TRAINING AND EVENTS FROM HSE

nebosh

NEBOSH HSE Certificate in Health and Safety Leadership Excellence

Unit HSL1: Health and safety leadership

Lesson plan

Contents

General information 1

Element 1.1: 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 bring 2

Assessment Activity 1 3

Element 1.2: Discuss the moral, legal and business reasons for good health and safety leadership ..... **Error! Bookmark not defined.**

Element 1.3: Understand how leaders can gain assurance that health and safety is being managed effectively ..... **Error! Bookmark not defined.**

Element 1.4: Explain how good leadership can positively influence health and safety culture ..... **Error! Bookmark not defined.**

Assessment activity 2 ..... **Error! Bookmark not defined.**

Element 2.1: Understand how human failure can impact on decision making ..... **Error! Bookmark not defined.**

Assessment activity 3 ..... **Error! Bookmark not defined.**

Element 2.2: Recognise how mental shortcuts, biases, habits and beliefs can influence decision making process ..... **Error! Bookmark not defined.**

Element 3.1: Outline different leadership styles including transformational, authentic, resonant and transactional ..... **Error! Bookmark not defined.**

Element 3.2: Apply the five values and supporting foundations of the HSE's health and safety leadership model ..... **Error! Bookmark not defined.**

Assessment activity 4 ..... **Error! Bookmark not defined.**

Element 3.3: Explain how relationships with the workforce can be built by effective leadership communication ..... **Error! Bookmark not defined.**

Assessment activity 5 ..... **Error! Bookmark not defined.**

Last activity ..... **Error! Bookmark not defined.**

NEBOSH HSE Certificate in Health and Safety Leadership Excellence
Unit HSL1 Lesson Plan
Version: 2
Published: January 2024

General information

Tutor:	**Qualification title: NEBOSH HSE Certificate in Health and Safety Leadership Excellence**
Number of adult learners:	**Knowledge/ability assumed:** The qualification shows leaders how they can become better advocates and influencers in relation to health and safety and has been designed for senior business leaders or those aspiring to this position.
Lesson aims - *the aims of the session are to*: As per the guide to the NEBOSH HSE Certificate in Health and Safety Leadership Excellence https://www.nebosh.org.uk/qualifications/nebosh-hse-certificate-in-health-and-safety-leadership-excellence/	
Objectives (learning outcomes) - *by the end of the session learners should be able to*: As per the guide to the NEBOSH HSE Certificate in Health and Safety Leadership Excellence https://www.nebosh.org.uk/qualifications/nebosh-hse-certificate-in-health-and-safety-leadership-excellence/	
Assessment of Learning – *how will I tell whether learning has taken place? By:* Continuous assessment through Q&A, observation of discussions and the formal assessments, based on the leadership values, that will be marked by the appointed course tutor (internal assessor) throughout the course delivery https://www.nebosh.org.uk/qualifications/hsl1-guidance/	
Brief reasoning for the way the lesson has been planned: This lesson plan is very detailed but flexible - it should be tailored to a group's prior learning. There are more activities included than you could comfortably use, so just choose a selection, depending on time. The speed of progress may be more rapid with some groups than with others (this also depends on numbers too, of course). The emphasis should be on active learning (that is, where learners have to undertake activities which help them apply the learning and so help them construct their own understanding) and also giving feedback. Feedback is an essential part of assessment; it enables communication on performance, correction of misunderstandings, and reinforcement of good points but must of course be acted upon to make a difference. Feedback should be given not only from the teacher but also from learners – peer review of assessment responses is actively encouraged. ***Differentiation:*** some learners will be more advanced than others. Choose who should present what/scribing/feedback and what activities should be done by which learners sensitively depending on their experience and confidence (e.g. more challenge for the more confident learners). One aim is to build confidence – so giving positive feedback is a constant theme.	
Any constraints: • For small class sizes, you may have to adapt the group work – it will also take less time.	
Suggested equipment/aids to be used: • Computer, data projector, speakers (if necessary), screen, flipchart, flipchart pads, flipchart pens. Internet access is also desirable. • Use of a limited number of PowerPoint slides and supporting qualification textbook (as noted later in the lesson plan).	
Other notes For all activities the option is for a tutor led group discussion OR for the individual to consider the question/s (responses can be written against the relevant activity in the course book) and then get individuals to feedback to the group. All resources in the 'Aids and equipment' column are suggestions only. Learning partners can utilise any other resources which they feel would be appropriate for their audience eg, the video clips are suggestions only and the learning partner may wish to use other clips.	

Approximate timings	Content and tutor activity	Aids and equipment	Student activity
09:00 – 09:05	**Welcome and introductions** Include aims of the course, housekeeping arrangements etc. Introduce the five leadership values and supporting foundations details on the assessment.	Unit HSL1 Guidance and information document when talking about the assessment Slides	Open discussion and questions (if relevant) regarding the assessment
Element 1.1: 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 bring			
09:05 – 09:15	What is leadership (definition from CIPD included on the slide) **Activity**: the reasons for and benefits of effective health and safety leadership. Benefits of health and safety leadership and why it's important – reiterate results of activity. The message here is the expectations of stakeholders; if organisations don't self-regulate they may well find that they will get a call from the regulator in their country eg, the UK's Health and Safety Executive. **Activity**: what makes a good health and safety leader?. Behaviours/traits and the characteristics of a good health and safety leader. Emphasise that most good health and safety leaders will have these behaviour/traits without realising this. Discuss the behaviours/traits on slides and add any others which you may think are appropriate for the group. **Activity:** health and safety vision, what is it, what vision their organisation has and what is important to include in a health and safety vision. Health and safety vision (one of the HSE' Health and Safety Leadership Values) – what it is, why you need one and gaining buy in from all workers within the organisation.	Slides provided Course book Tutor led	Active listening and participation when required eg, activities and questioning the tutor as and when required.

Approximate timings	Content and tutor activity	Aids and equipment	Student activity
09:15 – 09:30	***Building and promoting a shared health and safety vision (Health and safety leadership value 1)*** Tutor to introduce the first leadership value and advise that this is the first part of the assessment. Tutor to explain what is required to achieve a shared health and safety vision. **Assessment Activity 1 (L1: *Building and promoting a shared health and safety vision)*** Suggested assessment time: 10 minutes	Tutor led Slides Course book Assessment introduction and instructions from tutor Unit HSL1 Guidance and information document Assessment sheet for L1 https://www.nebosh.org.uk/qualifications/hsl1-guidance/	Active listening and questioning when required. Completion of assessment activity 1