

The logo for BOHS (British Occupational Hygiene Society) features the letters 'BOHS' in a bold, blue, sans-serif font. The letter 'O' is stylized with a white circle inside it.

British Occupational
Hygiene Society

The Chartered
Society for Worker
Health Protection

2026-2030 Strategy

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Our mission is to safeguard the UK's current and future health through the effective management of health risks in the workplace environment.

Aims

Our aims are to:

- Work to eliminate harmful workplace health exposures;
- Promote safe and effective substitutes for existing hazards;
- Design out threats to human health;
- Manage out work practices that place people at risk;
- Ensure all people in all working environments have the right protection at the right time.

Vision

Our vision is of a country where work is not a cause of acute or chronic ill-health.

Approach

Our approach is led by principle, informed by science, enabled by professionalism, and guided by good sense.

BOHS will be the leading scientific and professional body promoting prevention of ill-health caused by work and exposure to all hazards to health in the workplace, as well as risks to human health from asbestos in the built environment.

Achievement of this will be demonstrated by the extent to which we are successful at:

- Consolidating and further developing our engagement with external bodies and professional organisations to ensure resources are targeted in those areas which can deliver impact.
- Championing policies, practices, technologies and processes which design out exposure to hazards and risks to health in the workplace.
- Anticipating and preparing for future challenges to occupational hygiene, and the effective management of hazardous substances.

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- Supporting the Faculties in developing sustainable workforces, working to high professional and technical standards.
- Leveraging technological advances for the benefit of workplace health.
- Promoting education and awareness relating to effective practice in the management of risks arising from workplace exposures and from asbestos.

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The Society will:

- Ensure that capacity is developed and consolidated within the Society to ensure continued **high-level and sector-wide engagement and advocacy** to support our mission.
- Expand the range of technical and policy guidance and develop professional education to ensure that there is an **increased focus on prevention and design**, as well as on the identification, recognition and control of workplace health risks.
- Promote and support investigation into new and emerging issues in occupational hygiene and **leverage the knowledge of our membership** to inform and guide appropriate practice.
- Enable the Faculties to **develop credible and achievable workforce development plans** to increase the capacity and competence of the technical and professional membership. Workforce development plans consider the promotion of the profession, pathways to entry, professional development and measures to increase the overall number of people in the professional workforce.

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- Encourage the Faculties to **investigate emerging technologies and consider the potential application** to workplace health, and asbestos assessment and management.
- Pursue opportunities, as they arise, to develop and **embed occupational hygiene knowledge and asbestos awareness into general education** at all levels.
- Support the UK Government's ambition of moving towards an asbestos free built environment through **training, technical guidance and professional standards work**.
- **Embed, promote and further develop tools to enable public access to competent professionals** across the range of occupational hygiene and asbestos professional services.

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What does furthering public understanding of occupational hygiene mean?

Developing a public understanding of the importance of occupational hygiene means promoting:

- An understanding that the workplace environment is a complex, balanced system, which like the natural environment, is vital to human sustainability, but also poses hazards if not interacted with carefully.
- An understanding that unlike the natural environment, the workplace environment is largely a human created one and therefore none of the exposures that are harmful to health are inevitable.
- An understanding that a focus on the hierarchy of controls in terms of effectiveness is essential to better workplace health.
- An understanding that preventing occupational illnesses through prevention and control of exposure avoids the cost of post-exposure interventions, treatment, and the social and other costs associated with long-term ill-health.

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- An understanding that poor occupational hygiene contributes directly to significant long-term health impact to individuals, to society, to the public purse and to industry, while contributing indirectly to the worsening of pre-existing health conditions.
- An understanding that while good occupational hygiene should be a given in the design, management and decommissioning of any occupational process or property, it cannot be taken for granted.
- An understanding that active management at all levels of organisations is required to maintain standards of occupational hygiene.
- An understanding that the precautionary approach is intrinsically aligned with the values of equality, fairness and non-discrimination. Nonetheless, we need to ensure that occupational hygiene practice consciously and explicitly promotes these obligations and values to enable fair access to health protection.
- A continued recognition of the pervasive legacy of asbestos in our built environment and the impact on workers and the public at large.

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What is our function as a scientific society?

As a scientific body we should:

- Value independent, evidence-based, disciplined scientific endeavours.
- Recognise science as a collective and interdisciplinary principle, which progresses through rigorous but respectful critique and challenge.
- Promote understanding of the findings of scientific research and promote and support the search for answers where scientific evidence is lacking (see [BOHS-Research-Governance-Framework.pdf](#)).
- Respond to societal need through a reflection of the relationship between science and the sociology and psychology of the workplace and broader social trends.

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- Show commitment to the principles of sustainable development as exemplified by the United Nations Sustainable Development Goals (see [How Occupational Hygiene and Health underpins every one of the United Nations Sustainable Development Goals](#)).
- Promote equality of access to scientific knowledge and consciously address implicit discrimination arising from a lack of understanding of issues relating to gender and diversity in the context of worker health protection (see [The-UKs-Hidden-Crisis-in-Womens-Workplace-Health-Worsens.pdf](#)).
- Appreciate the opportunities and challenges posed to workplace health and to the practices of occupational hygiene, and asbestos assessment and management by new and emerging technologies.

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What role should we fulfil as the Society that represents occupational hygienists in the UK and beyond?

As a professional organisation we should:

- Support and engage with all of our members, as appropriate to their relationship with the Society.
- Maintain and develop the ethics and standards for our professional members and be informed by, and influence ethics and standards of other allied professional societies and bodies.
- Maintain an adherence to understanding the fundamentals, best practices, innovations and methodologies of occupational hygiene at a personal and collective level.
- Lead and contribute to standard-setting, based on the best scientific evidence and principles of good professional practice.
- Leverage our reputation, relationships and status as a technical, qualifications and standards body to positively influence good practice and policy relating to workplace health.

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- Collaborate with other partners in our work to promote workplace health and relevant scientific endeavours.
- Work with other professional bodies and academia to strengthen our collective understanding of our areas of focus.
- Promote access and transparency in our professional memberships and areas of influence through development of the Register of Occupational Hygiene Professionals and other directories of expertise.
- Identify gaps in knowledge and areas where practice is falling behind technology and provide leadership in the search for evidence and practical solutions.
- Maintain a healthy forum for debate and discussion, representing a diversity of opinion, admitting that scientific knowledge is often contested and that science by consensus is not always possible and desirable.

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- Maintaining consistency in striving to set agreed standards of practice, informed by a preventative (precautionary) approach.
- Actively promote equality and non-discrimination through our dealings with members.
- Promote equality, diversity and inclusion through our professional standards, through our working practices and through our thought leadership.
- Facilitate opportunities for learning at all levels, especially through professional development.

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How should we best serve our members?

As trustees, officers, representatives and employees we should:

- Reflect the diversity, interests and priorities of the full range of our membership.
- Advocate for workplace health, especially in relation to work contexts which are particularly hazardous or forgotten in the public agenda.
- Be driven by a concept of stewardship and responsibility, while being informed by mutual accountability and the principles of good governance and standards in public life.
- Show unwavering fidelity to the rules and regulations that govern us as a charity, a company and a professional body.
- Model good practices in equality and diversity, inclusion and respect.
- Provide learning and development opportunities to support our professional members and to share learning opportunities as widely as possible.

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In what ways should we further learning, qualification and development?

As an educational organization we should:

- Strive for excellence in our own practices and support excellence in learners.
- Ensure accessibility and inclusion is designed into all aspects of our work.
- Maintain and develop standards, aligning them with sector good practice and our legal and regulatory responsibilities.
- Be informed by science and current practice and be mindful of the important role that we have in ensuring the health and wellbeing of those who our learners will affect.
- Be guided by integrity, professionalism and conscientiousness in the performance of all tasks.
- Promote access to education about workplace health protection and asbestos risk where there are social and economic barriers to learning and development.

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How should we work with paid staff and volunteers?

As an organisation we should:

- Value and respect our people.
- Ensure and safeguard their physical and mental wellbeing.
- Develop potential and support development needs.
- Include and engage.
- Act within the context of good practice in all aspects of employment.
- Operate within the context of accountable decision-making.
- Model good practices of fairness, equality and non-discrimination.

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How should we reflect our broader responsibilities to society and the world?

As an organisation, we should:

- Seek to operate in a sustainable and environmentally sensitive way.
- Promote the social value of occupational hygiene and help promote other allied social values.
- Support the work of other organisations within the field, in particular smaller organisations who can benefit from partnership with us.
- Participate with the global community of bodies that share common missions and values and share our knowledge and expertise freely across the world, so long as it is compatible with our focus as a UK charity.
- Build and strengthen partnerships nationally and internationally so as to strengthen and grow the Society.

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