

Overview

This standard identifies the requirements when you promote a healthy and safe workplace. This includes promoting health, safety and security in the workplace, supporting others to do so, and modelling 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 promote a healthy and safe workplace
2. access and follow health, safety and security procedures and risk assessments and support others to do so
3. maintain your own personal hygiene, health, and appearance to promote a healthy and safe workplace, and support others to do so
4. manage your own mental health and wellbeing
5. seek support for workplace concerns and support others to do so
6. model best practice to promote security in the workplace and support individuals and others to do so
7. promote the use of workplace forms of identification and be aware of who is in the workplace
8. identify health and safety hazards in the work environment, and support individuals and others to do so
9. assess and evaluate risks associated with identified hazards
10. manage identified risks in line with your role, responsibilities, location and workplace processes
11. support individuals or others involved in hazardous situations and secure any further assistance
12. carry out your roles and responsibilities to manage hazards until resolved or handed over
13. work in partnership with individuals and others to evaluate and agree actions to prevent or minimise further hazards
14. use agreed actions and risk assessments to prevent or minimise hazards and support others to do so
15. prepare for emergency situations within your area of responsibility, in line with workplace procedures and risk assessments
16. complete records and reports required for promoting a healthy and safe workplace
17. reflect on how you carried out your roles and responsibilities to promote a healthy and safe workplace

Knowledge and understanding

You need to know and understand:

1. aspects of your own hygiene, health and appearance that can promote 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 support others to do so
4. the common causes of workplace stress
5. the importance of dignity, kindness and compassion when promoting a healthy and safe workplace
6. how to use digital tools and devices to promote a healthy and safe workplace
7. how to access and follow health, safety and security procedures and risk assessments and support others to do so
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 manage risks during hazardous situations
14. how to support emotional regulation during hazardous and emergency situations
15. ways to support individuals and others during hazardous situations
16. how to apply trauma informed principles to promote 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, where they are and support others to do so
20. types of security concerns and how to deal with them
21. key consideration when lone working in line with workplace procedures
22. types and frequency of emergency drills and your role in preparing for

Promote a healthy and safe workplace

emergency situations

23. the role of risk assessments in preparing for emergency situations
24. the records and reports required for promoting a healthy and safe workplace
25. theories relevant to promoting a healthy and safe workplace
26. the relevant legal requirements, standards of practice, frameworks and guidance for promoting a healthy and safe workplace
27. the workplace requirements on equality, diversity, inclusion, and rights when promoting a healthy and safe workplace
28. how to work in partnership with others to promote a healthy and safe workplace
29. how your personal experiences and unconscious bias may impact when promoting a healthy and safe workplace, and how to address this
30. the role of supervision, reflective practice and learning and development in a healthy and safe workplace

Glossary

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

Promote a healthy and safe workplace

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 HSCCLD32

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
