



# Safety Leadership

*...a different perspective*

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18 May 2018



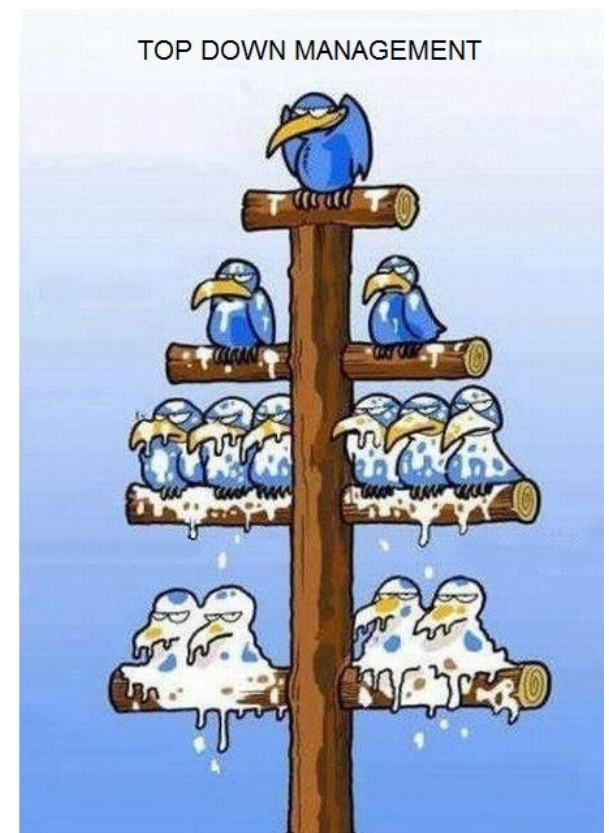
- This is a story about four people named: **Everybody**, **Somebody**, **Anybody**, and **Nobody**
- There was an important safety job to be done and **Everybody** was sure that **Somebody** would do it
- **Anybody** could have done it, but **Nobody** did it
- **Somebody** got angry about that, because it was **Everybody's** job
- **Everybody** thought **Anybody** could do it, but **Nobody** realized that **Everybody** wouldn't do it
- It ended up that **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have

**Who is accountable for safety in your organisation?**

# Management?

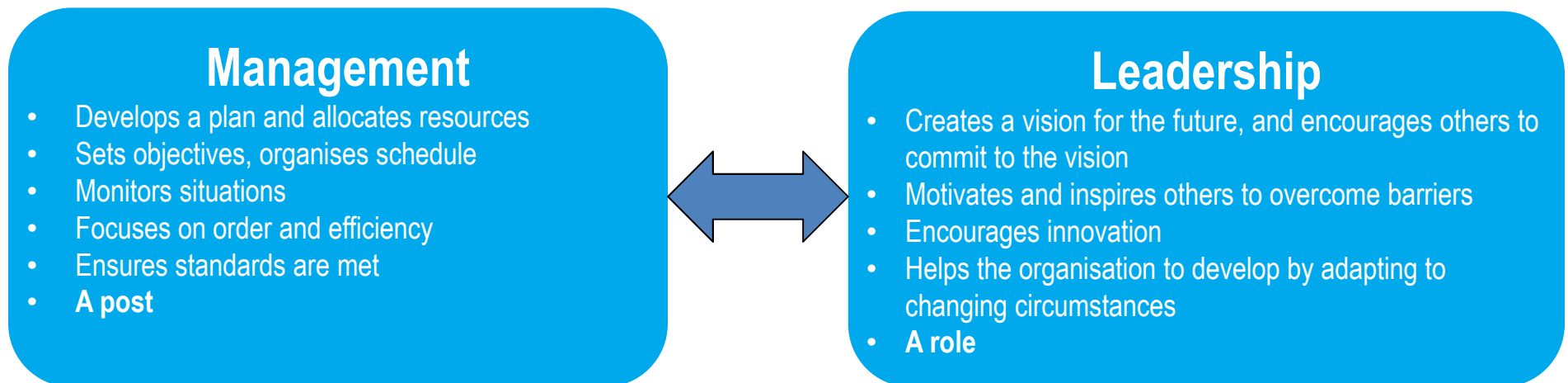
- The executives of an organisation, especially senior executives
- The person or persons controlling and directing the affairs of a business, institution, etc.

**Management = Leadership?**



# Leadership is not Management

- The terms 'leadership' and 'management' are often used interchangeably with safety leadership and management assumed to be the same individuals
- Management is an organizational skill
- Managers preside over processes, functions and programs



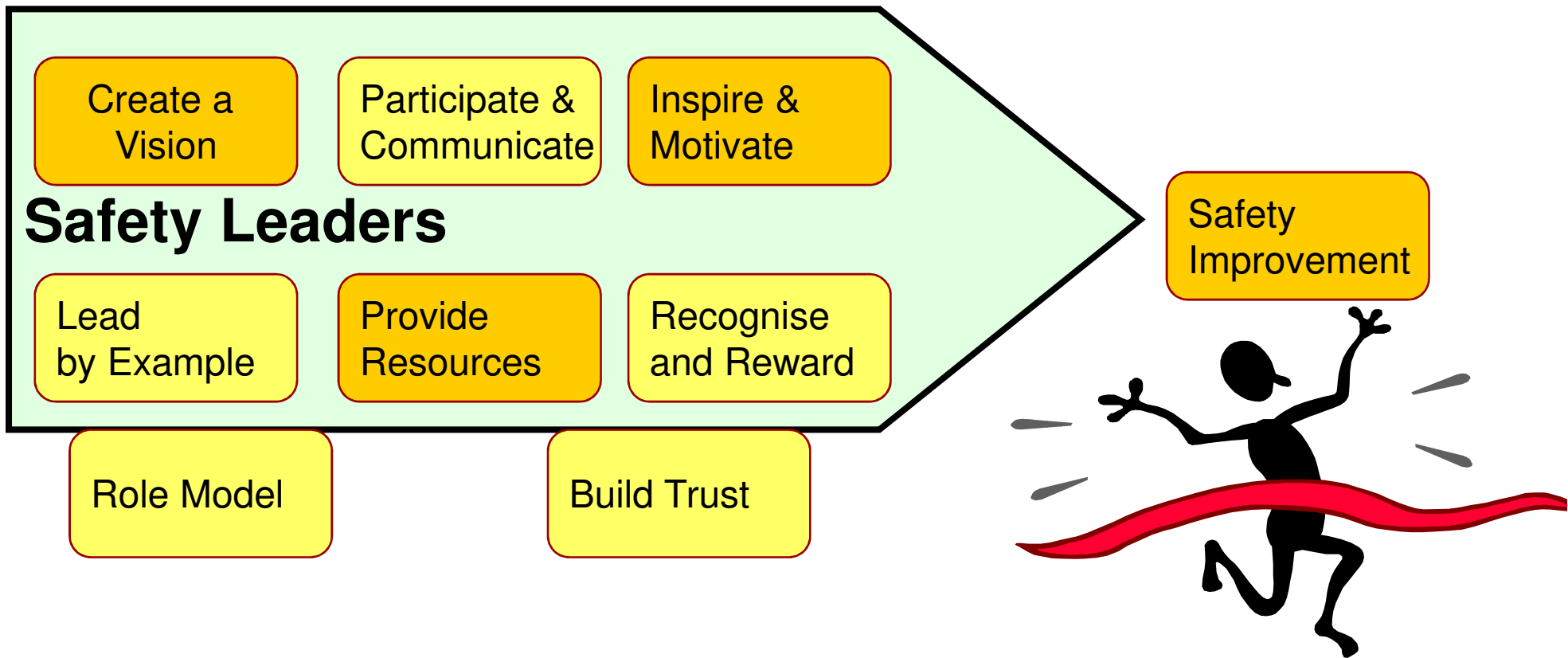
# What it Means to be a Safety Leader?

- **Leadership is not about the attributes of an individual, but rather their behaviours**
- **Safety leaders do not influence others through power, status, or authority. They demonstrate high Safety DNA and inspire/ influence their co-workers to do the same through their actions**
- **Safety leaders care enough about the organisation to take the actions that will keep themselves and others free from danger or injury through guidance, persuasion, direction, and setting the example**

# Everyone is a Safety Leader?

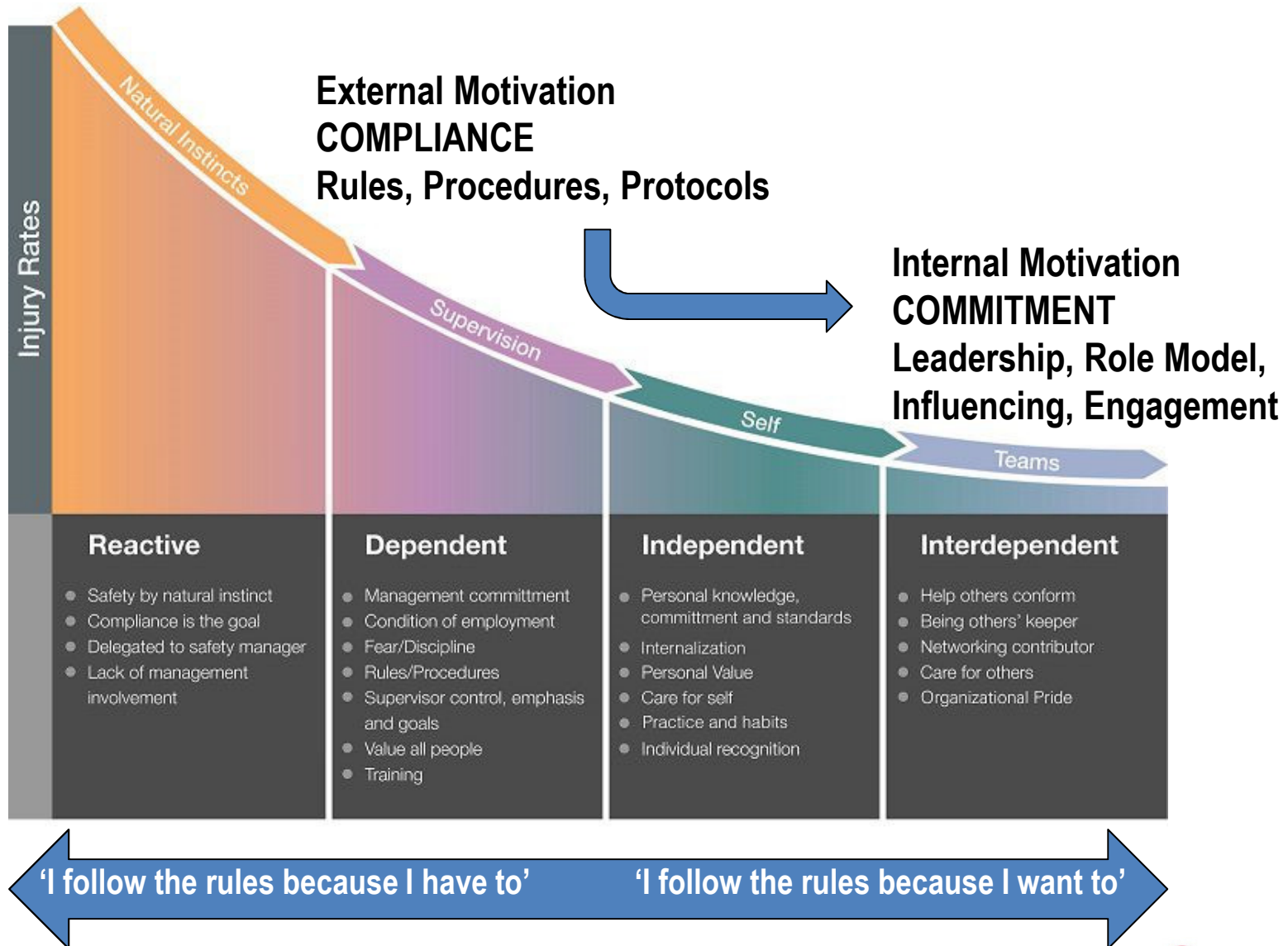
- **How to achieve it? Everyone should**
  - not accept low standards and risk-taking; be a role model to others
  - feel ownership for safety, and take responsibility for themselves and others
  - feel empowered to take action as needed to work safely
  - actively converse with others to understand their point of view
  - support and challenge each other
  - believe true improvement can only be achieved as a group
- **Expected outcome**
  - Employees empowered to stop their/others work if unsafe situation
  - Continuous improvement in safety performance
  - Aiming to provide an environment that brings zero harm to people

# Top Tips to become an Effective Health and Safety Leader



**I do it because I want to, not because I have to**

# The Bradley Curve





## Takeaways...

- **Any individual in an organization can be a safety leader**
- **It is crucial for organisations to have safety leaders at every job site, every department, every work team, etc., across levels of the structural hierarchy if they want to create a strong safety culture that leads to improved safety performance**
- **Your job as a Leader is as much about SAFETY as it is about productivity**
- **Ask for support whenever needed... demand it!**
- **If in doubt, STOP THE WORK**
- **Document your efforts**

**You do not lead by hitting people over the head... that's assault, not leadership**

**Pres. Dwight D. Eisenhower**



**iosh** Training and Skills

For safer and healthier working environments

**How to Become an  
IOSH Training  
Provider**

[iosh.co.uk/training](https://iosh.co.uk/training)

# Courses

Decide which course you would like.



## iosh Training and Skills™

iosh Training and Skills™  
Executive Education

**Leading Safely**

iosh Training and Skills™  
Management Education

**Managing Safely**  
**Managing Safely Refresher**  
**Fire Safety for Managers**  
**Environment for Business**  
**Level 3 Certificate in Safety and Health**  
**for Business**

iosh Training and Skills™  
Core Skills

**Working Safely**  
**Fire Safety Awareness**

TAILORED COURSES [Sector/Theme/Location]

**For safer and healthier working environments**

# Ensure your organisation meets the criteria:

## Nominated Member

Each organisation we approve must appoint someone to take on the role of Nominated Member.

- The nominated member must:
  - Be an employee of the company with line management responsibility
  - Be a member of IOSH
  - Make sure your training is delivered to a high quality
  - Make sure end of course assessments are marked correctly and fairly
  - Make sure that processes and procedures required by IOSH are carried out correctly

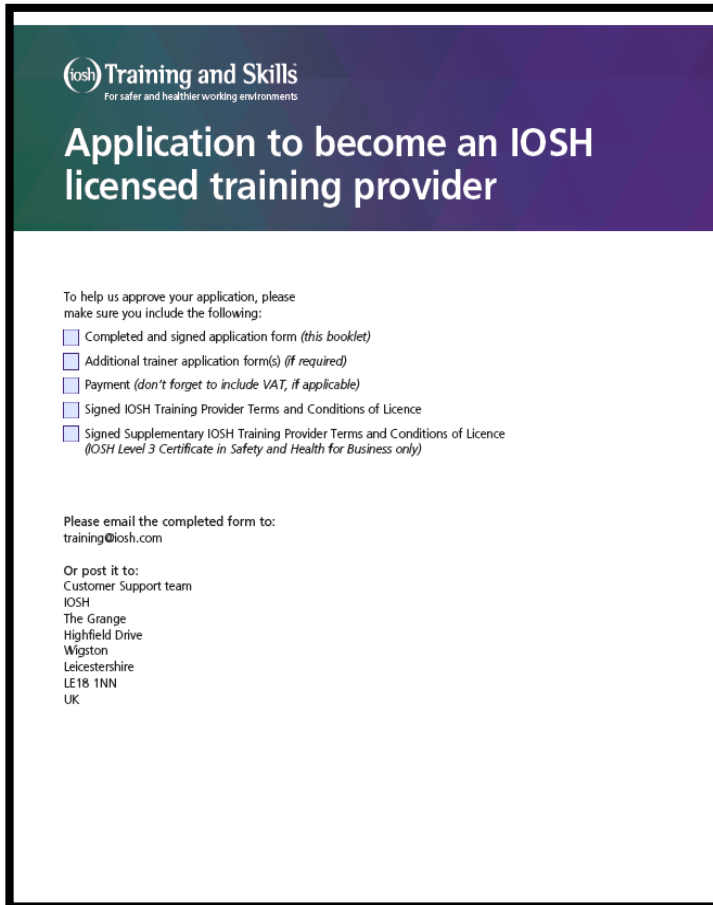
# Ensure your trainers meet the criteria:: Trainers

Everyone delivering an IOSH course must be approved by us.

- All trainers will need to have:
  - At least Technical membership of IOSH
  - A level 3 adult training qualification  
or
  - Two years substantial face to face training delivery experience
- Some specialist courses may have different requirements specifically to do with sector experience and level of IOSH membership.

# Application Form

Complete, sign and return our training provider licence application form and our separate terms and conditions



**iosh Training and Skills**  
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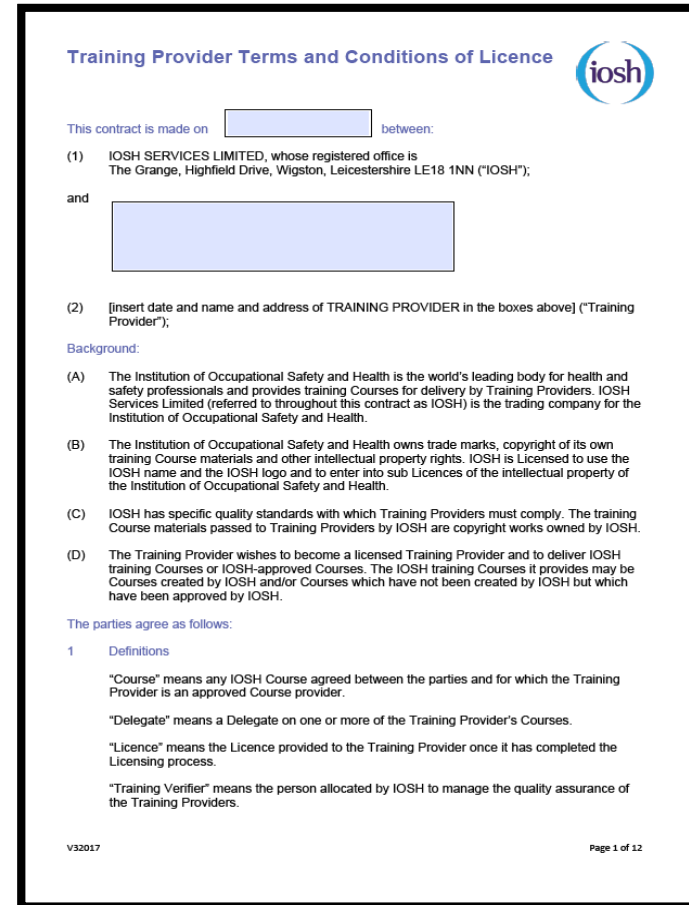
## Application to become an IOSH licensed training provider


To help us approve your application, please make sure you include the following:

- Completed and signed application form (*this booklet*)
- Additional trainer application form(s) (*if required*)
- Payment (*don't forget to include VAT, if applicable*)
- Signed IOSH Training Provider Terms and Conditions of Licence
- Signed Supplementary IOSH Training Provider Terms and Conditions of Licence (*IOSH Level 3 Certificate in Safety and Health for Business only*)

Please email the completed form to:  
training@iosh.com

Or post it to:  
Customer Support team  
IOSH  
The Grange  
Highfield Drive  
Wigston  
Leicestershire  
LE18 1NN  
UK



**Training Provider Terms and Conditions of Licence** 

This contract is made on  between:

(1) IOSH SERVICES LIMITED, whose registered office is  
The Grange, Highfield Drive, Wigston, Leicestershire LE18 1NN ("IOSH");

and

(2) [insert date and name and address of TRAINING PROVIDER in the boxes above] ("Training Provider");

Background:

(A) The Institution of Occupational Safety and Health is the world's leading body for health and safety professionals and provides training Courses for delivery by Training Providers. IOSH Services Limited (referred to throughout this contract as IOSH) is the trading company for the Institution of Occupational Safety and Health.

(B) The Institution of Occupational Safety and Health owns trade marks, copyright of its own training Course materials and other intellectual property rights. IOSH is Licensed to use the IOSH name and the IOSH logo and to enter into sub Licences of the intellectual property of the Institution of Occupational Safety and Health.

(C) IOSH has specific quality standards with which Training Providers must comply. The training Course materials passed to Training Providers by IOSH are copyright works owned by IOSH.

(D) The Training Provider wishes to become a licensed Training Provider and to deliver IOSH training Courses or IOSH-approved Courses. The IOSH training Courses it provides may be Courses created by IOSH and/or Courses which have not been created by IOSH but which have been approved by IOSH.

The parties agree as follows:

1 Definitions

"Course" means any IOSH Course agreed between the parties and for which the Training Provider is an approved Course provider.

"Delegate" means a Delegate on one or more of the Training Provider's Courses.

"Licence" means the Licence provided to the Training Provider once it has completed the Licensing process.

"Training Verifier" means the person allocated by IOSH to manage the quality assurance of the Training Providers.

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# After Approval

- We will offer you continuing support and guidance
- You will have IOSH courses that build trust and confidence in quality of content
- Your delegates will get globally recognised certification
- You will be able to use our IOSH Training and Skills logo to raise awareness of your training





# For More Information

Call: 0116 257 3605

Email: [courses@iosh.com](mailto:courses@iosh.com)

Visit: [www.iosh.co.uk/training](http://www.iosh.co.uk/training)

**For safer and healthier working environments**

# Thank you

Any questions?





The End