



LICQual

**LICQual UK
Graduate Diploma
in Safety
Management –
GradDip Safety**

**Qualification
Specification**

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LICQual

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Qualification Specification

About LICQual

LICQual is a globally recognized awarding body based in the United Kingdom. Renowned for its commitment to excellence in education, LICQual specializes in delivering high-quality qualifications designed to meet the evolving needs of international learners, professionals, and industries. LICQual is dedicated to fostering innovative and flexible learning pathways, providing learners with the tools and knowledge needed to excel in today's dynamic professional landscape. The organization emphasizes adherence to international qualification frameworks and standards, ensuring global recognition and applicability of its certifications.

The vision of LICQual is to establish itself as a global benchmark in quality education and skills development. Its mission is to equip individuals and organizations with internationally recognized qualifications that enhance employability, professional productivity, and academic progression.

Underpinned by a team of experienced professionals, including examiners, moderators, and assessors, LICQual ensures the highest standards of quality assurance and continuous improvement. Its qualifications are designed to empower individuals with the expertise and competencies necessary to thrive in today's competitive and ever-changing global environment.

Course Overview

The LICQual UK Graduate Diploma in Safety Management – GradDip Safety is an advanced qualification designed to provide a comprehensive understanding of strategic safety management, risk evaluation, and legal compliance. Positioned at the graduate level, this program explores the complex relationship between organizational leadership, human factors, and systemic risk mitigation. The qualification emphasizes evidence-based safety strategies, equipping learners with the critical analytical skills required to manage health and safety frameworks, execute comprehensive incident investigations, and enforce international regulatory standards.

The global industrial landscape demands a proactive shift from reactive incident management to integrated, proactive safety cultures. The LICQual UK Graduate Diploma in Safety Management responds directly to this demand by bridging the gap between operational safety execution and executive safety leadership. As high-hazard environments, complex supply chains, and evolving regulatory mandates expand, there is a critical need for safety professionals who can design, evaluate, and sustain robust safety management systems.

Qualification Aims

- Provide an advanced, scientifically and legally rigorous foundation in occupational health, safety management, and hazard control.
- Bridge operational risk management with executive health and safety governance to foster a proactive organizational safety culture.
- Cultivate advanced analytical, auditing, and research skills, enabling learners to synthesize contemporary health and safety regulations and industry best practices.
- Empower safety practitioners to design, implement, and evaluate targeted risk control measures and integrated management systems tailored to complex workplace contexts.

Learning Objectives

- Critically evaluate strategic health and safety management models and align them with broader organizational objectives.
- Assess advanced risk assessment methodologies and formulate effective hazard control strategies across diverse high-hazard industries.
- Design, implement, and audit integrated Safety Management Systems (SMS) in compliance with international standards such as ISO 45001.
- Analyze environmental health, occupational hygiene, and ergonomic principles to minimize workplace illness and injuries.
- Lead comprehensive incident investigations using root cause analysis techniques and design resilient emergency response frameworks.
- Interpret national and international safety legislation and apply professional ethical standards in safety leadership.

Targeted Audience

- **Safety Managers and Directors:** Practitioners aiming to elevate operational safety knowledge into executive strategic management.
- **Occupational Health and Safety Officers:** Professionals seeking an advanced, internationally accredited credential to advance their careers.
- **Engineering and Operations Leaders:** Managers responsible for operational risk control, plant integrity, and high-risk task management.
- **EHS Consultants and Auditors:** Specialists requiring formal, high-level credentials to advise clients and conduct regulatory safety audits.
- **Risk and Compliance Specialists:** Professionals looking to integrate health and safety frameworks into broader enterprise risk management.

Certification Framework

Qualification title	LICQual UK Graduate Diploma in Safety Management – in GradDip Safety
Course ID	LICQ2201363
Qualification Credits	50 Credits
Course Duration	500 Hours
Grading Type	Pass / Fail
Competency Evaluation	Coursework / Assignments / Verifiable Experience
Assessment	The assessment and verification process for LICQual qualifications ensures that learners achieve the required standards and maintain consistency across all Approved Training Centres (ATCs). This process is divided into two key stages: Internal Assessment and Verification: ✓ This stage is conducted by the staff at the ATC, ensuring that learners meet the qualification standards through ongoing assessments. ✓ Internal Quality Assurance (IQA) is performed by the centre's designated IQA staff to validate and maintain the integrity of the assessment processes. External Quality Assurance: ✓ This stage is overseen by LICQual AB verifiers, who periodically review the centre's assessment and IQA procedures. ✓ The external verification ensures that assessments adhere to the required standards and that consistent practices are maintained across all centres.

Entry Requirements

To enroll in the **LICQual UK Graduate Diploma in Safety Management – GradDip Safety**, applicants must meet the following criteria:

- **Age Requirement:** Applicants must be at least **18 years old**.
- **Educational Requirements:** A minimum of a **Level 3 qualification** (e.g., A-levels, diploma) or equivalent is recommended. A background in occupational health and safety, engineering, construction, environmental management, or a related discipline is advantageous but not mandatory. A basic understanding of workplace safety principles and management practices is recommended for optimal comprehension of the course materials.
- **Experience:** A minimum of **1–2 years of professional experience** in occupational health and safety, HSE/EHS, construction, engineering, facilities management, or a related field is recommended. Individuals working in roles involving workplace inspections, risk assessment, safety compliance, incident prevention, or safety management will find the programme particularly beneficial. The programme is designed for professionals seeking to strengthen their knowledge, leadership capabilities, and strategic approach to occupational safety management.
- **English Language Proficiency:** As the programme is delivered in English, learners should have sufficient proficiency in written and spoken English. Non-native speakers are encouraged to have an English proficiency equivalent to **IELTS 6.0 or higher**. Alternatively, prior education or professional experience in an English-speaking environment may be accepted as evidence of language competency.

Qualification Structure

This qualification comprises 5 mandatory units, totalling 50 credits. Candidates must successfully complete all mandatory units to achieve the qualification.

Mandatory Units		
Unit Ref#	Unit Title	Credits
LICQ2201363-1	Advanced Safety Management Systems	10
LICQ2201363-2	Occupational Health and Environmental Management	10
LICQ2201363-3	Fire Protection and Emergency Response	10
LICQ2201363-4	Engineering Controls and Safety Sciences	10
LICQ2201363-5	Safety Leadership, Training, and Legal Framework	10

Centre Requirements

To deliver the **LICQual UK Graduate Diploma in Safety Management – GradDip Safety**, training centres must meet the following key requirements:

1. **Approval from LICQual:**

- Centres must be formally approved by LICQual to deliver this specific qualification, ensuring alignment with quality standards.

2. **Qualified Staff:**

- Must hold a Bachelor's Degree (Level 6) or higher in Cost Engineering, Quantity Surveying, Project Management, or a related commercial discipline, and possess a minimum of 3 years of practical, professional experience in project cost control, commercial management, or financial estimation.
- Assessors must hold a recognized assessor qualification (e.g., CAVA, AVRA) or equivalent).

3. **Learning Facilities:**

- Centres must provide suitable classrooms, access to environmental legislation and monitoring tools (e.g., sensors, lab kits), and digital learning resources.

4. **Health and Safety Compliance:**

- All learning and practical environments must comply with current health and safety regulations.

5. **Assessment Resources:**

- Centres should maintain appropriate tools, templates, and systems to support consistent and fair assessment.

6. **Learner Support:**

- Support must be available for all learners, including academic guidance, disability accommodations, and career development support.

7. **Policies and Procedures:**

- Centres must implement core policies (e.g., Equality, Safeguarding, Complaints, Data Protection) to maintain educational quality and integrity.

8. **Reporting to LICQual:**

- Centres are required to regularly report learner progress, maintain records of assessments, and support LICQual in external verification.

Support for Candidates

Centres must ensure that materials developed to support candidates:

- Enable the tracking of learners' progress as they achieve the specified learning outcomes and assessment criteria.
- Provide clear guidance on accessing LICQual's policies and procedures.
- Establish robust mechanisms to allow Internal and External Quality Assurance personnel to verify and authenticate evidence efficiently.

This structured approach promotes transparency, enhances the learning experience for candidates, and ensures adherence to high-quality assurance standards.

Assessment

All units within this qualification are subject to internal assessment by the approved centre and external verification by LICQual. The qualification follows a criterion-referenced assessment approach, ensuring that learners meet all specified learning outcomes.

To achieve a 'Pass' in any unit, learners must provide valid, sufficient, and authentic evidence demonstrating their attainment of all learning outcomes and compliance with the prescribed assessment criteria. The Assessor is responsible for evaluating the evidence and determining whether the learner has successfully met the required standards.

Assessors must maintain a clear and comprehensive audit trail, documenting the basis for their assessment decisions to ensure transparency, consistency, and compliance with quality assurance requirements.

Unit Descriptors

LICQ2201363-1 Advanced Safety Management Systems

This unit introduces advanced principles of safety management systems, organisational safety culture, and management accountability. Students will explore the ISO 45001 framework, Job Hazard Analysis (JHA), risk matrices, incident investigation, root cause analysis, interviewing techniques, and safety reporting protocols. The curriculum focuses on strengthening system effectiveness through structured auditing, performance evaluation, and the use of leading safety indicators to support continual improvement.

Learning Outcome:	1. ISO 45001 framework, safety culture and management accountability
Assessment Criteria:	1.1. Evaluate organizational compliance against key clauses of the ISO 45001 standard. 1.2. Assess the effectiveness of leadership engagement and management accountability in safety governance. 1.3. Analyse strategies for establishing, maintaining, and measuring a positive safety culture. 1.4. Design worker consultation and participation processes within the safety management framework. 1.5. Develop safety policy documentation aligned with organizational objectives and ISO 45001 guidelines. 1.6. Establish processes for continuous improvement within the safety management system framework.
Learning Outcome:	2. Job Hazard Analysis (JHA) and risk matrix implementation
Assessment Criteria:	2.1. Conduct a step-by-step Job Hazard Analysis (JHA) for complex operational tasks. 2.2. Identify physical, chemical, biological, ergonomic, and psychosocial hazards within workplace activities. 2.3. Apply risk matrices to evaluate hazard severity, probability, and overall risk level. 2.4. Formulate control measures based on the established Hierarchy of Controls. 2.5. Review and update existing JHAs following operational, procedural, or equipment changes. 2.6. Communicate JHA outcomes and risk matrix evaluations effectively to operational teams.
Learning Outcome:	3. Incident investigation, root cause analysis, interviewing techniques and reporting protocols.
Assessment Criteria:	3.1. Execute structured incident investigation procedures following workplace events or near-misses. 3.2. Apply root cause analysis techniques (e.g., 5 Whys, Fishbone Diagram) to identify systemic failures. 3.3. Demonstrate effective, non-leading interview techniques when gathering information from witnesses. 3.4. Collect, secure, and evaluate physical, documentary, and digital evidence from an incident scene. 3.5. Draft formal incident reports that meet internal policy requirements and external regulatory standards.

	3.6. Develop corrective action plans based on investigation findings to prevent recurrence.
Learning Outcome:	4. Audit procedures, system effectiveness and leading safety performance indicators.
Assessment Criteria:	4.1. Plan and execute internal safety audits in accordance with established auditing standards. 4.2. Evaluate the overall effectiveness and maturity of an implemented safety management system. 4.3. Establish relevant leading safety performance indicators to proactively monitor workplace safety. 4.4. Contrast leading and lagging indicators to assess current and future risk performance. 4.5. Analyze audit findings and performance metric data to identify trends and systemic weaknesses. 4.6. Present audit findings and system performance reviews to senior management with actionable recommendations.

LICQ2201363-2 Occupational Health and Environmental Management

This unit introduces the principles of occupational health and environmental risk management within the workplace. Students will explore chemical, physical, biological, and ergonomic hazards, alongside the hierarchy of controls, ventilation strategies, and PPE programme design. The curriculum focuses on exposure management, including Permissible Exposure Limits (PELs) and Threshold Limit Values (TLVs), while developing effective approaches to hazardous materials handling, waste management, and community safety.

Learning Outcome:	1. Chemical, physical, biological and ergonomic hazard recognition.
Assessment Criteria:	1.1. Identify chemical agents in the workplace and classify their associated health hazards. 1.2. Recognize physical workplace hazards including noise, vibration, radiation, and thermal stress. 1.3. Detect biological hazards and assess potential pathways of exposure in the operational environment. 1.4. Evaluate workplace task designs and workstation setups for ergonomic stressors. 1.5. Determine physical and health hazards by analyzing Safety Data Sheets (SDS) and chemical labeling. 1.6. Differentiate between acute and chronic health effects associated with multi-category workplace hazards.
Learning Outcome:	2. Hierarchy of controls, ventilation and PPE programme design.
Assessment Criteria:	2.1. Apply the hierarchy of controls to mitigate identified occupational health hazards. 2.2. Design local exhaust and general ventilation controls based on airborne contaminant characteristics. 2.3. Select appropriate Personal Protective Equipment (PPE) tailored to specific chemical and physical hazards. 2.4. Establish a comprehensive PPE program including selection, fit-testing, maintenance, and storage protocols. 2.5. Evaluate the operational efficiency and limitations of engineering controls in workplace environments. 2.6. Develop standard operating procedures for the correct inspection, use, and disposal of workplace PPE.
Learning Outcome:	3. Permissible Exposure Limits (PELs) and Threshold Limit Values (TLVs).
Assessment Criteria:	3.1. Interpret Permissible Exposure Limits (PELs) and Threshold Limit Values (TLVs) for airborne contaminants. 3.2. Compare workplace exposure monitoring data against regulatory limits and professional guidelines. 3.3. Calculate Time-Weighted Averages (TWAs), Short-Term Exposure Limits (STELs), and Ceiling limits. 3.4. Determine appropriate occupational exposure sampling strategies for chemical and physical agents. 3.5. Formulate exposure mitigation actions when workplace concentrations exceed established limits. 3.6. Evaluate biological exposure indices (BEIs) to supplement air monitoring data in health surveillance.

Learning Outcome:	4. Waste management, hazardous materials handling and community safety.
Assessment Criteria:	4.1 Develop hazardous material handling and storage protocols in compliance with regulatory standards. 4.2 Design end-to-end waste management procedures for hazardous and non-hazardous operational waste. 4.3 Evaluate off-site environmental impacts and community safety risks associated with industrial operations. 4.4 Formulate emergency response procedures for containment and cleanup of hazardous material spills. 4.5 Assess life-cycle waste minimization and recycling options within environmental management planning. 4.6 Analyse regulatory compliance requirements for dangerous goods transportation and off-site disposal.

LICQ2201363-3 Fire Protection and Emergency Response

This unit introduces the fundamental and applied principles of fire protection, prevention, and emergency response. Students will explore fire chemistry, fire classifications, fuel hazards, fire extinguishers, sprinkler systems, alarm infrastructure, means of egress, and evacuation planning. The curriculum focuses on developing effective Emergency Action Plans (EAPs) and applying Incident Command System (ICS) principles to support coordinated and effective emergency response.

Learning Outcome:	1. Chemistry and classification of fires and fuel hazards.
Assessment Criteria:	1.1. Explain the elements of the fire tetrahedron and the principles of combustion dynamics. 1.2. Classify fires according to international standards based on fuel types and physical properties. 1.3. Identify physical and chemical properties of solid, liquid, and gaseous fuels that influence fire behavior. 1.4. Assess fire and explosion hazards associated with flammable liquids, combustible dusts, and gases. 1.5. Determine factors that contribute to rapid fire progress, including flashover and backdraft phenomena. 1.6. Evaluate storage and handling practices for hazardous fuels to minimize ignition risks.
Learning Outcome:	2. Extinguisher selection, sprinkler systems and alarm infrastructure.
Assessment Criteria:	2.1 Select appropriate portable fire extinguishers based on fire classification and hazard severity. 2.2 Evaluate the operating principles and installation standards of automatic fire sprinkler systems. 2.3 Assess the functionality and component design of fire detection and alarm infrastructure. 2.4 Determine inspection, testing, and maintenance requirements for fire protection systems. 2.5 Design placement and distribution strategies for portable fire extinguishers across facility spaces. 2.6 Analyse system integration between fire detection, alarms, and automatic suppression systems.
Learning Outcome:	3. Means of egress, building codes and evacuation routing.
Assessment Criteria:	3.1 Evaluate facility compliance with relevant building codes regarding means of egress design. 3.2 Calculate occupant load, exit capacity, and required exit widths for workplace facilities. 3.3 Design clear and accessible primary and secondary evacuation routes for diverse facility layouts. 3.4 Assess life safety requirements for emergency lighting, exit signage, and fire doors. 3.5 Identify exit route obstructions, travel distance limits, and egress hazards during workplace audits.

	3.6 Integrate accessibility considerations for individuals with disabilities into evacuation routing.
Learning Outcome:	4. Emergency Action Plans (EAPs) and Incident Command System (ICS).
Assessment Criteria:	4.1 Develop comprehensive Emergency Action Plans (EAPs) tailored to multi-hazard facility scenarios. 4.2 Establish Incident Command System (ICS) structures and functional roles for emergency response. 4.3 Formulate protocols for emergency notification, worker accounting, and evacuation execution. 4.4 Design drill and exercise programs to test and validate EAP effectiveness and staff readiness. 4.5 Coordinate internal emergency response procedures with external first responder agencies. 4.6 Evaluate emergency performance post-incident or drill to update and continuously improve the EAP.

LICQ2201363-4 Engineering Controls and Safety Sciences

This unit introduces engineering-based principles for identifying, evaluating, and controlling workplace hazards. Students will explore machine guarding, electrical safety, lockout/tag-out (LOTO), fall protection, scaffolding, confined space controls, powered industrial trucks, and safe transport operations. The curriculum also develops applied safety mathematics, enabling professionals to evaluate fall clearance, ventilation requirements, noise exposure, and other quantitative safety parameters to support effective engineering controls.

Learning Outcome:	1. Machine guarding, electrical safety and lockout/tag-out (LOTO).
Assessment Criteria:	1.1. Identify hazardous mechanical motion and action points requiring machine guarding interventions. 1.2. Apply design standards and principles to select appropriate machine guards for industrial machinery. 1.3. Evaluate electrical safety risks, including shock, arc flash, and arc blast hazards in workplace environments. 1.4. Formulate comprehensive Lockout/Tagout (LOTO) procedures for hazardous energy isolation during maintenance. 1.5. Determine requirements for periodic inspection, testing, and maintenance of electrical safety equipment and LOTO devices. 1.6. Assess worker training and authorization protocols for high-risk machine operation and electrical energy control.
Learning Outcome:	2. Fall protection, scaffolding and confined space entry controls.
Assessment Criteria:	2.1 Select appropriate fall protection systems and equipment based on working-at-height risk assessments. 2.2 Evaluate structural integrity, load capacities, and safety requirements for temporary scaffolding assemblies. 2.3 Identify atmospheric and physical hazards associated with permit-required confined space entry. 2.4 Formulate permit-required confined space entry procedures, including atmospheric testing and monitoring protocols. 2.5 Design emergency rescue and retrieval plan for fall incidents and confined space emergencies. 2.6 Inspect fall arrest equipment, scaffolding components, and confined space safety gear against regulatory standards.
Learning Outcome:	3. Powered industrial trucks (PITs) and safe transport operations.
Assessment Criteria:	3.1 Establish operational safety and maintenance inspection criteria for powered industrial trucks (PITs). 3.2 Assess workplace layout, pedestrian traffic routes, and environmental conditions to mitigate transport risks. 3.3 Formulate safe material handling, load capacity management, and stability principles for industrial vehicles. 3.4 Design operator training, evaluation, and re-certification programs in accordance with regulatory guidelines.

	3.5 Evaluate traffic management plans and transport safety controls within industrial and warehouse settings. 3.6 Investigate incidents and near-misses involving powered industrial trucks to implement corrective transport measures.
Learning Outcome:	4. Safety mathematics, including fall clearance, ventilation rates and noise dosimetry.
Assessment Criteria:	4.1 Calculate required fall clearance distances and safety margins for personal fall arrest systems. 4.2 Determine required volumetric airflow rates for general dilution and local exhaust ventilation systems. 4.3 Calculate time-weighted average (TWA) noise exposures, daily noise doses, and projected sound pressure levels. 4.4 Apply mathematical formulas to evaluate hazardous gas concentration build-up and air exchange rates in enclosed spaces. 4.5 Compute risk indices and safety factors for mechanical lifting operations and structural load capacities. 4.6 Analyse quantitative hygiene and engineering data to verify compliance with established safety benchmarks.

LICQ2201363-5 Safety Leadership, Training, and Legal Framework

This unit introduces the principles of safety leadership, workforce development, regulatory compliance, and legal responsibility in occupational safety practice. Students will explore training needs assessment, curriculum development, delivery methods, Behavior-Based Safety (BBS), worker engagement, recordkeeping, and legal liability. The curriculum focuses on integrating effective leadership and training strategies with business objectives, including the evaluation of safety programme effectiveness and return on investment (ROI).

Learning Outcome:	1. Business and training-related safety issues.
Assessment Criteria:	1.1. Analyse the direct and indirect business costs associated with workplace injuries, illnesses, and operational disruptions. 1.2. Evaluate the alignment between safety training initiatives and broader organizational business objectives. 1.3. Assess the impact of safety performance on corporate reputation, brand value, and stakeholder confidence. 1.4. Determine resource allocation strategies for safety training and risk management programs within operational budgets. 1.5. Identify operational bottlenecks and productivity constraints resulting from ineffective safety training implementation. 1.6. Integrate safety leadership principles into core business operations and organizational risk management strategies.
Learning Outcome:	2. Regulatory compliance, recordkeeping and legal liability.
Assessment Criteria:	2.1 Evaluate organizational compliance against relevant local, national, and international safety laws and regulations. 2.2 Formulate robust recordkeeping protocols for workplace injuries, illnesses, environmental incidents, and safety audits. 2.3 Assess legal liability exposure for individual managers, safety professionals, and the organization under statutory and common law. 2.4 Manage regulatory inspections, citations, and official agency reporting requirements effectively. 2.5 Establish document retention and data management systems to ensure audit-readiness and legal defensibility. 2.6 Analyse safety case law and regulatory updates to continuously update organizational compliance frameworks.
Learning Outcome:	3. Training needs assessment, curriculum development and delivery methods.
Assessment Criteria:	3.1 Conduct systematic Training Needs Assessments (TNA) to identify performance gaps across various job roles. 3.2 Design safety curriculum objectives and instructional content tailored to distinct adult learning styles and literacy levels. 3.3 Select appropriate instructional methods (e.g., practical hands-on, classroom, e-learning, blended) for specific safety topics. 3.4 Develop standardized training materials, assessment tools, and practical evaluation criteria to test competencies.

	3.5 Implement systematic evaluation frameworks (e.g., Kirkpatrick model) to measure training transfer and effectiveness. 3.6 Maintain comprehensive worker training records, certifications, and re-qualification tracking mechanisms.
Learning Outcome:	4. Behaviour-Based Safety (BBS) and worker engagement strategies.
Assessment Criteria:	4.1 Design and implement a Behaviour-Based Safety (BBS) program structured on systematic observation and feedback loops. 4.2 Identify critical safe and at-risk behaviours through task observation and data trends analysis. 4.3 Formulate non-punitive worker engagement strategies that encourage active participation in safety initiatives. 4.4 Train safety observers to deliver constructive, real-time feedback and capture quality behavioural data. 4.5 Analyse behavioural observation data to identify root systemic barriers to working safely. 4.6 Evaluate the long-term impact of BBS initiatives on workplace safety culture and incident reduction.
Learning Outcome:	5. Calculating return on investment (ROI) for safety programmes.
Assessment Criteria:	5.1 Calculate direct financial costs and cost savings resulting from implemented safety intervention programs. 5.2 Apply financial formulas to compute Return on Investment (ROI) and net present value (NPV) for safety expenditures. 5.3 Quantify indirect safety benefits, such as reduced absenteeism, lower turnover, and improved worker morale. 5.4 Develop business cases for capital expenditure on safety initiatives using quantitative financial models. 5.5 Present financial safety performance data and ROI metrics to C-suite leadership and board members. 5.6 Evaluate workers' compensation premium savings and insurance cost reductions achieved through proactive risk mitigation.

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