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**TRAINING AND  
EVENTS FROM**



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Board in Occupational Safety  
and Health (NEBOSH)**

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# NEBOSH HSE Certificate in Health and Safety Leadership Excellence

## Qualification guide for Learners

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# Qualification overview

# Qualification overview

## Qualification key features

|   |   |
|---|---|
| Unit prefixes and title/s                 | Unit HSL1: Health and safety leadership   |
| Assessment                                | Type:<br>Reflective statements completed during the course on the HSE's five leadership values.   |
| Modes of study                            | Taught (face to face)<br>Open and distance learning<br>e-learning   |
| Notional learning hours                   | Taught hours: 7<br>Pre-course reading hours: 3  |
| Qualification level and number of credits | SCQF Level 6 with 1 credit (comparable to RQF Level 3)<br>Information on qualification levels and SCQF can be found on the <a href="#">'understanding qualifications'</a> page of the SCQF website. |
| Entry requirements                        | None  |
| Recommened minimum standards of English   | Equivalent to an International English Language Testing System score of 6.0 or higher in IELTS tests.<br>For further information consult the IELTS website <a href="#">here</a> .                   |
| Languages available                       | English   |
| Pass standard                             | Learners are required to complete all parts of the assessment to achieve a Pass.  |
| Qualification grades                      | Pass<br>Refer   |
| Parchment issue                           | Issued within 20 working days of the results declaration date.  |

# Qualification overview

## Who is the qualification designed for?

The NEBOSH HSE Certificate in Health and Safety Leadership Excellence (HSL) is designed to support leaders and aspiring leaders to gain a core understanding of how their behaviours and responsibilities directly impact health and safety management.

## Syllabus development and review

The syllabus has been reviewed and revised by NEBOSH and the HSE following input from key employers, learners, Learning Partners, and subject-matter experts.

## Benefits for you

The HSL looks at the factors and variables that can influence a person's ability to lead effectively. While also highlighting that health and safety is not just of moral importance, but also contributes to the achievement of objectives across the organisation, covering finance, operations, compliance, and governance.

Upon completion of the qualification, you will be able to:

- Positively influence the health and safety performance and culture of your workplace;
- Apply the Health and Safety Executive's leadership values for effective health and safety leadership;
- Demonstrate a range of appropriate leadership styles;

- Understand the influences of mental shortcuts, biases, habits, and beliefs on decision-making;
- Recognise indicators that assure the effective management of health and safety; and
- Recognise the impact of human failure on health and safety culture.

## Benefits for your employer

When you have achieved the HSL, you will make a real difference to the way things are done in your organisation. You will have the knowledge, understanding, and skills to implement valuable leadership techniques in the workplace, remain mindful of human failures, and build relationships with your colleagues. You will be able to help promote and influence a positive health and safety culture within your workplace.

## Achieving the qualification

The NEBOSH HSE Certificate in Health and Safety Leadership Excellence is assessed in the form of reflective statements which will be undertaken throughout the course.

## Re-sitting unit(s)

You may re-sit a unit if a 'Refer' result is received. There is no limit to the number of times you can re-sit units. A refund will not be given if you register to re-sit a unit before an original result is known.

# Qualification overview

## Great leaders never stop learning

Neil Fisher is currently a Health and Safety Practitioner at Network Rail. He is also an aspirational leader and an advocate of continuous lifelong learning, which he hopes will now take him to the next stage of his career.

“The Leadership Certificate is different to the other NEBOSH qualifications I’ve taken previously,” Neil told us. “You could say the others are more technical, which has really helped me in the practitioner roles I have had to date. The Leadership Certificate focuses more on increasing your personal impact as a leader in a health and safety context. For an aspiring leader like me, understanding how my actions and behaviours can affect performance, will only help me to champion health and safety better in the future.”

He added: “On the course, I was sat with a finance director and a managing director from other companies and it was fascinating to get their perspective. I have to say, we all took a lot from the day and I am sure the experience will help us be better influencers in the future.”



## Individual learner feedback

For more information on the assessment feedback provided for this qualification, please visit the NEBOSH website:

[How can I gain feedback on my performance to assist with future improvement?](#)

## Issue of qualification parchment

When you have achieved a ‘Pass’, you are considered to have completed your qualification. We will then dispatch your qualification parchment within 20 working days.

## Finding where to study

You can search for Learning Partners (the people that provide your training course) on our website:

[Where to study.](#)

Note: it is best to check directly with the Learning Partner for up-to-date information on course dates.

# Syllabus

# Syllabus

## Syllabus summary

| Element |   | Assessment  |
|---------|---|---|
| 1       | The foundations of health and safety leadership | Reflective statements completed during the course on the HSE's five leadership values |
| 2       | Human failure and decision-making               |   |
| 3       | Leadership                                      |   |

## Pre-course reading

To help you get more from your one-day course, you are required to undertake pre-course reading. Your Learning Partner will advise you on the types of issues that should be looked at prior to the course.

| Prior to the course, you should:   | Recommended reading time |
|--|--------------------------|
| <ul style="list-style-type: none"><li>• Read HSE IOD <i>INDG417. <a href="#">'Leading health and safety at work'</a></i></li><li>• Research your organisation's health and safety vision</li><li>• Research your organisation's key health and safety risks</li><li>• Understand what is included in your organisation's health and safety policy and the objectives that the policy sets.</li></ul> | 3 hours                  |



# Syllabus

## Learning outcomes and assessment criteria

| Learning outcome<br>You will be able to:  | Related content | Assessment criteria   | Assessment                |
|---|-----------------|---|---------------------------|
| Demonstrate the importance of health and safety leadership excellence   | <b>1.1</b>      | Outline the reasons for and benefits of health and safety leadership excellence, the importance of an agreed health and safety vision and the business benefits excellent health and safety leadership brings | Self-reflection exercises |
|   | <b>1.2</b>      | Discuss the moral, legal, and business reasons for good health and safety leadership  | Self-reflection exercises |
| Recognise indicators that can provide assurance to leadership teams that health and safety is being managed effectively | <b>1.3</b>      | Understand how leaders can gain assurance that health and safety is being managed effectively   | Self-reflection exercises |
| Model good leadership to positively influence health and safety culture   | <b>1.4</b>      | Explain how good leadership can positively influence health and safety culture  | Self-reflection exercises |
| Recognise the impact of human failure on health and safety culture  | <b>2.1</b>      | Understand how human failure can impact on health and safety culture  | Self-reflection exercises |
| Understand the impact of mental short cuts, biases, habits, and beliefs on the decision-making process                  | <b>2.2</b>      | Recognise how mental short cuts, biases, habits, and beliefs can influence the decision-making process  | Self-reflection exercises |
| Demonstrate a range of appropriate leadership styles  | <b>3.1</b>      | Outline different leadership styles, including transformational, authentic, resonant, and transactional   | Self-reflection exercises |

# Syllabus

| Learning outcome<br>You will be able to:  | Related content | Assessment criteria  | Assessment                |
|---|-----------------|--|---------------------------|
| Integrate the five values and supporting foundations of the HSE's health and safety leadership model within their professional practice | <b>3.2</b>      | Apply the five values and supporting foundations of the HSE's health and safety leadership model | Self-reflection exercises |
| Practice effective leadership communication to build relationships with the workforce   | <b>3.3</b>      | Explain how relationships with the workforce can be built by effective leadership communication  | Self-reflection exercises |