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Five Star Occupational Health and Safety Audit

Specification October 2025

Summary of change document

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This summary document has been prepared to outline the main areas of change within the British Safety Council's Five Star Occupational Health and Safety Audit Specification 2025 (FSA).

The document is intended to assist those organisations who have previously undertaken the Five Star Occupational Health and Safety Audit Specification 2024 in their preparations for being audited against the Five Star Occupational Health and Safety Audit 2025 Updated model.

It is important to note that the content of this summary should not be interpreted as a definitive or exhaustive source of information when preparing for the audit itself.

It is strongly recommended that the summary document is read and used in conjunction with the specification document itself, pre audit reports (if applicable) and other related sources of information.

Background to the Five Star Occupational Health and Safety Audit Specification 2025 (FSA)

As part of the British Safety Council's commitment to the continual improvement of our products, together with a recognition of recent developments in technological advancements and health and safety management trends, our five-star audit specification(s) are reviewed on an annual basis.

The subsequent 2025 version of the Five Star Occupational Health and Safety Audit Specification has been designed to complement our quality assurance and auditor standardisation processes in order to ensure a quality experience for the auditee.

The review of the 2024 version of the Five Star Occupational Health and Safety Audit Specification audit specification was carried out by a technical project team of health and safety professionals. The review

concluded that the 2025 model needed to continue to test the ongoing commitment and improvement that should be evident in mature Occupational Health and Safety Management Systems therefore a re-alignment has been included by introducing the expectation to explore & evaluate technological solutions as well as providing more uniformity in requirements within selected elements into the 2025 specification.

The Five Star Occupational Health and Safety Audit model is reflective of a **PLAN / DO / CHECK / ACT** management cycle.

The Five Star Occupational Health and Safety Audit Specification 2025 has maintained a cap of 50 elements tested however we have maintained that a significant portion of marks are awarded within the 'Do' portion of the improvement cycle. It also recognises the need to recognise and address issues related to wellbeing in the workplace.

The Five Star Occupational Health and Safety Audit Specification 2025 provides organisations with a structured route toward a genuine best practice in managing and implementing occupational health and safety and the subsequent business benefits that improved occupational health and safety performance can bring.

This section of the document is intended to outline the specific changes between the previous Five Star Occupational Health and Safety Audit Specification 2024 and the August 2025 version.

2.1

Sectional changes

The Five Star Occupational Health and Safety Audit Specification 2025 specification model has retained the previous format in respect of four sections containing related elements. However, FIVE elements within section 1 have specific mandatory requirements to achieve a threshold mark.

Within this specification further measures working alongside the maturity requirements have been taken with threshold expectations being assigned to specific questions under 12 elements.

Table 1:

Plan	Do	Check	Act
Section 1	Section 2	Section 3	Section 4
Organisational leadership, commitment and planning	Implementation and operation	Performance monitoring and measurement	Evaluation and continual improvement

During the audit process, the auditor will examine specific Occupational Health and Safety criteria and review how well the organisation can demonstrate an integrated approach to this subject area across the management cycle and the four sections of the Five Star Occupational Health and Safety Audit specification.

2.2

Best practice indicators (BPI)

The effective implementation and progression of mature Occupational Health and Safety management systems (and associated arrangements) toward overall business efficiency cannot be overstated.

It is recognised that there are a number of factors involved for any organisation in reaching this status, but it is considered that five best practice indicators are primary management tools in respect of this:

BPI 1: Leadership and Commitment

BPI 2: Stakeholder Participation

BPI 3: Risk Management

BPI 4: Organisational Health and Safety Culture

BPI 5: Continual Improvement

The subsequent audit report document includes a summary of performance within these areas (measured against a best practice threshold) and also recommendations for improvement wherever appropriate.

The number of elements within the Five Star Occupational Health and Safety Audit specification compared to 2024 had remained at 50 elements. The marks allocated per section have been further adjusted. Section 2 remains the section where the majority of marks can be achieved. Sections 1 and 3 now have equal standing. This reflects the need for leadership and commitment to be co-equal with Monitoring and reviewing.

Table 4 highlights the linkages between the previous 2024 specification and the August 2025 Five Star Occupational Health and Safety Audit specification.

It should be noted that, in keeping with the holistic approach to the audit process, an element may well be considered pertinent to more than one section and may also have relevance to other elements across the specification.

It should also be noted that those elements which remain unchanged from the previous specification have been subject to revision and have, in some cases, been updated from a content perspective.

2.3

Element changes

Table 4: Amended (and new) Elements (refer to specification document for examples of typical information required during the audit process)

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Section 1 – Organisational leadership, commitment and planning				
Leadership and commitment	1.01	Leadership and commitment	1.01	No change to Element Name
Scope and context of occupational health, safety and wellbeing management system	1.02	Scope and context of occupational health, safety and wellbeing management system	1.02	No change to Element Name Background question sets reviewed/ Thresholds added
Status	1.03	Status	1.03	No change to Element Name
Assessment		Assessment		
Legislative (and other) Compliance	1.04	Legislative (and other) Compliance	1.04	No change to Element Name
Stakeholder Identification, Consultation and Participation (including corporate social responsibility)	1.05	Stakeholder Identification, Consultation and Participation	1.05	Change to Element Name. Corporate Social Responsibility has been removed. Background question sets were reviewed Thresholds included against selected questions.
Structure (roles, responsibilities, accountabilities and authorities)	1.06	Structure (roles, responsibilities accountabilities and authorities)	1.06	No change to Element Name. Thresholds included against selected questions.
Occupational health, safety and wellbeing objectives, programmes and plans	1.07	Occupational health, safety and wellbeing objectives, programmes and plans	1.07	No change to Element Name. Thresholds included against selected questions.
Provision of resources and support	1.08	Provision of resources and support	1.08	No change to Element Name Weighting remains same
Competence, capability and behaviours	1.09	Competence, capability and behaviours	1.09	No change to Element Name
Strategic and operational risk management	1.10	Strategic and operational risk management	1.10	No change to Element Name Thresholds included against selected questions.
Management of change	1.11	Management of change	1.11	No change to Element Name
Information management	1.12	Information management	1.12	No change to Element Name Thresholds included against selected questions.
Procurement, outsourcing and contract management	1.13	Procurement, outsourcing and contract management	1.13	No change to Element Name Weighting remains same
Emergency response and crisis management	1.14	Emergency response and crisis management	1.14	No change to Element Name
Wellbeing strategy, scope and objectives	1.15	Wellbeing strategy, scope and objectives	1.15	No change to Element Name Thresholds included against selected questions.

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Section 2 – Implementation and operation				
Identification of hazards, opportunities and assessment of risk	2.01	Identification of hazards, opportunities and assessment of risk	2.01	No change to Element Name Thresholds included against selected questions.
Safe systems of work (operating procedures, method statements, work instructions, permits etc.)	2.02	Safe systems of work (operating procedures, method statements, work instructions, permits etc.)	2.02	No change to Element Name
Management and control of work equipment	2.03	Management and control of work equipment	2.03	No change to Element Name
Job Design	2.04	Job Design	2.04	No change to Element Name Thresholds included against selected questions.
Remote/Lone Working (Including home and hybrid working)	2.05	Remote/Lone Working (Including home and hybrid working)	2.05	No change to Element Name. Thresholds included against selected questions.
Management of occupational road risk (including traffic and transport management)	2.06	Management of occupational road risk (including traffic and transport management)	2.06	No change to Element Name
Management and control of lifting operations	2.07	Management and control of lifting operations	2.07	No change to Element Name
Management and control of pressure systems	2.08	Management and control of pressure systems	2.08	No change to Element Name
Management and control of hazardous substances (including asbestos and legionella)	2.09	Management and control of hazardous substances (including asbestos and legionella)	2.09	Change to Element Name to include viruses

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Management and control of confined space work	2.10	Management and control of confined workspace	2.10	No change to Element Name
Management of excavations and work below ground	2.11	Management of excavations and work below ground	2.11	No change to Element Name
Management and control of electrical hazards	2.12	Management and control of electrical safety	2.12	No change to Element Name
Management and control of noise & vibrations	2.13	Management and control of noise & vibrations	2.13	No change to Element Name
Management and control of personal protective equipment	2.14	Management and control of personal protective equipment	2.14	No change to Element Name Thresholds included against selected questions.
Workplace welfare (housekeeping, storage, welfare facilities, etc.)	2.15	Workplace welfare (housekeeping, storage, welfare facilities, etc.)	2.15	No change to Element Name
Emergency response and crisis management	2.16	Emergency Response and Crisis Management	2.16	No change to Element Name
Fire safety management (protective and preventative controls)	2.17	Fire safety management (protective and preventative controls)	2.17	No change to Element Name
Wellbeing and Psychosocial Risk Management	2.18	Wellbeing and Psychosocial Risk Management	2.18	No change to Element Name Thresholds included against selected questions.

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Section 3 – Performance monitoring and measurement				
Monitoring of occupational health, safety and wellbeing objectives	3.01	Monitoring of occupational health, safety and wellbeing objectives	3.01	No change to Element Name
Monitoring of occupational health, safety and wellbeing programmes and plans	3.02	Monitoring of occupational health, safety and wellbeing programmes and plans	3.02	No change to Element Name
Audit (internal and external)	3.03	Audit (internal and external)	3.03	No change to Element Name
Monitoring systems (including inspection, risk assessment review, sampling and surveys)	3.04	Monitoring systems (including inspection, risk assessment review, sampling and surveys)	3.04	No change to Element Name
Health Impact monitoring	3.05	Health impact monitoring	3.05	No change to Element Name
Monitoring of procurement, outsourcing and contractors	3.06	Monitoring of procurement, outsourcing and contractors	3.06	No change to Element Name
Accident, incident, near miss report and investigation monitoring	3.07	Accident, incident, near miss report and investigation monitoring	3.07	No change to Element Name
Ill health monitoring (including absenteeism and presenteeism)	3.08	Ill health monitoring (including absenteeism and presenteeism)	3.08	No change to Element Name
Loss/damage analysis	3.09	Loss/damage analysis	3.09	No change to Element Name
Non-conformance monitoring	3.10	Non-conformance monitoring	3.10	No change to Element Name
Monitoring of competence, capability behaviours and health and safety culture	3.11	Monitoring of competence, capability behaviours and health and safety culture	3.11	No change to Element Name

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Section 4 – Evaluation and continual improvement				
Top management review process.	4.01	Top management review	4.01	No change to Element Name
Effectiveness of Leadership, resources and support	4.02	Effectiveness of Leadership, resources and support	4.02	No change to Element Name
Opportunities for improvement	4.03	Opportunities for improvement	4.03	No change to Element Name
Effectiveness of corporate social responsibility	4.04	Effectiveness of corporate social responsibility (part of ESG)	4.04	No change to Element Name
Evaluation of legislative (and other) compliance	4.05	Evaluation of legislative (and other) compliance	4.05	No change to Element Name
Evaluation competence, capability, behaviours and health and safety culture	4.06	Evaluation competence, capability, behaviours and health and safety culture	4.06	No change to Element Name



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