

Health, safety and wellbeing training for success

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Contents

Health, safety and wellbeing training for success	4	Health and wellbeing	22
		Managing occupational health and wellbeing	23
The courses	7	Social sustainability	24
Everyday safety	8	Managing sustainably	25
Working Safely	9	Environment for business	26
Managing Safely	10	Leading sustainably	27
Managing Safely refresher	11	Corporate business	28
Leading Safely	12	Corporate governance	29
Construction safety	14	Corporate risk essentials	30
Safety, health and environment for construction workers	15	Your training provider	31
Safety, health and environment for construction site managers	16		
Fire safety	18		
Fire safety awareness	19		
Fire safety for managers	20		

“Part of our new health and safety plan was IOSH training which met the broad spectrum of disciplines at DFDS, including warehouse staff, port operatives and automotive roles... There’s a great benefit to reporting hazards, and getting the chance to put them right. And it’s IOSH training courses that really opened their eyes to that. Because what may be a near-miss today could be something more serious tomorrow.”

Andrew Hall, Health and Safety Advisor, DFDS Seaways PLC

Health, safety and wellbeing training for success

IOSH's training courses improve knowledge and skills in various aspects of health, safety and wellbeing – regardless of job role and level of organisational responsibility. They provide focused, challenging and valuable learning in key topics.

Whether you want to safeguard your organisation by complying with regulations, or secure competitive advantage by going beyond compliance, IOSH training will meet your needs.

You can be confident that anyone who attends an IOSH course will return more motivated, knowledgeable and capable of protecting their own and their colleagues' health, safety and wellbeing.

The courses meet the demand for high-quality, trusted and effective safety and health training, from organisations of all sizes working in every sector and location. They provide practical, inexpensive and powerful answers to business problems.

With the increased awareness and understanding they gain from the courses, your employees can help to create a positive safety and health culture for a more innovative, productive and sustainable workplace. Your investment in their training will be repaid in better business performance.

Choosing the right course

The breadth of the IOSH portfolio offers practical compliance solutions at an operational level and energising discussion with peers at a strategic level.

IOSH training courses have been developed with rigorous quality controls and the expertise of the most highly respected safety and health professionals – IOSH's members, who are grounded in all industries and from all parts of the world. Insights from our extensive links with business and thorough testing in the marketplace ensure that course content is relevant, current and responsive to individual and organisational needs.

You can select training necessary for an individual to carry out their role more effectively, whether at entry level, managerial level or leadership level.

Or you can choose to equip entire teams or business units with the knowledge and skills around a single topic so that they can understand how their different roles work together to create a healthier, safer and more socially sustainable workplace.

IOSH courses are also perfect for organisations who want all members of a management layer to receive the same training, as part of a specific occupational safety and health (OSH) initiative.

All IOSH courses are offered for delivery in English as the medium of instruction. However, several IOSH

courses are also available in other languages. Please enquire further with your training provider.

Course delivery

The courses work either as stand-alone units to meet particular training needs or as part of a structured portfolio that progressively develops the safety and health competence of an individual or team.

The modular format enables flexibility of training delivery to fit around your organisation's work patterns and priorities.

Because of our stringent quality criteria, only IOSH-licensed training providers can deliver the courses.

Tailored courses

As well as developing its own suite of training courses, IOSH can also work with you to tailor any of our courses to meet your specific organisational needs, whether it is for a particular industry or location. You may even like to adapt one of our courses to a particular job role. We'll help you to make sure that the tailored course has the same quality standards that you would expect from an IOSH product. Contact your training provider for more information.



“We wanted to develop a safety-first culture to help drive this change and needed a training product that was industry-recognised with a strong brand – which is why we chose IOSH.

Our strategy continues to deliver great results... We now view the IOSH training programmes as an integral part of developing a safety-first mindset. This isn't just about training – it's about creating a genuine safety culture within our business.”

**David Bennett-Bull, Commercial Director,
HSS Hire Group**



The learning experience

Course presentation is designed to be enjoyable, with both high-quality technical content and a focus on practice. The user-friendly materials avoid jargon and legal-speak to maximise inclusion.

Typically, courses include case study materials and stimuli for group discussion, as well as interactive quizzes and games. All participants receive a workbook with sections for notes.

You can be sure that your colleagues will receive a rich learning experience of a consistently high standard, offering excellent knowledge retention and practical application.

What next?

When you've selected the courses you'd like (your staff) to take, or if you'd like to find out more, contact the IOSH-approved training provider who gave you this brochure. (You'll find [their details on page 31](#) of this brochure.)

They'll discuss with you which courses will best meet your training needs, and arrange all the details with you: location, date and cost.

The courses

This table shows how the various IOSH training courses progress from one level to another, building knowledge, understanding and competence in each subject area.

	Staff	Managers/ supervisors	Leaders
Everyday safety	✔ Working Safely	✔ Managing Safely ✔ Managing Safely refresher	★ Leading Safely
Construction safety	✔ Safety, health and environment for construction workers	✔ Safety, health and environment for construction site managers	
Fire safety	✔ Fire safety awareness	✔ Fire safety for managers	
Health and wellbeing		★ Managing occupational health and wellbeing	
Social sustainability		★ Managing sustainably ★ Environment for business	★ Leading sustainably
Corporate business			★ Corporate governance ★ Corporate risk essentials

✔ Supporting compliance with legislation

★ Integrating OSH into business strategy

Everyday safety

Cutting corners on health and safety in working practices not only increases risk to workers, but ultimately prevents an organisation from achieving long-term objectives. Damage to reputation will eventually lead to lost business, a drain in the quality and capacity of the workforce and investors looking elsewhere.

Working safely is a responsibility not just for business owners and managers, but for all workers. Individually and collectively, everyone has a role to play in safeguarding their own and others' wellbeing at work.



Working Safely

Audience: Staff

Duration: equivalent to one day

IOSH Working Safely® aims to inspire workers to engage with health and safety at work. It's a high-impact programme designed to be fun and get people fully involved. Because the training is enjoyable and stimulating, the course communicates vital safety and health messages in ways that are memorable.

This course is for people working in any sector, at any level, who need a grounding in the essentials of safety and health. Everyone at work should understand why they must work safely.

The course demonstrates why everyone – both individually and collectively – has a responsibility for health and safety in the workplace.

Content

1. Introducing *Working Safely*
2. Defining hazard and risk
3. Identifying common hazards
4. Improving safety performance

Benefits to the organisation

- Increased worker awareness of hazard and risk
- Improved understanding of individual and collective responsibility for safety and health
- Positive changes to safety and health behaviour
- Improved productivity and performance

Managing Safely

Audience: Managers and supervisors

Duration: equivalent to three days

IOSH Managing Safely® is applicable to managers and supervisors in all industrial sectors, in organisations of any size. It highlights why safety and health is such an important part of their job. It is designed to bring managers up to speed on the practical actions they need to take to handle safety and health in their teams.

After the wake-up call of the COVID-19 pandemic, it's clear that occupational safety and health is not just a nice-to-have, but a key element of business management.

By ensuring that workers are not only safe and healthy but also contented and fulfilled, organisations can gain a reputation for being good employers, able to attract talent and loyalty.

This course shows how occupational safety and health must be an integral part of day-to-day business management and demonstrates how it can contribute to a positive workforce culture and a sustainable business.

Content

1. Introducing *Managing Safely*
2. Assessing risks
3. Controlling risks
4. Understanding responsibilities
5. Understanding hazards
6. Investigating incidents
7. Measuring performance

Benefits to the organisation

- Fewer hours lost due to sickness and accidents, resulting in greater productivity
- Improved, company-wide safety awareness culture and appreciation for health and safety
- Proactive staff involvement in improving the workplace
- Enhanced reputation in the supply chain
- Increased ability to recruit and retain staff

Managing Safely refresher

Audience: Managers and supervisors

Duration: equivalent to one day

To maintain their *IOSH Managing Safely*® certification, managers and supervisors must update their learning within a three-year window. The *Managing Safely refresher* course is designed to support them to achieve this.

Knowledge, of course, does not stand still. Work has changed radically, even over a short span of time, and work practices are constantly evolving.

The purpose of this short course is to renew knowledge by including the latest developments and to review knowledge of key parts of *Managing Safely*. Delegates learn how these fit into a safety and health management system. They will examine how the plan-do-check-act construct underpins this system, and the role played by leadership.

Content

1. Thinking back
2. Leadership
3. Plan
4. Do
5. Check
6. Act

Benefits to the organisation

- Greater productivity, from fewer hours lost due to sickness and accidents
- Improved company-wide safety awareness culture and appreciation of safety measures
- Active staff involvement to improve the workplace
- Enhanced reputation within the supply chain

Leading Safely

Audience: Leaders

Duration: equivalent to half day

IOSH Leading Safely® is aimed at organisational leaders such as senior managers, directors, heads of departments, board members, business owners and chief executives – wherever they are in the world.

Its objective is to convince leaders that effective safety and health management will create real and lasting business benefits. It calls on participants to make a personal commitment to changing safety and health behaviours and practices in their businesses.

The key learning aid is IOSH's recently developed 'Model of Safety', which outlines the various approaches to safety and health that organisations may adopt, according to their level of health and safety maturity.

Through discussion, debate and exercises, including benchmarking, gap analysis and case studies, leaders deepen their understanding of how to use their skills to drive their organisations to the next level in safety and health performance.

Content

1. Pre-course online materials
2. Diagnostic questionnaire
3. Optional e-learning module giving background information

Benefits to the organisation

- Reduced accident rates, absence and sick leave
- Increased productivity and profits
- Improved reputation among suppliers, clients and partners
- Reduced insurance premiums and legal costs
- Better business continuity

“Around 60 per cent of our operational workforce now holds an IOSH qualification. And we’re currently aiming for all colleagues to have completed either *Working Safely* or *Managing Safely*.

The immediate results are a significant reduction in both lost-time injuries and near-misses, and a progressive rise in the number of hazards being proactively spotted at our manufacturing sites. All colleagues are now fully aware that everyone has a professional responsibility to work safely.

Above all, the IOSH training programme is a strong commitment from a business, financial and time perspective.”

James Langley, Head of Health and Safety, Forterra

Construction safety

Over 60,000 people around the world die on construction sites every year, and there are 475 work-related accidents every minute. IOSH's courses on safety, health and environment (SHE) for workers and managers in construction set out to reduce accidents, illness and deaths in one of the world's most hazardous industries.



Safety, health and environment for construction workers

Audience: Construction workers

Duration: equivalent to one day

This course is for all construction workers, whether they work in a small firm or multinational corporation. It gives them core knowledge to stay safe and embeds the good understanding and techniques needed to keep others safe too.

Construction workers can put their acquired skills into practice, using a scenario and case study that develops during the course. A section tailored to local contexts raises awareness of relevant legislation, policy and practice.

The Construction Industries Training Board accepts this course as equivalent to the RQF Level 1/SCQF Level 4 Award in Health and Safety in a Construction Environment. The course aligns to the Build UK Training Standard. In-person completion of the course leads to the Construction Skills Certification Scheme Labourer card.

Unlike other construction courses, after taking this course there is no need to sit additional environmental courses. This saves time and expense by presenting high-value and high-quality training in two key areas.

Content

1. Managing health and safety issues to protect employees, contractors, neighbours and others
2. The basics of local law
3. The importance of risk assessments and method statements and their development
4. Site requirements for the welfare of construction workers
5. Hazards and controls in construction sites and activities
6. Site environmental management including management of waste and ecology

Benefits to the organisation

- Greater productivity as a result of fewer hours lost to sickness and accidents
- Improved company-wide safety awareness culture and appreciation for safety measures
- Proactive staff involvement in improving the workplace
- Enhanced reputation throughout the supply chain

Safety, health and environment for construction site managers

Audience: Construction managers and supervisors

Duration: equivalent to four to five days

Every manager needs to understand their safety and health responsibilities. One of the most critical places where this applies is on construction sites, where accidents, illness and deaths result in an annual financial cost to businesses of over £2 trillion. Good standards of management in health and safety, however, can prevent up to 70 per cent of accidents.

This course provides essential knowledge for anyone who oversees or manages safety, health and environmental risks associated with construction activities. It provides a step-by-step guide to understanding and managing the risks. Keeping your business healthy and safe with an effective training programme will enable you to reduce the cost of accidents and illness by up to 40 per cent.

The course aligns to the relevant Build UK Training Standard.

Content

1. Local law and enforcement
2. Preparing for work
3. General management of the site, workers and contractors
4. Managing environmental aspects and impacts
5. Principles of effective construction design and management
6. The key issues and control of working at height
7. Site requirements for the welfare of construction workers

Benefits to the organisation

- Increased ability to improve productivity by effective health and safety management
- Greater organisational integration of safety and health as a strategic management objective
- Enhanced ability to influence staff behaviour in health and safety
- Competitive advantage from reputational gains to win customers, retain talent and attract investment

“...Training products such as those from IOSH have helped change perceptions. And when that happens, it’s a powerful thing. So that’s why we’ll continue to use IOSH training – it’s been effective for our business and has definitely worked.

At the end of the day, everyone who works for us needs to return home safe and well. That’s why we remain so committed to safety and health.”

Sarah Kench, Joint Managing Director, Twinfix

Fire safety

Fire is, of course, highly destructive to property and goods – and a threat to life. Just about every working environment has the potential for a fire to occur, whether it contains hazardous materials or standard office stationery. IOSH's fire safety courses are essential in reducing the likelihood of a fire incident.



Fire safety awareness

Audience: Staff

Duration: equivalent to half day

Everyone at work has a duty to prevent fires. A fire safety culture is based on a shared set of positive attitudes, knowledge, perceptions and beliefs about fire prevention and fire protection.

Fire safety awareness helps provide a basis for developing among the workforce a culture of fire safety and fire prevention.

Content

1. Effective fire evacuation
2. Roles and responsibilities in a fire emergency
3. Fire and firefighting equipment
4. Identifying workplace fire hazards

Benefits to the organisation

- Improved organisation-wide fire safety awareness culture
- Appreciation of fire safety measures
- Active staff involvement to improve fire safety in the workplace
- Enhanced reputation in the supply chain

Fire safety for managers

Audience: Managers and supervisors

Duration: equivalent to one day

A sustainable workplace fire safety culture is based on a shared set of positive attitudes, knowledge, perceptions and beliefs about fire prevention and fire protection. An important step to achieving such a culture is to get the buy-in of managers, supervisors and team leaders.

Fire safety for managers gives managers and supervisors the knowledge and tools required to tackle fire safety issues. Case studies and practical exercises provide structures tests of fire prevention knowledge.

Content

1. Employers' responsibilities
2. Fire and fire safety measures
3. Assessing fire risks
4. Creating a fire safety culture

Benefits to the organisation

- Improved organisation-wide management of fire risks
- Integration of fire safety measures as part of a business management responsibility
- Active staff involvement to improve fire safety in the workplace
- Competitive advantage through reputational gain
- Enhanced ability to attract new customers and investment as a well-managed business

“Our supervisors are now talking about safety issues, with others keen to take the course. It’s because they’ve heard that the training is serious and constructive with strong assessments and engaging instructors. Feedback shows that delegates enjoy the presentation style, too.”

Hesham Alawi Abdullah, Head of Compliance, Aluminium Bahrain

Health and wellbeing

A modern organisation that is concerned about the working environment of its employees must consider not just safety but also health and wellbeing. While many are aware of the safety risks that may be associated with a workplace, work-related illness and disease make up a substantial proportion of days lost at work. In recent years there has also been a growing acceptance of the importance of good mental health in good and productive work.



Managing occupational health and wellbeing

Audience: Managers and supervisors

Duration: equivalent to one day

Health and wellbeing are a strategic consideration for businesses. Increasingly organisations need to focus not only on what they do but how they do it.

Sickness absence due to mental ill health alone is extremely costly. According to the World Health Organization, 15 per cent of working age adults worldwide in 2019 had a mental disorder, leading to an estimated 12 billion working days lost every year to depression and anxiety. That's around two and a half days' mental health absence for each worker globally.

An organisation that is healthy and well is more likely to be productive, innovative and competitive.

Managing occupational health and wellbeing explores the various types of work-related and non-work-related illness and how these can have an impact on work. Recognising that managing occupational health needs a collaborative approach, it looks at how to obtain expert help and understand the different kinds of assistance that are available to an organisation – internally and externally.

Content

1. A healthy company
2. Health risk assessment
3. Fitness for work
4. Wellbeing

Benefits to the organisation

- Managers better equipped to be effective in a modern workplace
- Improved, organisation-wide health awareness and appreciation for occupational health
- Fewer hours lost due to ill-health and reduced presenteeism
- A healthier and more productive workplace
- Proactive staff involvement to improve the workplace

Social sustainability

The COVID-19 pandemic prompted a major re-think about how we work. Occupational health and safety is no longer a peripheral afterthought, but key to business success.

While many businesses claim to understand that people are an essential part of their success, few actively nurture their human capital in an informed and systematic way.

Ensuring that workers are safe and healthy is now a bare minimum expectation. The best organisations also strive to keep their workers contented and fulfilled. As a result, they will gain a reputation for being good employers and will be able to attract and retain talent.

If organisations are to be socially sustainable in the long term, then occupational safety and health must play an increasingly important role.



Managing sustainably

Audience: Managers and supervisors

Duration: equivalent to two days

Managing sustainably aims to raise awareness of the value of human capital and show how OSH management can contribute to a positive workforce culture and a sustainable business.

This course is designed for managers and supervisors in all sectors globally who want to know how to gain competitive advantage from long-term business sustainability by putting their people at the centre of their thinking and planning. The course demonstrates the value of human capital. It shows how OSH links to the broader sustainability agenda and identifies how this can help to build and maintain a more sustainable business.

Content

1. The meaning of sustainability, human capital and the three inter-dependencies
2. The United Nations Sustainable Development Goals and how OSH relates to them
3. The meaning of a culture
4. The core OSH principles
5. Why tracking performance is important to social sustainability
6. Why good management is important to social sustainability

Benefits to the organisation

- Immediate payback: managers and supervisors return motivated and inspired, ready to introduce social sustainability principles to the organisation
- Managers and supervisors use their learning to implement social sustainability measures and monitor performance

Environment for business

Audience: Managers and supervisors

Duration: equivalent to one day

The benefits to business of being more environmentally sustainable are significant. Developed with the support of leading environmental experts, this IOSH course gives decision-makers a clear overview of the economic benefits of the circular economy and equips them with the knowledge to explore the subject further to gain a competitive advantage for their business.

Increasingly their customers, investors and clients are demanding them to demonstrate how they are minimising their impact on the environment. Forward-looking organisations are going even further, and understanding how our changing environment will limit future productivity and competitiveness. At the same time, opportunities are arising that can create new sources of value.

Environment for business gives managers the latest understanding and practical guidance to integrate environmental management and sustainability into everyday business activity.

Content

1. What is meant by the term 'environment'
2. How the environment can impact upon organisations
3. How organisations can impact the environment
4. How organisations can minimise environmental risks and maximise sustainable opportunities

Benefits to the organisation

- Improved organisation-wide environment awareness culture
- Appreciation of environmental impact
- Active staff involvement to improve the workplace and organisational processes
- Enhanced reputation in your supply chain

Leading sustainably

Audience: Leaders

Duration: equivalent to half day

This course is designed for the top decision-makers in a business, whatever their sector or the size of their enterprise. It's for board members, directors and leaders seeking to gain competitive advantage from long-term business sustainability. They know that they must give full focus to their people if they're to achieve this.

Leading sustainably demonstrates the full value of human capital. It shows how occupational safety and health links to the broader sustainability agenda and identifies how good leadership in health and safety can help to build and maintain a more sustainable business.

Content

1. Sustainability, human capital and the three inter-dependencies
2. How sustainability can help transform your business
3. How OSH supports social sustainability
4. How OSH supports worker wellbeing and engagement
5. Inspirational leadership for positive occupational safety and health

Benefits to the organisation

- An understanding of what sustainability means to your business
- A clear idea of how OSH fits into social sustainability and staff retention
- An evaluation of your organisation's current position on OSH
- A powerful insight into why OSH is vital to staff wellbeing and engagement
- A full appreciation of the role of leadership in OSH

Corporate business

A responsible business must take into account how its operations affect its physical environment. It must also consider social sustainability and the effects of work on workers and the wider society.

IOSH's corporate business courses emphasise putting people at the heart of business. From this principle flows the need to manage the physical environment in which people live and work, and the necessity to consider the spectrum of risks that an organisation faces.



Corporate governance

Audience: Leaders

Duration: equivalent to one day

There is growing recognition that health and safety is essential to building a successful and sustainable business. Good governance of an organisation's occupational safety and health (OSH) management system is, therefore, an important dimension of business success.

Corporate governance explores ways in which occupational safety and health can be integrated into an organisation's existing corporate governance arrangements. Developing key elements of exemplary governance in safety and health is particularly timely, as organisations embark on embedding the international standard on occupational safety and health management systems, ISO 45001, into their business.

Senior decision-makers and business leaders will learn about their roles and responsibilities in relation to safety and health. They will gain key insights into how effective governance can help their organisation to take appropriate steps to oversee its health and safety performance.

Content

1. Relevance of good governance principles. The strategic implications of key principles and international standards. Where can corporate governance succeed and break down?
2. Applying the principles to occupational safety and health. Which elements of governance should be applied? What are the current trends?

Benefits to the organisation

- A long-term view of corporate social responsibility, with increased attractiveness to investors
- Enhanced reputation at a time of increased visibility of corporate conduct
- Good OSH standards promoted across the supply chain
- Preparation for non-financial reporting
- ISO 45001 standard embedded
- Greater senior leadership accountability to manage OSH risks effectively
- A move towards a people-centred organisation

Corporate risk essentials

Audience: Leaders

Duration: equivalent to one day

How is it possible to plan for a future that is fast-moving, fluid and largely unknown? *Corporate risk essentials* equips chief executives, board members and executive directors to understand, plan and implement a risk management culture as part of your organisation's governance. Intensive and activity-based, it will give them the skills to devise sustainable strategies for a rapidly changing world of work.

Participation in this challenging but insightful programme will help to future-proof your organisation. It will enable you to build structural and cultural resilience, and to create the conditions for continuing growth. Using ISO 31000 principles, it provides direction for integrating risk-based decision-making into your organisation's governance.

It will enable your most senior people to harness their skills and experience to analyse threat and to develop strategic, effective and practical responses.

Content

This course challenges participants to analyse whether their businesses are equipped for challenges of the future. It forces them to confront issues such as

1. How could a four-day week change your business?
2. How are your supply chains affected by a major communicable disease?
3. What is the price of your reputation and the costs of damage to it?
4. Will your next competitor even be human, or will artificial intelligence provide faster and cheaper services than you can?

Benefits to the organisation

Participants will be able to

- be confident in embracing changes in the world of work
- repurpose risks as opportunities
- set targets, strategise and explore the vital 'what ifs?'
- instil resilience, enhanced productivity and growth opportunities
- identify a competitive advantage

Your IOSH-approved training provider

Provider details

Contact Name

Telephone

Email

IOSH training provider no.

About IOSH Training

IOSH Training is the specialist learning delivery arm of IOSH Services Limited (ISL). ISL invests for the future, generating a surplus that is fully gift-aided to fund IOSH charitable activities.

ISL is a separate commercial entity whose activities are aligned to IOSH's charitable objects, providing training, education and consultancy support services to organisations and individuals seeking to enhance their knowledge and competence in safety and health at work.

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