually began removing it to complete production more quickly.

- *Replacing the guard solved the immediate problem.*
- *Repairing the maintenance process and encouraging better reporting prevented the problem from returning.*

Good practitioners always look beyond the immediate issue.

BV Tutor Tip

Whenever you see an unsafe condition or behaviour, avoid asking: “Who’s to blame?” Instead ask: “Why did this happen?” That simple change in thinking often identifies weaknesses in planning, supervision, communication or workplace design that can be improved for everyone.

Common Mistake

Many people believe health and safety is primarily about avoiding prosecution. In reality, organisations with strong health and safety standards rarely focus on avoiding legal action. They focus on protecting people. Legal compliance is an important outcome of good health and safety management - not its sole purpose.

Think Like A Professional

As you begin studying health and safety, try to develop the habit of asking questions. Whenever you visit a workplace, ask yourself:

- What are the significant hazards?
- Who could be harmed?
- What controls already exist?
- Could those controls be improved?
- How do we know they are working?

These five questions will become the foundation of your professional thinking.

Chapter Summary

By the end of this chapter, you should understand that:

- Health and safety is about protecting people from work-related harm.
- Organisations manage health and safety for moral, legal and financial reasons.

- Everyone has a role in creating safer workplaces.
- Positive health and safety culture develops through leadership, communication and everyday behaviours.
- Unsafe behaviour often reflects wider organisational issues rather than individual failings.
- Competent practitioners seek to understand why problems occur before recommending improvements.

Five Minutes To Remember

If you only remember five things from this chapter, remember these:

1. Health and safety is about protecting people, not simply complying with rules.
2. Every organisation has moral, legal and financial reasons to manage health and safety.
3. Positive culture is created through leadership and everyday behaviours.
4. Looking beyond immediate causes leads to better long-term improvements.
5. Asking thoughtful questions is one of the most valuable skills a health and safety professional can develop.

Workplace Challenge

Think about a workplace you know well. Spend ten minutes observing the environment and identify:

- Three examples of good health and safety practice.
- Three opportunities for improvement.
- One example where leadership has influenced health and safety positively.
- One question you would ask to better understand how health and safety is managed.

Reflect on your observations before continuing to the next chapter.

Knowledge Check

Scenario: You have recently joined a manufacturing company. During your first week you notice:

- Employees wearing the required PPE.
- Housekeeping standards varying between departments.
- Supervisors regularly discussing production targets but rarely mentioning health and safety.
- Several near misses being discussed informally but not reported.
- A manager immediately arranging repairs after an employee reports a damaged handrail.

Questions

1. Identify the positive indicators of health and safety management.
2. Identify the opportunities for improvement.
3. Which observations provide evidence of the organisation's health and safety culture?
4. What advice would you give to strengthen health and safety performance?

Model Answer (Summary)

A balanced response would recognise that PPE compliance and prompt repairs indicate positive management commitment in some areas. However, inconsistent housekeeping, limited discussion of health and safety by supervisors and poor near-miss reporting suggest opportunities to strengthen communication, leadership visibility and organisational learning. Improving reporting culture, reinforcing supervisory engagement and encouraging regular health and safety conversations would help develop a stronger and more consistent safety culture.

Continue your learning

This chapter introduces the foundations of effective health and safety management.

During a BV Associates tutor-led programme, you'll explore these principles through realistic workplace discussions, practical examples and collaborative learning activities that help develop confidence alongside knowledge.

You can also continue your learning through the BV Safety Academy, where you'll find additional articles, workplace resources and practical guidance to reinforce the concepts introduced in this chapter.

Thank you for taking the time to read this complimentary chapter from the **BV Safety Academy Professional Companion Series**.

We hope you've found it informative, practical and relevant to today's workplace.

At BV Associates, we believe learning doesn't stop when a course finishes. Developing as a health and safety professional is a lifelong journey, and we're committed to supporting you every step of the way.

This complimentary chapter offers just a glimpse of what's included within the complete publication.



Join the BV Safety Academy

Membership is completely complimentary and gives you access to a growing library of professional learning resources designed to support your development throughout your career.

To request access, simply contact us:



Email: info@bvassociates.co.uk



Telephone: 01494 864100

Please include your:



Full Name



Email Address



Organisation
(if applicable)

Your Complimentary Membership Includes



Professional Companion publications



Practical workplace templates



Study support resources



Health and safety guidance



Professional development articles



Exclusive Academy updates



Future publications as they are released



Career development resources

Why Join?

The BV Safety Academy has been created to support learners before, during and after their training.

Whether you're studying for your first qualification, developing your professional competence or progressing your career, our aim is simple:

To provide trusted knowledge that helps create safer workplaces and more confident health and safety professionals.

Professional Companion Series



NEBOSH
National General Certificate in Occupational Health and Safety



NEBOSH
Health and Safety Management for Construction (UK)



NEBOSH
HSE Certificate in Process Safety Management



NEBOSH
Environmental Management Certificate



NEBOSH
Fire Safety Certificate



Additional publications are currently in development.



COMPLIMENTARY MEMBERSHIP



PRACTICAL WORKPLACE FOCUSED



TRUSTED BY LEARNERS AND PROFESSIONALS



SUPPORTING YOUR PROFESSIONAL DEVELOPMENT



MORE THAN TRAINING. A LIFETIME OF LEARNING.



More Than Training. A Lifetime of Learning.



BV

SAFETY ACADEMY

PROFESSIONAL COMPANION SERIES

The BV Safety Academy Professional Companion Series has been created to bridge the gap between qualification study and workplace practice. Each publication provides practical guidance, real-world examples and professional insights designed to help learners become confident practitioners—not just pass examinations.



PRACTICAL GUIDANCE

Clear explanations linked to real workplace application.



WORKPLACE FOCUSED

Real scenarios, examples and activities to build competence.



PROFESSIONAL DEVELOPMENT

Insights and skills to support your career growth.



BEST PRACTICE APPROACH

Aligned with current legislation and recognised good practice.



CONTINUAL IMPROVEMENT

Tools and knowledge to help you make a lasting impact.



This publication forms part of the BV Safety Academy Professional Companion Series.

More Than Training. A Lifetime of Learning.



www.bvassociates.co.uk



info@bvassociates.co.uk



01494 864100