

Question number	<p>Note on questions: Questions 1 and 2 do not attract marks. Questions 3 to 12 attract a maximum of five marks each scored against the criteria.</p>						
1	<p>Describe the main operational activities at your site. Include the number of staff working at the site and the main functions these staff perform. 600 word limit.</p>						
2	<p>What are the most significant issues at the site in relation to:</p> <ul style="list-style-type: none"> Occupational health hazards; Occupational safety hazards; Wellbeing concerns. <p>(Please provide three examples for each category) 600 word limit.</p>						
3	<p>Which of the three safety hazards you detailed in your answer to Question 2 has the highest risk factor?</p> <p>Explain how you determined that risk factor and provide detail of the control measures you have to control the risk. 600 word limit.</p>	<p>Criteria – 5 marks</p> <p>Extensive detail of risk rating and controls, prioritising efforts at top of the risk management hierarchy (substitution etc) before admin or engineering solutions or PPE.</p>	<p>Criteria – 4 marks</p> <p>As per 3 marks but with more detail on how risk rating was achieved and more detail on controls.</p>	<p>Criteria – 3 marks</p> <p>Answer including 1. the main hazard 2. calculation of likelihood and severity and 3. basic details of controls.</p>	<p>Criteria – 2 marks</p> <p>Missing detail of how risk level was calculated or of controls.</p>	<p>Criteria – 1 mark</p> <p>Basic reference to highest severity hazard.</p>	<p>Criteria – 0 mark</p> <p>No relevant answer given.</p>
4	<p>Which of the three wellbeing concerns in your answer to Question 2 is your main concern?</p> <p>Explain the measures you have in place to address this concern? How do you measure and monitor improvements related to your measures?</p>	<p>Criteria – 5 marks</p> <p>Identifies the wellbeing issue and gives at least two examples of measures that are directly related to the issue and gives specific details of how effectiveness of these</p>	<p>Criteria – 4 marks</p> <p>Identifies the most significant wellbeing issue, gives at least two of examples of measures that are directly related to the issue and outlines how their effectiveness will be monitored.</p>	<p>Criteria – 3 marks</p> <p>Identifies the most significant wellbeing issue and gives at least two of examples of measures that are somewhat related to the issue and outlines how their effectiveness</p>	<p>Criteria – 2 marks</p> <p>Identifies wellbeing issue but misses details of what specific measures will be taken and misses how improvements as a result of the measures will be monitored.</p>	<p>Criteria – 1 mark</p> <p>Refers to wellbeing but no significant detail of issue or controls</p>	<p>Criteria – 0 mark</p> <p>No relevant answer given.</p>

	600 word limit.	are monitored and measured.		will be monitored overall .			
5	Identify the role/s of all persons/s at your site with specific responsibility for promoting workforce wellbeing and detail the training and development they have had to carry out their roles. 600 word limit.	Criteria – 5 marks Identifies multiple people (down to supervisor level) and refers to more than one type of training for each. Also specifies development activities as well as training.	Criteria – 4 marks Identifies more than one person - at and below management level – and set out training <i>and</i> development activities.	Criteria – 3 marks Identifies main responsible person(s) and details training they receive.	Criteria – 2 marks Identifies a person responsible but no significant detail on training or development.	Criteria – 1 mark Identifies a manager but no more detail on training.	Criteria – 0 mark No relevant answer given.
6	Explain how senior managers at your site promote a positive health and safety culture. Give three examples of recent activities by senior managers at your site to contribute to a positive culture. 600 word limit.	Criteria – 5 marks Multiple channels of senior management engagement and culture building described. Gives at least three excellent examples of senior management activities, formal and informal. Ideally some reference to impact (culture metrics, survey results etc)	Criteria – 4 marks More detailed description than for 3 marks with multiple channels set out. Three strong examples of recent interventions.	Criteria – 3 marks Describes engagement of senior management in culture building. Gives three specific examples of recent interventions (eg town halls, safety tours).	Criteria – 2 marks Inadequate description of senior managers' culture promotion. Gives less than three examples of senior management activities.	Criteria – 1 mark Cursory mention of senior manager involvement, no examples given.	Criteria – 0 mark No relevant answer given.
7	Explain the measures and programmes your site uses to prevent fatal or major physical injuries. 600 word limit.	Criteria – 5 marks Details of controls for most significant safety risks. Also specifies separate overall programme to target serious injury risks separately from lesser risks (eg life-saving rules).	Criteria – 4 marks Thorough summary of controls for major hazards.	Criteria – 3 marks Basic details of controls for individual major hazards (work at height, driving, electrical safety etc)	Criteria – 2 marks General reference to controls for most serious risks with one or two examples	Criteria – 1 mark Reference to standard health and safety controls with no detail.	Criteria – 0 mark No relevant answer given.
8	Explain how you communicate health, safety and wellbeing: <ul style="list-style-type: none">Objectives and targetsOperational changes such as new	Criteria – 5 marks Multiple channels specified for each category of information including specific reference to upward communication / feedback.	Criteria – 4 marks Multiple channels specified for each category of information.	Criteria – 3 marks Channels specified for each of the objectives and targets, operational changes, and training (at least one per channel).	Criteria – 2 marks List of comms channels without specifying which used for the four types of information specified.	Criteria – 1 mark Vague description of safety communications, no examples given.	Criteria – 0 mark No relevant answer given.

	<p>processes, practices or services</p> <ul style="list-style-type: none"> • Training and development • Feedback in response to concerns raised by workers. <p>600 word limit.</p>						
9	<p>Explain how you ensure that staff at your site who undertake:</p> <ul style="list-style-type: none"> • Safety communications • Risk assessments • Internal audits <p>are and remain competent to carry out their roles. 600 word limit.</p>	<p>Criteria – 5 marks</p> <p>Comprehensive details of competence assessment with reference to education, skills <u>and</u> experience. Gives multiple examples of ongoing both training <i>and development</i> activity relevant to communications, risk assessments and audits.</p>	<p>Criteria – 4 marks</p> <p>Expanded details of competence assessment and training regime. More than one example for any of safety communications, risk assessment and audit. Some reference to development.</p>	<p>Criteria – 3 marks</p> <p>Description of competence assessment and training regime. At least one training example each for safety comms, risk assessment and internal audit.</p>	<p>Criteria – 2 marks</p> <p>Missing reference to competence assessment or to training arrangements. And/or no examples given.</p>	<p>Criteria – 1 mark</p> <p>Vague reference to some aspects of competence (either training, skills or experience) with no detail of arrangements or examples.</p>	<p>Criteria – 0 mark</p> <p>No relevant answer given.</p>
10	<p>Describe the auditing activities of your site's health, safety and wellbeing arrangements.</p> <p>Provide three examples of changes you have made following a recent audit to improve workplace health and safety or enhance staff wellbeing. 600 word limit.</p>	<p>Criteria – 5 marks</p> <p>As per four marks but with informal as well as formal audit systems listed and greater frequency than annually for at least one form of audit.</p>	<p>Criteria – 4 marks</p> <p>Specifies internal and external audit systems (more than one internal arrangement) and gives three comprehensive examples.</p>	<p>Criteria – 3 marks</p> <p>Reference to both internal and external audit systems with frequency and persons responsible. Three examples of audit findings and improvements made.</p>	<p>Criteria – 2 marks</p> <p>Missing detail of either internal or external audit. Fewer than three examples given.</p>	<p>Criteria – 1 mark</p> <p>Refers to audit but with no meaningful detail and/or examples.</p>	<p>Criteria – 0 mark</p> <p>No relevant answer given.</p>
11	<p>Describe the pre-contract and post-contract assessment arrangements for your site that help assure you that contractors and suppliers comply with your health, safety and wellbeing policies, goals and procedures. How do you encourage better health and safety standards from them?</p>	<p>Criteria – 5 marks</p> <p>As per 4 marks with more comprehensive detail, including specific reference to health and wellbeing standards as well as safety.</p>	<p>Criteria – 4 marks</p> <p>Detail of prequalification (eg questionnaires, external ratings by agencies, contractor / supplier interviews, customer references), post-contract management (e.g. KPIs and contractor / supplier meetings),</p>	<p>Criteria – 3 marks</p> <p>Outline of prequalification arrangements and contract management standards. Some detail of work with contractors and suppliers to improve their OSH performance.</p>	<p>Criteria – 2 marks</p> <p>Missing explanation of either – 1. Pre-qualification, 2. assessment during contract or 3. work with contractors / suppliers to improve standards. Or all three referenced but with no detail.</p>	<p>Criteria – 1 mark</p> <p>Refers to contractor and supplier appointment or management but no useful detail.</p>	<p>Criteria – 0 mark</p> <p>No relevant answer given.</p>

	600 word limit.		plus good detail of work with contractors and suppliers to raise standards.				
12	Describe your policy objectives and initiatives to proactively manage psychosocial risk in your workplace. 600 word limit.	Criteria – 5 marks Comprehensive understanding of psychosocial risk. Objectives precise, measurable, and prevention focused. Wide range of proactive, practical initiatives with strong emphasis on prevention, monitoring, and staff participation.	Criteria – 4 marks Clear understanding of psychosocial risk. Objectives specific and aligned with risk management. Good range of proactive initiatives with some staff engagement.	Criteria – 3 marks Some understanding of psychosocial risk. Objectives stated but not measurable. Mix of initiatives, some linked to objectives.	Criteria – 2 marks Basic awareness of psychosocial risks. Objectives mentioned but unclear. Few initiatives, mostly reactive.	Criteria – 1 mark No clear understanding of psychosocial risk. Policy objectives vague or missing. No relevant initiatives described.	Criteria – 0 mark No relevant answer given.

Accreditation Marks

Applicants can also gain a maximum additional three marks by uploading evidence of the following accreditations:

- **1 Mark:** 3 Star outcome from British Safety Council Five-Star Audit (within the ISA 2026 eligibility period)
- **2 Marks:** ISO 45001 Certification (current) or 4 Star outcome from British Safety Council Five-Star Audit (within the ISA 2026 eligibility period)
- **3 Marks:** 5 Star outcome from British Safety Council Five-Star Audit (within the ISA 2026 eligibility period)