

## Overview

This standard identifies the requirements when supporting a healthy and safe workplace. This includes supporting the maintenance of health, safety and security in the workplace and contributing to working practices that are healthy and safe.

## Performance criteria

### *You must be able to:*

1. identify and agree the roles and responsibilities of yourself, individuals and others to support a healthy and safe workplace
2. follow health, safety and security procedures and risk assessments
3. maintain your own personal hygiene, health, and appearance to support a healthy and safe workplace
4. manage your own mental health and wellbeing and seek support for workplace concerns
5. contribute to security practices in the workplace
6. use workplace forms of identification and be aware of who is in the workplace
7. identify health and safety hazards in work environments
8. assess the risks associated with health and safety hazards
9. follow workplace processes to deal with identified risks in line with your role, responsibilities and location
10. support individuals or others involved in hazardous situations and secure any further assistance
11. carry out your roles and responsibilities to contribute to managing hazards until resolved or handed over
12. work in partnership with individuals and others to review and agree actions to prevent or minimise further hazards
13. use agreed actions and risk assessments to contribute to preventing or minimising hazards
14. contribute to preparing for emergency situations within your area of responsibility, in line with workplace procedures and risk assessments
15. contribute to records and reports required for supporting a healthy and safe workplace
16. reflect on how you carried out your roles and responsibilities to support a healthy and safe workplace, with feedback from others

## Knowledge and understanding

### *You need to know and understand:*

1. aspects of your own hygiene, health and appearance that can support a healthy and safe workplace
2. the role of infection prevention and control and personal protective equipment to support a healthy and safe workplace
3. how to maintain a healthy work-life balance and the impact this can have
4. the common causes of workplace stress
5. the importance of dignity, kindness and compassion when supporting a healthy and safe workplace
6. types of digital tools and devices that can support a healthy and safe workplace
7. the health, safety and security procedures and risk assessments to be followed in the workplace
8. the role of risk assessments to manage risks and support positive risk taking for individuals
9. the influence of neurodivergence and additional needs on health and safety risk assessments
10. different types of health and safety hazards that may occur in your workplace
11. different types of emergencies that may occur in your workplace
12. how your role, responsibilities and location influence how you deal with hazardous situations
13. how to assess and reduce risks during hazardous situations
14. how to support emotional regulation during hazardous and emergency situations
15. ways to support individuals and others during hazardous and emergency situations
16. how to apply trauma informed principles to support a healthy and safe workplace
17. your responsibility to keep yourself, individuals and others safe in the workplace
18. the influence of culture and background on perceptions of health and safety hazards
19. how to monitor who is in the workplace and where they are
20. key considerations when lone working in line with workplace procedures
21. types and frequency of emergency drills and how you contribute to preparing for emergency situations

- 22. the records and reports required for supporting a healthy and safe workplace
- 23. the relevant legal requirements, standards of practice, frameworks and guidance for supporting a healthy and safe workplace
- 24. the workplace requirements on equality, diversity, inclusion, and rights when supporting a healthy and safe workplace
- 25. how to work in partnership with others to support a healthy and safe workplace
- 26. how your personal experiences and unconscious bias may impact when supporting a healthy and safe workplace, and how to address this
- 27. the role of supervision, reflective practice and learning and development in supporting a healthy and safe workplace

---

## Glossary

The glossary for this National Occupational Standard is available on the Skills for Care and Development website.

**Developed by** Skills for Care & Development

---

**Version Number** 1

---

**Date Approved** 31 Jan 2026

---

**Indicative Review Date** 31 Jan 2031

---

**Validity** Current

---

**Status** Original

---

**Originating Organisation** Skills for Care & Development

---

**Original URN** HSCCLD22

---

**Relevant Occupations** Social Care and Childrens Care

---

**Suite** Health and Social Care & Childcare Learning and Development

---

**Keywords** Health and safety, Health and Social Care & Children's Care Learning and Development

---