HEALTH & SAFETY



GQA Level 6 Diploma in Occupational Health and Safety Practice

610/7376/3

Qualification Specification

Summary of changes

This section records the version history of this qualification specification. Centres must ensure that they are using the most current approved version available via the GQA website and GQAonline.

Version	V2.0
Publication date	13/06/2026
Summary of amendments	Initial version submitted for internal approval Qualification specification reformatted

Contents

Summary of changes 2
1: Qualification Summary 4
2: Introduction 6
GQA Qualifications 6
Centre approval 6
Qualification specification 6
Reproduction of this document 6
Introduction to the qualification 6
IOSH Accreditation 6
3: Qualification Summary 7
Qualification Structure 7
Mandatory units 7
Level and Structural Design Rationale 8
Total Qualification Time 8
Guided Learning Hours 8
Entry guidance 8
Resource requirements 8
How the qualification is assessed 8
Assessment strategy 9
Purpose and principles 9
Assessment approach 9
Permitted forms of evidence 9
Workplace evidence requirements 9
Evidence control, authenticity and authorship 10
Malpractice plagiarism and the use of AI tools 10
Sufficiency, currency and cross-referencing 10
Simulation 10
Assessment planning and judgement 10
Internal quality assurance and standardisation 10
External quality assurance 10
Internal assessment 10
Pre-course information 11
Tutor, assessor and internal quality assurer requirements 11
Assessor 12
Internal Quality Assurer 12
External Quality Assurance 12
Complaints 13
Appeals 13
RPL 13
4: Unit content 14

1: Qualification Summary

Qualification Title	GQA Level 6 Diploma in Occupational Health and Safety Practice		
Qualification Review Date	31/04/2026		
Qualification Number	610/7376/3		
Total Qualification Time (TQT)	1100	Guided Learning Hours	643
Guided Learning Hours	643	Total Credits	110
Qualification purpose	This qualification develops the advanced knowledge, skills and professional behaviours needed to work with autonomy and professional judgement in occupational Health and Safety roles. It enables learners to interpret and apply legal and regulatory requirements, influence organisational culture, manage risk, design monitoring systems, and contribute to the development and review of Health and Safety management systems. It is aligned to the IOSH competency framework and supports progression from applied practice to strategic, evidence-based leadership in Health and Safety.		
Grading	Pass/Fail		
Assessment	Portfolio of evidence generated through the learner's own workplace practice, internally assessed and internally quality assured by the centre, and externally quality assured by GQA.		
Entry requirements	Learners must be aged 18 or above and must be in a role of a suitable level where they can provide evidence of the required level to meet the standards. They will be in roles such as senior health and safety manager, health and safety advisor or consultant, manager or supervisor, with responsibility for health and safety. This is a suitable qualification for those who want to progress their career and be recognised for their professional attitude towards health and safety. Initial assessment must be used to confirm suitability, support needs and the learner's access to and opportunity to generate valid evidence across the qualification.		

Progression	Achievement of this qualification supports progression into roles with greater responsibility for the management, coordination and improvement of occupational Health and Safety. It also supports progression to higher-level study and broader roles in leadership, governance, compliance and risk management. The qualification is aligned to the IOSH competency framework and may support professional development and progression within occupational Health and Safety practice.

2: Introduction

GQA Qualifications

GQA is an Awarding Organisation specialising in qualifications for specific sectors and occupational roles. GQA works with employers, industry experts and training providers to ensure qualifications are relevant, robust and aligned to current industry practice.

Centre approval

To offer a GQA qualification, a centre must be recognised and approved by GQA. Approval requires centres to show they have appropriate systems, resources and competent staff in place to deliver, assess and quality assure the qualification. Centres must provide evidence of:

- suitably qualified and occupationally competent staff
- effective internal quality assurance arrangements
- appropriate physical and learning resources
- policies and procedures that support learner protection and regulatory compliance

Approval decisions are based on the sufficiency of these arrangements for the qualification being delivered. Centres must also gain approval for each qualification they intend to offer, and no learner assessment may take place until both centre and qualification approval have been confirmed by GQA.

Qualification specification

Each GQA qualification is supported by a qualification specification containing the information centres need to deliver, assess and quality assure the qualification.

The qualification specification is a controlled document and must be used by centres to plan delivery and assessment. Relevant GQA policies and procedures, including those for centre approval, appeals, reasonable adjustments and recognition of prior learning, are available via the GQA website and GQAonline.

Reproduction of this document

Centres may reproduce this qualification specification for internal use only. The content must not be altered, adapted or presented in a way that changes its meaning or regulatory intent.

Introduction to the qualification

This qualification develops the advanced knowledge, skills and professional behaviours needed to work with autonomy and professional judgement in occupational Health and Safety roles.

It enables learners to interpret and apply legal and regulatory requirements, influence organisational culture, manage risk, design monitoring systems, and contribute to the development and review of Health and Safety management systems.

It is aligned to the IOSH competency framework and supports progression from applied practice to strategic, evidence-based leadership in Health and Safety.

IOSH Accreditation

The Institute of Occupational Health and Safety (IOSH) have awarded the GQA Level 6 Diploma in Occupational Health and Safety Practice qualification, IOSH accreditation. Learners who successfully complete the GQA Level 6 Diploma in Occupational Health and Safety Practice qualification will be eligible to apply for the Certificate level of membership CertIOSH (subject to meeting experience criteria).



3: Qualification Summary

Qualification Structure

To achieve this qualification, learners must complete all mandatory units and one pathway unit from the qualification structure below. Learners must not complete both pathway units.

Unit number	Unit name	Credit value	GLH	TQT
Mandatory units				
L/652/1035	Principles of Health and Safety Legislation and Regulatory Frameworks	13	50	130
M/652/1036	Promote a positive Health and Safety culture in your organisation	9	90	100
Y/652/1039	Introduce and coordinate effective communication channels for Health and Safety information	11	45	110
F/652/1040	Monitor and maintain individual and organisational competence in Health and Safety matters	9	45	90
J/652/1042	Identify, evaluate and manage Health and Safety risks	9	52	90
K/652/1043	Design and introduce proactive monitoring systems for organisational Health and Safety	9	60	90
L/652/1044	Design and introduce reactive monitoring systems for organisational Health and Safety	9	90	100
M/652/1045	Design and maintain response systems and procedures for dealing with Health and Safety emergencies	10	53	100
R/652/1046	Review systems for organisational Health and Safety management	10	36	100
T/652/1047	Research, evaluate and maintain current Health and Safety best practice	10	60	100
Pathway units (choose one)				
R/652/1037	Design and introduce an organisational Health and Safety policy	11	62	110
T/652/1038	Review and update an organisational Health and Safety policy	11	62	110

Credit values reflect estimated Total Qualification Time (TQT), including guided learning, independent study, workplace activity and assessment. One credit represents 10 hours of TQT.

Level and Structural Design Rationale

This is a mixed-level qualification containing both Level 5 and Level 6 units.

Level 5 units focus on applied operational competence, while Level 6 units focus on strategic, evaluative and judgement-based competence.

The overall qualification is designated at Level 6 because the rules of combination require achievement of multiple Level 6 units and the overall outcome reflects performance at that level.

Total Qualification Time

Total Qualification Time (TQT) is the estimated time a learner typically needs to achieve the qualification, including guided learning, independent study, workplace activity and assessment.

The TQT for this qualification is: 1100 hours

Guided Learning Hours

Guided Learning Hours (GLH) represent the time spent being taught, instructed or supervised by a tutor, trainer or assessor.

The GLH for this qualification is 643 hours.

Entry guidance

Learners must be aged 18 or above and have access to an organisational context that allows them to generate valid evidence across the qualification.

Initial assessment must confirm role suitability, support needs, and the learner's access and opportunity to meet the full requirements of the qualification.

Achieving this qualification

To be awarded this qualification, learners must achieve all mandatory units and one of the two policy pathway units.

Resource requirements

There are no prescribed mandatory physical resources for this qualification. Centres must, however, ensure learners have access to the organisational context, information, documentation, staff support and assessment arrangements needed to generate valid evidence across all units.

How the qualification is assessed

This qualification is internally assessed through a portfolio of evidence generated from the learner's workplace practice and externally quality assured by GQA. Assessment is criterion-referenced and based on achievement of the published learning outcomes and assessment criteria.

Assessment strategy

Assessment must be planned, conducted and quality assured so that evidence is valid, authentic, sufficient, current and reliable.

Purpose and principles

- Validity: evidence must directly relate to the published learning outcomes and assessment criteria, and reflect the level and intent of each unit.
- Authenticity: evidence must be the learner's own work and contribution, clearly attributable and confirmed by the learner and assessor.
- Sufficiency: there must be enough evidence to support a confident judgement of full achievement.
- Currency: evidence must reflect current competence and current organisational practice.
- Reliability and consistency: assessment decisions must be consistent across assessors and learners through standardisation and internal quality assurance.
- Fairness and accessibility: assessment must provide equal opportunity for all learners, supported by reasonable adjustments where appropriate, without compromising validity.
- Transparency: learners must understand assessment requirements, evidence expectations, feedback processes, and the routes for appeals and complaints.
- Confidentiality and information governance: evidence must be managed securely and redacted/anonymised where required.

Assessment approach

Assessment is criterion-referenced. Learners must meet all learning outcomes and assessment criteria for each unit. The qualification is not graded and is awarded on a Pass/Fail basis.

Assessment may be holistic where this reflects authentic workplace practice, provided evidence is clearly mapped to each unit, learning outcome and assessment criterion.

Evidence must reflect the level of demand: Level 5 units require applied operational competence, while Level 6 units require critical analysis, evaluation and professional judgement.

Permitted forms of evidence

Evidence may include workplace documents, reports, professional discussion, assessor observation, witness testimony, reflective accounts and structured written responses, provided it is valid, appropriate and can be authenticated.

Centres must ensure the evidence selected is appropriate to the demands of each criterion. Competence-based criteria must be evidenced through workplace practice, while knowledge-based criteria must not rely solely on unsupported claims of activity.

Where workplace documents are used as evidence, centres and learners must ensure that confidential, commercially sensitive or personal data is appropriately redacted/anonymised and that the portfolio makes clear the version of the document used and the learner's specific contribution.

Workplace evidence requirements

Evidence must come from the learner's own workplace practice within an organisational context that provides sufficient opportunity to meet the qualification requirements. Centres must confirm, through initial assessment and ongoing review, that the learner's role remains suitable.

For the alternative pathway units, centres must use initial assessment to select the most appropriate option for the learner's role and organisational context. Learners must not complete both units.

Evidence control, authenticity and authorship

All evidence must be attributable to the learner. Learners must confirm authenticity, and assessors must take reasonable steps to verify authorship and validity.

Where digital or AI-enabled tools are used, learners remain responsible for the submitted content. Centres must ensure confidentiality is protected and evidence is stored securely in line with centre procedures and GQA requirements.

Malpractice plagiarism and the use of AI tools

Centres must have procedures to prevent, detect and manage malpractice, including plagiarism and the submission of work that is not the learner's own.

If AI tools are used, centres should require learners to declare this and, where necessary, confirm understanding through questioning or professional discussion.

Sufficiency, currency and cross-referencing

Evidence must be sufficient, current and clearly cross-referenced so each assessment criterion can be identified and assessed with confidence.

Recognition of Prior Learning (RPL) may be used only in line with GQA requirements and must not undermine the need to demonstrate current, applied competence.

Simulation

Simulation must not be used unless it is expressly permitted within unit requirements or approved by GQA in accordance with its published policy. Where simulation is permitted in limited circumstances, centres must document the rationale, confirm how the scenario reflects realistic workplace conditions, and ensure that simulation does not replace evidence of real workplace practice where such evidence is required.

Assessment planning and judgement

Centres must plan assessments so evidence is generated in a valid, manageable and proportionate way. Assessment decisions must be based only on the published requirements and the evidence presented.

Internal quality assurance and standardisation

All assessment decisions must be subject to internal quality assurance. Centres must operate standardisation and IQA arrangements that support valid, reliable and consistent assessment decisions, with appropriate separation between assessment and IQA activity.

External quality assurance

GQA will apply external quality assurance to confirm that centres are assessing and quality assuring the qualification in accordance with its requirements. Operational requirements relating to external quality assurance are set out later in this specification.

Internal assessment

Each learner must produce a portfolio of evidence showing achievement of all learning outcomes and assessment criteria for each unit. Centres must ensure evidence is clearly mapped, assessed and internally quality assured.

Pre-course information

Centres must provide learners with pre-course information covering the qualification, assessment requirements, fees, entry expectations and any required resources.

This must make clear the need to generate evidence from workplace practice, any expected organisational access, and the routes for reasonable adjustments, complaints and appeals.

Initial assessment

All learners must complete an initial assessment before starting the qualification.

Initial assessment must be used to identify prior knowledge, support needs, pathway suitability and access to an appropriate organisational context.

Teaching resources

Teaching materials and resources must be appropriate to the level and requirements of the qualification and reflect current Health and Safety practice.

Learner registration

Centres must follow GQA procedures for registering learners before assessment begins.

Centres must ensure that registration decisions are made in line with equality legislation and are based on objective evidence from initial assessment, including whether the learner has suitable access and opportunity to generate valid evidence and whether any support or reasonable adjustments are required.

Tutor, assessor and internal quality assurer requirements

All staff involved in delivery, assessment, and IQA must be occupationally competent and experienced enough to support and judge evidence at the required level.

Assessors and internal quality assurers must be occupationally competent in the subject area and familiar with the evidence and judgement demands of this qualification.

Centres must ensure staff competence is reviewed and maintained through continuing professional development (CPD).

Tutors or Trainers

Tutors or trainers who deliver a GQA qualification must possess a teaching qualification appropriate for the level of qualification they deliver.

This can include:

- Further and Adult Education Teacher's Certificate
- Cert Ed/PGCE/Bed/Med
- PTLLS/CTLLS/DTLLS
- Level 3 Award/Level 4 Certificate/Level 5 Diploma in Education and Training.

Assessor

Centre staff who assess a GQA qualification must possess an assessing qualification appropriate for the level of qualification they are delivering, or they should be working towards a relevant qualification and have their assessment decisions countersigned by a qualified assessor.

Suitable assessor qualifications can include:

- Level 3 Award in Assessing Competence in the Work Environment
- Level 3 Award in Assessing Vocationally Related Achievement
- Level 3 Certificate in Assessing Vocational Achievement
- A1 or D32/D33.

Specific requirements for assessors may be indicated in the assessment strategy/principles identified in individual unit or qualification specifications.

Assessors are also required to have relevant occupational experience, or qualifications or membership of a professional body to demonstrate they have the required level of experience and knowledge to assess against the set criteria.

Internal Quality Assurer

Centre staff who undertake the role of an Internal Quality Assurer (IQA) for GQA Qualifications must possess or be working towards a relevant IQA qualification. Those working towards an IQA qualification must have their quality assurance decisions countersigned by a qualified internal quality assurer.

This could include:

- Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice
- Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice
- V1 qualification (internal quality assurance of the assessment process)
- D34 qualification (internally verify NVQ assessments and processes).

It is best practice that those who quality assure qualifications also hold one of the assessing qualifications outlined above.

Centres must ensure appropriate separation between assessment and internal quality assurance activities so that individuals do not internally quality assure their own assessment decisions.

External Quality Assurance

GQA undertakes external quality assurance to ensure that centres comply with qualification requirements and maintain consistent assessment standards.

External quality assurance activities may include:

- review of assessment and internal quality assurance decisions
- sampling of learner evidence
- observation of assessment practice
- interviews with centre staff and learners

External quality assurance ensures that assessment decisions are valid, reliable and consistent across centres.

Centres must provide GQA with access to learner evidence, assessment and internal quality assurance records, staff records and any other documentation reasonably required to support external quality assurance activity. Centres must also address any actions arising from external quality assurance within the timescales set by GQA.

Complaints

Any complaint from a learner, centre, employer or other stakeholder relating to the delivery of this qualification or associated services must be handled in accordance with the relevant GQA Complaints Policy. Centres must also operate their own complaints arrangements and make these available to learners.

Appeals

Learners must have access to a clear and documented appeals process relating to assessment decisions. In the first instance, appeals against assessment decisions must be considered through the centre's own appeals procedure. Where the learner or centre remains dissatisfied, the matter may then be escalated in accordance with the GQA Appeals Policy and procedure.

Reasonable Adjustments and Special Considerations

GQA and its centres must ensure that assessment is accessible in accordance with relevant equality legislation and GQA policy. Reasonable adjustments and special consideration are controlled adjustments to standard assessment arrangements and must be applied in a way that does not compromise the validity, reliability or comparability of assessment outcomes. Centres must ensure that requests are identified, evidenced, recorded and managed in line with GQA procedures.

RPL

Recognition of Prior Learning (RPL) allows learners to demonstrate that they have already met the requirements of a unit through prior learning or experience.

Centres must ensure that any RPL claims are supported by valid, authentic, sufficient and current evidence.

RPL must not be used where it would undermine the requirement for learners to demonstrate current, applied competence within their organisational context. Centres must operate RPL arrangements in line with GQA requirements and must retain auditable evidence of all RPL decisions.

4: Unit content

This section provides details of the structure and content of this qualification and full unit content.

Title	Principles of Health and Safety Legislation and Regulatory Frameworks		
Unit number	L/652/1035		
GLH	50	TQT	130
Level	5	Credit value	13
Unit aim	The aim of this unit is to develop the learner's knowledge and understanding of the structure, hierarchy and operation of Health and Safety legislation and regulatory frameworks within the United Kingdom. This unit establishes the statutory and governance knowledge that underpins higher-level competence assessed in other units within the qualification. It focuses exclusively on understanding the legal and regulatory framework governing occupational Health and Safety, rather than the design, implementation or management of organisational systems.		

Learning outcome	Assessment criteria	
1. Understand the structure and hierarchy of UK Health and Safety law	1.1	Explain the purpose and scope of the primary legislation governing occupational Health and Safety in the United Kingdom.
	1.2	Describe the relationship between primary legislation, secondary legislation and supporting regulations.
	1.3	Distinguish between statutory instruments, Approved Codes of Practice (ACOPs) and non-statutory guidance.
	1.4	Outline the role of regulatory authorities responsible for enforcing Health and Safety law in the United Kingdom.
	1.5	Evaluate the nature and extent of compliance obligations for each level in the hierarchy of legal requirements and guidance.
	1.6	Interpret the implications of the principle of "so far as is reasonably practicable" in determining statutory duties.
2. Understand the organisation's statutory duties and accountability in Health and Safety	2.1	Describe the general duties placed on the organisation under UK Health and Safety law.
	2.2	Describe the duties placed on employees and other persons at the organisation under UK Health and Safety law.
	2.3	Outline the responsibilities of duty holders within the organisation and their accountability within the statutory framework.
	2.4	Critically analyse the legal responsibilities of directors and senior leaders in relation to Health and Safety compliance, including accountability for meeting statutory duties.
	2.5	Distinguish between individual and corporate liability in Health and Safety matters.
3 Understand enforcement, liability and regulatory mechanisms	3.1	Outline the enforcement powers available to regulatory authorities under UK Health and Safety law.
	3.2	Describe the types of enforcement action that may be taken in response to non-compliance.
	3.3	Explain the distinction between criminal and civil liability in

		Health and Safety cases.
	3.4	Describe the potential consequences of breaches of Health and Safety law for organisations and individuals.
	3.5	Evaluate the purpose of statutory reporting requirements within the regulatory framework.
4. Understand the relationship between legal requirements and organisational governance	4.1	Explain how statutory Health and Safety duties influence organisational governance structures, oversight mechanisms and lines of accountability.
	4.2	Describe the relationship between legal compliance and organisational Health and Safety policy.
	4.3	Outline how legal requirements inform the structure and purpose of organisational Health and Safety management systems.
	4.4	Evaluate the importance of documentation, record-keeping, audit trails and accountability mechanisms in demonstrating legal compliance.
	4.5	Distinguish between compliance with minimum legal standards and adoption of recognised good practice, including ethical considerations in organisational decision-making.
	4.6	Analyse the potential organisational and strategic implications of changes in occupational Health and Safety legislation, including impacts on organisational sustainability and long-term performance.

Title	Promote a positive Health and Safety culture in your organisation		
Unit number	M/652/1036		
GLH	90	TQT	90
Level	5	Credit value	9
Unit aim	.The aim of this unit is to develop the knowledge, skills and professional behaviours needed to influence, promote and sustain a positive Health and Safety culture within the learner's own organisation. Learners will apply and evaluate methods of communication, stakeholder engagement and professional development to strengthen workplace culture, improve performance and enhance employee wellbeing.		

Learning outcome	Assessment criteria
1. Understand how communication and engagement influence individuals and stakeholders to support a positive Health and Safety culture within your organisation.	1.1 Analyse three communication methods used within the organisation to convey the benefits of a positive Health and Safety culture.
	1.2 Evaluate the effectiveness of Health and Safety information when shared with different audiences across the organisation (for example senior leaders, managers, supervisors, frontline staff or external stakeholders).
	1.3 Evaluate three communication methods used within the organisation to share Health and Safety information, explaining which are most effective and why.
2. Be able to implement and facilitate communication and engagement methods to promote a positive Health and Safety culture within the organisation.	2.1 Apply two communication methods to promote the benefits of a positive Health and Safety culture within the organisation.
	2.2 Apply two influencing or engagement techniques to gain commitment from key stakeholders, including senior managers, to promote a positive Health and Safety culture.
	2.3 Use two communication methods consistently to share Health and Safety updates and information within the organisation.
	2.4 Evaluate how effectively those communication methods meet the needs of different audiences in terms of clarity, relevance and engagement.
	2.5 Implement two methods to address identified factors that create resistance to change within the organisation's Health and Safety culture.
	2.6 Facilitate two structured communication or engagement activities to encourage participation and reinforce a positive Health and Safety culture within the organisation.
3 Understand the value and impact of a positive Health and Safety culture across organisations.	3.1 Analyse three benefits of a positive Health and Safety culture for both A. an organisation, and B. its people, using evidence to support conclusions.
	3.2 3.2 Evaluate two key benefits of a positive Health and Safety culture for both A. an organisation, and B. its people, explaining how these benefits contribute to overall performance and wellbeing.

3.	Understand the value and impact of a positive Health and Safety culture across organisations.	3.3	Analyse organisational arrangements that support the development and maintenance of a positive Health and Safety culture.
4.	Understand how to build effective working relationships with individuals and teams to promote a positive Health and Safety culture within the organisation.	4.1	Evaluate three stakeholders within your sphere of influence, including A. internal stakeholders, and B. external stakeholders such as contractors, explaining their influence and interest in Health and Safety.
5.	Be able to build and maintain effective working relationships with individuals and teams to promote a positive Health and Safety culture within the organisation.	5.1	Demonstrate how both A. internal, and B. external stakeholders are prioritised according to their A. influence, and B. interest.
		5.2	Apply two strategies to build effective relationships that support a positive Health and Safety culture.
		5.3	5.3 Demonstrate the ability to provide accurate advice, guidance and support to both A. internal, and B. external stakeholders.
		5.4	Evaluate the impact of two actions you have taken to promote a positive Health and Safety culture in your organisation.
		5.5	Evaluate two opportunities to extend professional networks that could support your organisation's Health and Safety culture.
		5.6	Apply two influencing strategies to strengthen stakeholder commitment to a positive Health and Safety culture.
		5.7	Identify and promote a champion within your organisation to support and drive a positive Health and Safety culture
6.	Be able to evaluate and improve your organisation's Health and Safety culture.	6.1	Critically evaluate your organisation's existing Health and Safety culture using A. data, B. feedback, and C. performance indicators to identify strengths and areas for improvement
		6.2	Analyse how current Health and Safety processes and procedures affect three different groups within your organisation.
		6.3	6.3 Evaluate the needs of two groups within your organisation in relation to A. engagement, and B. compliance, with its Health and Safety culture.
		6.4	Recommend two actions to improve the engagement and compliance of each group evaluated in 6.3.
		6.5	Evaluate how external factors including A. regulations, B. technology, and C. social influences shape or sustain the organisation's Health and Safety culture

7.	Be able to contribute to the organisation's approach to continuous professional development (CPD) and competence in Health and Safety.	7.1	Identify or source training and development activity to support two competence needs relevant to the organisation's Health and Safety culture.
		7.2	Evaluate the effectiveness of training and development activities implemented to support the competence needs identified in 7.1.
		7.3	Maintain a detailed and reflective CPD record that demonstrates how learning and development activities have been applied to improve Health and Safety performance in the organisation.
		7.4	Evaluate how your own learning and professional development contribute to continuous improvement in the organisation's Health and Safety culture.

Title	Introduce and coordinate effective communication channels for Health and Safety information		
Unit number	Y/652/1039		
GLH	45	TQT	110
Level	5	Credit value	11
Unit aim	This unit develops the knowledge and skills required to design, coordinate and implement effective communication systems for organisational Health and Safety information. Learners will analyse communication needs, evaluate internal and external information requirements, apply appropriate communication methods, and scrutinise the performance of existing systems to support clear, accurate and timely Health and Safety communication across an organisation.		

Learning outcome	Assessment criteria	
1. Understand organisational and statutory requirements for Health and Safety information.	1.1	Analyse three sources of Health and Safety information relevant to the organisation.
	1.2	Analyse the organisation's statutory reporting and information-sharing obligations relating to Health and Safety.
	1.3	Critically evaluate internal and external information flows within the organisation.
	1.4	Evaluate external factors that may influence organisational Health and Safety communication systems.
2. Understand the organisation's statutory duties and accountability in Health and Safety	2.1	Identify how Health and Safety information is currently communicated in the organisation, specifically; A. Written communication, B. Verbal communication, and Digital communication (including different types of electronic media).
	2.2	Design a communication system that enables accurate and timely sharing of Health and Safety information across one area and / or department of the organisation.
	2.3	Coordinate the development of communication system components with relevant stakeholders.
3 Be able to implement and manage communication systems for internal and external Health and Safety information.	3.1	Implement the area and / or department communication system to distribute accurate and timely Health and Safety information to internal stakeholders.
	3.2	Deploy appropriate communication methods to share relevant Health and Safety information with external stakeholders relevant to that organisational area and / or department
	3.3	Manage the operation of the Health and Safety communication system within the defined organisational area and / or department
	3.4	Maintain accurate records of Health and Safety communications in line with organisational requirements.
	3.5	Demonstrate how communication activities support the organisation's Health and Safety culture and policy, including influencing stakeholder understanding and behaviours.

4.	Understand the relationship between legal requirements and organisational governance	4.1	Review the performance of the pilot area and / or department Health and Safety communication system, separating the performance by internal and external stakeholders.
		4.2	Analyse feedback and data to identify gaps and risks in the piloted area and / or department communication system.
		4.3	Evaluate the impact of implemented improvements on organisational Health and Safety communication.
		4.4	Recommend improvements to strengthen the effectiveness of the piloted area and / or department communication system..

Title	Monitor and maintain individual and organisational competence in Health and Safety matters		
Unit number	F/652/1040		
GLH	45	TQT	90
Level	5	Credit value	9
Unit aim	This unit develops the skills and knowledge required to assess Health and Safety competence within an organisation, identify gaps, and coordinate appropriate training and development activities. Learners will analyse role and task requirements, evaluate individual and team capability, and support ongoing competence in line with recognised professional standards.		

Learning outcome	Assessment criteria	
1. Understand and analyse organisational functions, roles and factors that influence Health and Safety competence..	1.1	Critically analyse the organisation's structure in relation to functions, activities, tasks and job roles.
	1.2	Explain the principles of competence and how activity, task and job analysis contribute to identifying competence requirements.
	1.3	Explain organisational and individual Health and Safety competence requirements for one identified team or department.
	1.4	Explain how skills, knowledge, experience, behaviour and qualifications combine to establish Health and Safety capability and competence.
2. Be able to evaluate individual and organisational Health and Safety competence needs for one identified team or department.	2.1	Diagnose the Health and Safety competence needs of one identified team or department.
	2.2	Evaluate individual Health and Safety competence gaps within the identified team.
	2.3	Evaluate team-level and organisational-level competence needs relevant to the identified team or department.
	2.4	Apply appropriate tools (such as audits, checks or tests) to assess current competence levels.
	2.5	Justify solutions to address the identified competence needs of the team.
3 Be able to design and coordinate Health and Safety training and development solutions to meet identified competence needs.	3.1	Design a training and development solution to address the identified competence needs of one team or department.
	3.2	Plan the delivery of the training solution, considering budget, timescales and staff availability.
	3.3	Coordinate the delivery of the training or development activity through internal or external providers.
	3.4	Review and evaluate the effectiveness of the training or development activity against the identified competence needs.
4. Understand the relationship between legal requirements and organisational governance	4.1	Critically evaluate the outcomes of the training or development activity for the identified team or department.
	4.2	Critically analyse the impact of the training on individual and team competence.
	4.3	Identify any outstanding or emerging competence needs requiring further development.

4.	Understand the relationship between legal requirements and organisational governance	4.4	Propose actions to maintain and improve competence over time, considering sustainability and long-term organisational impact.
		4.5	Implement a Plan-Do-Check-Act (PDCA) cycle to capture feedback and support sustained competence improvement in response to organisational change.

Title	Identify, evaluate and manage Health and Safety risks		
Unit number	J/652/1042		
GLH	52	TQT	90
Level	6	Credit value	9
Unit aim	The aim of this unit is to develop the knowledge and skills required to identify and assess Health and Safety risks through workplace assessment, and to implement and review proportionate risk control measures within the organisation..		

Learning outcome	Assessment criteria
1. Understand the principles and organisational requirements for identifying, assessing and controlling Health and Safety risks.	1.1 Analyse how Health and Safety hazards, including workplace health risks, are identified within the organisation.
	1.2 Evaluate principles and methodologies used for risk identification and profiling.
	1.3 Explain external factors influencing hazard identification, including A. statutory requirements, B. organisational risk appetite and Quality Management Systems (QMS) documentation needs.
	1.4 Analyse the A purpose and B organisational role of risk assessment in managing Health and Safety risks.
	1.5 Evaluate the principles of risk control strategies, including A. the hierarchy of control, B. occupational health requirements, C. exposure limits and health surveillance expectations.
	1.6 Explain external factors influencing the selection and implementation of risk control measures
2. Be able to carry out a workplace risk assessment to identify hazards and evaluate Health and Safety risks.	2.1 Identify the organisational and legal requirements for conducting a workplace risk assessment.
	2.2 Conduct a workplace risk assessment audit to identify hazards and workplace health risks relevant to the working environment in accordance with organisational procedures and statutory requirements.
	2.3 Evaluate the risks associated with identified hazards using an appropriate methodology, taking account of A. human factors, such as; behaviour, competence, fatigue and, B environmental conditions.
	2.4 Assess hazards and risks in proposed or changed work activities, including new processes, equipment or locations.
	2.5 Record assessment findings and risk evaluations in accordance with organisational requirements.

3	Understand the principles and organisational requirements for managing Health and Safety risks.	3.1	Explain organisational responsibilities and governance arrangements for managing Health and Safety risks within the organisation's industry.
		3.2	Critically analyse factors that impact and influence organisational decision-making of risk tolerance including 1. human and 2. organisational.
		3.3	Evaluate organisational criteria used to approve and authorise risk control measures.
		3.4	Explain requirements for reviewing and maintaining effectiveness of risk controls including A. organisational procedures, B. statutory requirements, C. ethical considerations, D. impacts on occupational and / or individual health and wellbeing, and E. organisational priorities and resource constraints.
4.	Be able to implement and review risk control measures within the organisation.	4.1	Justify proportionate risk control measures based on the outcomes of risk assessment, taking account of A. organisational procedures, B. statutory requirements, C. ethical considerations, D. impacts on occupational and / or individual health and wellbeing, and E. organisational priorities and resource constraints.
		4.2	Implement risk control measures within the organisation in line with organisational procedures, statutory requirements and professional responsibilities.
		4.3	Communicate and influence the implementation of risk control measures to relevant stakeholders in a clear and accessible manner, ensuring 1. consideration of worker understanding, wellbeing and engagement, and 2. appropriate accountability and escalation where required.
		4.4	Verify that risk control measures have been implemented and are operating as intended using relevant organisational evidence and proportionate checks
		4.5	Review and update risk assessments and control measures in response to changes, findings or organisational learning, taking account of ethical considerations and organisational responsibilities.

Title	Design and introduce proactive monitoring systems for organisational Health and Safety		
Unit number	K/652/1043		
GLH	60	TQT	90
Level	6	Credit value	9
Unit aim	The aim of this unit is to develop the knowledge and skills required to design, implement and review proactive monitoring systems and communicate the outcomes of those monitoring activities to support organisational Health and Safety performance improvement.		

Learning outcome	Assessment criteria
1. Understand the principles and organisational requirements involved in designing and introducing proactive Health and Safety monitoring systems	1.1 Analyse how A. statutory requirements B. industry best practice and C. Quality Management System requirements influence the design, performance indicators and documentation of proactive monitoring systems
	1.2 Justify the need for proactive monitoring systems to support Health and Safety performance and improvement.
	1.3 Evaluate the purpose, nature and role of proactive Health and Safety monitoring systems.
	1.4 Critically analyse the A. types and B. functions of monitoring equipment used in proactive Health and Safety monitoring.
	1.5 Analyse the A. purpose and B. application of sampling approaches within proactive monitoring activities.
	1.6 Evaluate how different communication methods can be used to support proactive Health and Safety monitoring to different audiences.
2. Be able to carry out a workplace risk assessment to identify hazards and evaluate Health and Safety risks.	2.1 Design proactive workplace A. inspection and B. monitoring systems that comply with Health and Safety regulations and organisational requirements.
	2.2 Determine the A. methodology, B. frequency and C. monitoring equipment required for the inspection and monitoring systems
	2.3 Assess the competence requirements for personnel responsible for conducting inspection and monitoring activities.
	2.4 Analyse organisational and statutory Health and Safety records to inform the design and operation of proactive monitoring arrangements.

2.	Be able to carry out a workplace risk assessment to identify hazards and evaluate Health and Safety risks.	2.5	Plan the implementation of inspection and monitoring systems through A. collaboration and B. consultation with relevant stakeholders
		2.6	Record accurate and appropriate audit logs of inspection and monitoring activities and outcomes.
		2.7	Evaluate the effectiveness and suitability of organisational procedures for workplace observations and inspections used in proactive monitoring.
3	Be able to interpret and communicate proactive monitoring outcomes to support organisational improvement	3.1	Report on the outcomes of proactive Health and Safety performance monitoring within the organisation.
		3.2	Recommend evidence-based improvements to the organisation arising from proactive monitoring outcomes, taking account of relevant organisational learning where appropriate.
		3.3	Justify proactive monitoring conclusions and recommendations to relevant stakeholders within the organisation, including non-specialist audiences, in a clear and accessible manner to support organisational decision-making.

Title	Design and introduce reactive monitoring systems for organisational Health and Safety		
Unit number	L/652/1044		
GLH	60	TQT	90
Level	6	Credit value	9
Unit aim	The aim of this unit is to develop the knowledge and skills required to design, implement and manage reactive Health and Safety monitoring systems within the learner's organisation, including the reporting, investigation, analysis and communication of Health and Safety incident events to support organisational learning, performance improvement and regulatory compliance.		

Learning outcome	Assessment criteria	
1. Understand the principles and organisational requirements for reactive Health and Safety monitoring	1.1	Analyse the purpose and organisational role of reactive Health and Safety monitoring systems within an organisation.
	1.2	Critically analyse how different types of Health and Safety incident events contribute to reactive performance monitoring.
	1.3	Analyse factors that determine whether a Health and Safety incident event requires formal reporting and / or escalation within reactive monitoring systems.
	1.4	Evaluate external factors influencing reactive Health and Safety monitoring and investigation arrangements.
2. Be able to carry out a workplace risk assessment to identify hazards and evaluate Health and Safety risks.	2.1	Establish organisational criteria for Health and Safety incident events that require reporting within the organisation
	2.2	Design Health and Safety incident event reporting tools that meet organisational and regulatory requirements.
	2.3	Develop procedures for the reporting, recording and escalation of Health and Safety incident events within the organisation.
	2.4	Implement Health and Safety incident event reporting and recording systems within the organisation.
	2.5	Maintain accurate and appropriate records of Health and Safety incident events.
	2.6	Implement arrangements for reporting relevant Health and Safety incident events to regulatory authorities where required.
3 Be able to design and implement Health and Safety incident event investigation systems and procedures	3.1	Determine which Health and Safety incident events within the organisation require formal investigation.
	3.2	Analyse investigation procedures appropriate to the nature and severity of Health and Safety incident events.
	3.3	Implement Health and Safety incident event investigation arrangements within the organisation.
	3.4	Conduct Health and Safety incident event investigations using appropriate investigative techniques.
	3.5	Manage the communication of investigation findings to relevant organisational stakeholders.
	3.6	Manage the implementation of recommendations arising from Health and Safety incident event investigations.
	3.7	Maintain accurate and appropriate records of Health and Safety incident event investigation activities.

3.	Be able to design and implement Health and Safety incident event investigation systems and procedures	3.8	Apply relevant statutory reporting and investigation duties within the design and operation of reactive monitoring processes.
		3.9	Evaluate the financial and organisational impact of Health and safety incident events to support the prioritisation and justification of improvement actions.
4.	Be able to analyse Health and Safety incident event data to evaluate reactive Health and Safety performance	4.1	Analyse Health and Safety incident event data to identify trends, patterns and indicators of reactive performance.
		4.2	Interpret statistical and epidemiological analyses of Health and Safety incident event data to inform organisational risk-based decision-making.
		4.3	Present reactive monitoring data in appropriate numerical and graphical formats for organisational use.
		4.4	Maintain accurate records of reactive monitoring analyses to support organisational review and assurance.
5.	Be able to interpret and communicate reactive monitoring outcomes to stakeholders and regulators	5.1	Report reactive Health and Safety performance outcomes to relevant organisational stakeholders.
		5.2	Communicate reactive monitoring outcomes to non-specialist audiences in a clear and accessible manner.
		5.3	Recommend evidence-based improvements arising from reactive monitoring outcomes.
		5.4	Respond appropriately to regulatory authority requirements relating to reactive monitoring outcomes.

Title	Design and maintain response systems and procedures for dealing with Health and Safety emergencies		
Unit number	M/652/1045		
GLH	53	TQT	100
Level	6	Credit value	10
Unit aim	The aim of this unit is to develop the knowledge and skills required to design, implement and maintain organisational systems and procedures for Health and Safety emergency preparedness and response, including the coordination, testing and review of emergency response arrangements, in order to support organisational effectiveness, resilience and continual improvement within the organisation's wider Health and Safety management system.		

Learning outcome	Assessment criteria	
1. Understand the principles and organisational requirements for emergency preparedness and response.	1.1	Analyse the purpose and organisational role of emergency preparedness and response arrangements in maintaining business continuity and organisational resilience and long-term organisational impact.
	1.2	Evaluate foreseeable Health and Safety emergency scenarios relevant to an organisational context.
	1.3	Analyse organisational factors that influence the design of emergency response systems and procedures.
	1.4	Explain external factors influencing emergency response arrangements, including emergency services, regulators and stakeholders.
2. Be able to implement and manage Health and Safety emergency response systems and procedures within the organisation.	2.1	Determine the scope and objectives of emergency response systems required within the organisation.
	2.2	Manage Health and Safety emergency response procedures appropriate to identified emergency scenarios, ensuring actions taken are A. appropriate, B. proportionate, C. ethically justified and supportive of worker wellbeing during emergency situations.
	2.3	Apply relevant statutory duties to the design, implementation and review of organisational emergency preparedness arrangements.
	2.4	Establish roles, responsibilities and command arrangements for responding to Health and Safety emergencies.
	2.5	Manage communication and escalation arrangements for Health and Safety emergencies.
	2.6	Implement Health and Safety emergency response systems and procedures within the organisation.
3 Be able to test and maintain emergency response arrangements within the learner's organisation.	3.1	Plan the testing of emergency response arrangements through drills or exercises within the organisation.
	3.2	Conduct testing of emergency response arrangements through drills or exercises in line with planned arrangements.

3.	Be able to design and implement Health and Safety incident event investigation systems and procedures	3.3	Manage the delivery of information, instruction or training to support effective emergency response.
		3.4	Monitor the readiness and availability of emergency resources and equipment.
		3.5	Maintain emergency response arrangements to ensure continued effectiveness.
4.	Be able to review emergency response arrangements following exercises or incidents to support continual improvement within the organisation.	4.1	Review the effectiveness of emergency response arrangements following exercises or incidents.
		4.2	Analyse feedback, observations and outcomes to identify strengths and areas for improvement.
		4.3	Implement improvements to emergency response systems and procedures based on review outcomes, ensuring decisions: A. are ethically sound, B. demonstrate professional responsibility and accountability, and align with organisational and regulatory expectations.
		4.4	Maintain accurate records of emergency response reviews and resulting actions.

Title	Review systems for organisational Health and Safety management		
Unit number	R/652/1046		
GLH	36	TQT	100
Level	6	Credit value	10
Unit aim	The aim of this unit is to develop the knowledge and skills required to review organisational Health and Safety management systems, manage improvement actions arising from review and confirm the effectiveness of those actions. The unit reflects the organisational Health and Safety management system cycle, including system review, implementation of improvements and assurance of effectiveness. It focuses on how review findings are translated into organisational improvement actions and how the effectiveness of those actions is subsequently confirmed.		

Learning outcome	Assessment criteria	
1. Be able to review the organisational Health and Safety management system to evaluate effectiveness, efficiency and cost effectiveness.	1.1	Analyse the structure and components of the organisational Health and Safety management system in preparation for review.
	1.2	Evaluate the essential aspects required for an effective organisational Health and Safety management system, including how effectively the system supports organisational objectives and strategic priorities.
	1.3	Analyse external factors influencing the organisational Health and Safety management system review processes, including A. statutory requirements, B. industry good practice and reporting and documentation quality requirements.
	1.4	Justify how and when each aspect of the organisational Health and Safety management system should be reviewed.
2. Be able to manage and oversee the implementation of changes to the organisational Health and Safety management system.	2.1	Develop a plan to manage changes arising from the organisational Health and Safety management system review.
	2.2	Following the review, advise and influence appropriate stakeholders of any amendments required to improve the effectiveness and efficiency of the organisational Health and Safety management system based on A. performance data, B. monitoring outputs and C. review findings, including implications for professional competence where relevant.
	2.3	Maintain accurate and auditable records of the A. review outcomes, B. Implementation decisions and subsequent actions.
3 Be able to confirm that organisational Health and Safety management systems are operating as intended following the implementation of improvement actions.	3.1	Monitor the implementation of changes using A. performance data, B. monitoring information and C. relevant system evidence to determine whether further review or action is required.

3. Be able to confirm that organisational Health and Safety management systems are operating as intended following the implementation of improvement actions.	3.2	Assess the operational effectiveness of the organisational Health and Safety management system using A. performance data, B. monitoring outputs and C. relevant system evidence following implemented changes.
	3.3	Assess the efficiency and cost effectiveness of the organisational Health and Safety management system following implemented changes in the context of A. organisational sustainability, B. business objectives and resource constraints.
	3.4	Confirm whether the organisational Health and Safety management system is operating as intended based on A. analysis of performance data, B. monitoring outputs, and C. the outcomes of effectiveness and efficiency assessments undertaken.

Title	Research, evaluate and maintain current Health and Safety best practice		
Unit number	T/652/1047		
GLH	60	TQT	100
Level	5	Credit value	10
Unit aim	The aim of this unit is to develop the knowledge and skills required to research, evaluate and maintain current professional knowledge of Health and Safety practice, and to apply that knowledge to support effective professional practice within the learner's organisational context.		

Learning outcome	Assessment criteria
1. Understand how to identify, evaluate and maintain current Health and Safety knowledge.	1.1 Analyse the credibility and reliability of a range of Health and Safety information sources.
	1.2 Evaluate the strengths and limitations of different types of Health and Safety information sources.
	1.3 Explain how to determine whether Health and Safety information is current, appropriate and applicable to professional practice within an organisational context.
2. Be able to research and maintain current professional knowledge of Health and Safety practice.	2.1 Identify reliable internal and external sources of information used within the learner's organisation or professional role to monitor updates and developments in Health and Safety practice.
	2.2 Review recent developments in Health and Safety practice and determine their relevance to the learner's professional practice within their organisational context.
	2.3 Evaluate the potential implications of relevant Health and Safety developments for the learner's professional practice within their organisation
	2.4 Reflect on own professional development needs arising from current and emerging Health and Safety practice in relation to the learner's role and responsibilities within their organisation.
	2.5 Maintain an accurate and up-to-date continuing professional development (CPD) record demonstrating ongoing professional learning and reflection.
3 Be able to apply current Health and Safety knowledge to support professional practice and promote a positive Health and Safety culture.	3.1 Identify opportunities within the organisation to share relevant Health and Safety knowledge to support professional practice.
	3.2 Communicate relevant Health and Safety developments within the organisation in a manner appropriate to the audience and organisational context.
	3.3 Contribute to professional or organisational forums relevant to the learner's role through informed professional engagement.

Title	Design and introduce an organisational Health and Safety policy		
Unit number	R/652/1037		
GLH	62	TQT	110
Level	6	Credit value	11
Unit aim	This unit focuses on the design and introduction of a new organisational Health and Safety policy where no suitable existing policy framework is in place. It does not assess the review or revision of an existing policy, which is addressed in HS3B. This unit enables learners to demonstrate strategic, analytical and leadership capability through the design and introduction of a new organisational Health and Safety policy within their own professional context. Learner's research legal and workplace requirements, engage stakeholders, and lead the creation of a policy that reflects their organisation's structure, risks and culture. Evidence must be generated through the learner's own workplace practice.		

Learning outcome	Assessment criteria	
1. Be able to apply established statutory and regulatory principles to the design and introduction of organisational Health and Safety policy.	1.1	Analyse how the organisation's structure determines the application of Health and Safety legislation.
	1.2	Evaluate statutory, workplace and best-practice requirements influencing the organisation's operations.
	1.3	Interpret the implications of two genuine external stakeholder roles for organisational Health and Safety compliance.
2. Understand the need, purpose, and structure of a Health and Safety Policy	2.1	Explain the purpose of a policy within the organisation.
	2.2	Explain the structural components required within a Health and Safety policy to ensure legal compliance and organisational clarity.
	2.3	Evaluate the potential implications of an inadequate or absent Health and Safety Policy in relation to A. the organisation, and B. individuals.
3 Understand the principles for designing and introducing a new organisational Health and Safety policy	3.1	Explain the strategic purpose and governance role of an organisational Health and Safety policy within the organisation's business strategy and objectives.
	3.2	Analyse three methods used to research Health and Safety practices prior to policy creation.
	3.3	Evaluate two approaches for embedding Health and Safety values across a diverse workforce.
	3.4	Explain how consultation and feedback from actual organisational stakeholders will inform the introduction and refinement of the new Health and Safety policy.
4. Be able to design a new organisational Health and Safety policy in professional practice	4.1	Produce a draft policy aligned to legal and organisational priorities.
	4.2	Produce a refined draft policy following stakeholder consultation.
	4.3	Explain the process used to secure approval or sign-off through governance structures in the organisation.

4.	Be able to design a new organisational Health and Safety policy in professional practice	4.4	Create a communication and implementation strategy suitable for the workforce.
		4.5	Create a final policy statement that articulates corporate intent, compliance obligations, and commitment to ethical and socially responsible practice.
5.	Be able to implement and evaluate the introduction of a new workplace Health and Safety policy	5.1	Create a plan to implement the new organisational policy, defining A. stages, B. responsibilities and C. resource requirements in alignment with organisational priorities.
		5.2	Implement the launch and promotion of the new policy, once approved.
		5.3	Demonstrate leadership support during the implementation of an organisational Health and Safety policy.
		5.4	Evaluate the impact of the new Health and Safety Policy using: A. relevant organisational evidence relating to policy implementation, and B. stakeholder feedback, in relation to organisational objectives.
		5.5	Based on your findings in 5.4 , justify three improvement actions to strengthen future policy performance, either through A. strengthening underperforming areas of the policy, and / or B. developing policy articles that respond to identified policy gaps.

Title	Review and update an organisational Health and Safety policy		
Unit number	T/652/10378		
GLH	62	TQT	110
Level	6	Credit value	11
Unit aim	This unit assumes the existence of an organisational Health and Safety policy that requires review, revision and improvement. It does not assess the creation of a policy from first principles, which is addressed in HS3A. This unit enables learners to demonstrate strategic, analytical and leadership capability through the review and update of an existing organisational Health and Safety policy within their own professional context. Learners research and evaluate legal and workplace requirements, engage stakeholders, and lead the revision of a policy that reflects their organisation's structure, risks and culture. Evidence must come from the learner's workplace practice.		

Learning outcome	Assessment criteria	
1. Be able to analyse statutory and workplace Health and Safety requirements relevant to the organisation	1.1	Analyse how organisational structure determines the application of Health and Safety legislation.
	1.2	Evaluate statutory, workplace and best-practice requirements influencing the organisation's operations.
	1.3	Interpret the implications of two genuine external stakeholder roles for organisational Health and Safety compliance.
2. Understand the need, purpose and process for reviewing and updating a Health and Safety Policy	2.1	Explain the purpose of a policy review within the organisation.
	2.2	Evaluate the current Health and Safety policy against best practice, covering for example; personnel / on site risks, arrangements, risk assessments, auditing, monitoring, etc relevant to the organisation.
	2.3	Evaluate the potential implications of an outdated or non-compliant Health and Safety Policy in relation to A. the organisation, and B. individuals.
3 Understand the principles for reviewing, revising and re-introducing an updated organisational Health and Safety Policy	3.1	Explain the strategic purpose and governance role of an organisational Health and Safety Policy within the organisation's business strategy and objectives.
	3.2	Analyse three methods used to research Health and Safety practices to support a policy review or update.
	3.3	Evaluate two approaches for embedding Health and Safety values across a diverse workforce.
	3.4	Compare two techniques for achieving stakeholder commitment during introduction.
4. Be able to revise and update the organisational Health and Safety policy in professional practice	4.1	Analyse the existing Health and Safety Policy to identify gaps.
	4.2	Produce a draft policy aligned to legal and organisational priorities.
	4.3	Produce a refined draft policy following stakeholder consultation.
	4.4	Explain the process used to secure approval or sign-off through governance structures in the organisation.

4. Be able to revise and update the organisational Health and Safety policy in professional practice	4.5	Create a communication and re-implementation strategy suitable for the workforce.
	4.6	Create a final policy statement that articulates corporate intent, compliance obligations, and commitment to ethical and socially responsible practice.
5. Be able to implement and evaluate the re-launch of an updated workplace Health and Safety Policy	5.1	Create a plan to implement the updated/revised organisational policy, defining A. stages, B. responsibilities and C. resource requirements in alignment with organisational priorities.
	5.2	Implement the launch and promotion of the updated/revised policy, once approved.
	5.3	Demonstrate leadership support during the implementation of an updated/revised organisational Health and Safety policy.B. stakeholder feedback, in relation to organisational objectives.
	5.4	Evaluate the impact of the updated/revised Health and Safety Policy using: A. relevant organisational evidence relating to policy implementation, and B. stakeholder feedback, in relation to organisational objectives.
	5.5	Based on your findings in 5.4, justify three improvement actions to strengthen future policy performance, either through A. strengthening underperforming areas of the policy, and / or B. developing policy articles that respond to identified policy gaps.

5: Support

Support materials

The following support materials are available to assist with the delivery of this qualification and are available in GQAonline:

- learner's portfolio evidence log
- learning resources qualification summary sheet
- GQA e-portfolio which is available from GQA for Centres and Learners to use.

6. Contact us

GQA, Unit 1, 12 O'clock Court Attercliffe Road, Sheffield , S4 7WW

0114 2720033

Info@g-q-a.com