

# Overview of Apprenticeship Standard Safety, Health and Environment Level 3



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specialising in developing core organisational  
capabilities, supporting business strategy and  
increased operational performance.**

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Deere Apprenticeships is built on the principle of delivering excellence via online, blended learning or face to face training models.

As our team of Professional Work Coaches (PWC's) deliver brilliant training via private, personal, developmental learning conversations and interactive online workshops.

Whether you're an existing learner ready to make the next steps in your education journey or you are considering joining us for the first time, we are ready to support you and your organisation.

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# Safety, Health and Environment Level 3

The SHE Technician will be able to work in organisations of varying size and industry; the role could be based in one location or may involve travel across a range of contracts.

The role will be partly office based and partly at the work front providing advice to others on how to work without harming themselves or others. The Technician will work with the management and delivery team of the organisation to advise on the statutory health, safety and environmental requirements as they affect the company's operations.

They will assist the management team in ensuring that the legal and company SHE requirements are implemented. On a daily basis the SHE Technician will assist to develop, review and check on the implementation of safe systems of work, deliver training (e.g. toolbox talks & inductions), investigate incidents, analyse data and present findings to the management team.

**Duration:** The apprenticeship will typically last 18 months.

**Qualifications:** Apprentices without level 2 English and Maths and level 1 equivalent ICT will need to achieve this level prior to taking the end-point assessment.

**Link to Professional Registration:** Upon completion learners will be able to join the Institution of Occupational Safety and Health (IOSH).

## Entry requirements

Whilst any entry requirements will be a matter for individual employers, typically an apprentice might be expected to have achieved or be working towards 5 GCSE's A\*- C including English and Maths as well as having knowledge to level 1 equivalent for commonly used office computer applications.

# Knowledge

SHE Technicians have the Knowledge of:



**The moral reasons for good safety, health and environmental working practices**



**The statutory health, safety and environmental legislation**



**How a SHE Management system works**



**Appropriate methods for identifying, evaluating and controlling hazards**



**Prioritising and scoping out the hazards**



**The difference between occupational systems**



**Managing Change**



**Risk management**



**Planning for emergencies**



**Theories for incident causation and prevention**



**How to write and present a business justification**

# Skills

SHE Technicians have the following Skills:

- ✔ Present and hold an audience's attention
- ✔ Assist the management team in developing, Safety, Health and Environmental Management Systems
- ✔ Provide advice on the practical implementation
- ✔ Identify the hazards and evaluate
- ✔ Support the practical application of the workplace
- ✔ Support and assist in the implementation of SHE inspections
- ✔ Undertake and/or assist with monitoring
- ✔ Prepare and maintain records relating to safety, health and environmental matters
- ✔ Assist the management team in establishing, managing and maintaining relationships
- ✔ Research Safety, Health and Environmental Issues and best practices
- ✔ Assist and/or manage investigations
- ✔ Financial costing and assisting to develop a budget
- ✔ Liaise with internal and external experts

# Behaviours

SHE Technicians demonstrate the following Behaviours:



**Communication**



**Work effectively in a team**



**Contribute to a positive SHE culture**



**Drive Innovation**



**Use their Professional Judgement**



**Apply the code of ethics**



**Commit to equality and diversity**



**Continue their professional development**

# End Point Assessment

End point assessment (EPA) is an assessment of the knowledge, skills and behaviours that your apprentice has learned throughout an apprenticeship, which confirms that they are occupationally competent.

Assessments have been designed by employers in the sector and are conducted by independent bodies known as end point assessment organisations (EPAOs).

The apprentice will only get their apprenticeship certificate after they have passed all the elements of their EPA, including any required standards in English and maths.

## **What does assessment involve?**

Each apprenticeship includes an end point assessment plan, which describes how the apprentice should be tested against appropriate criteria, using suitable methods. For example, your apprentice may need to complete:

- a practical assessment
- an interview
- a project
- written and/or multiple-choice tests
- a presentation
- professional discussion

We will inform you at the beginning of the apprenticeship what the assessments are involved. This will give your apprentice plenty of time to prepare. For example, they may need to gather evidence to show how they've been working towards the core knowledge, skills and behaviours required.

# Additional description of SHE Technician's Knowledge:

**The moral reasons for good safety**, health and environmental working practices, ensuring no harm to people or the environment.

**The statutory health, safety and environmental legislation** and sources of associated guidance and information applicable to their working environment. E.g. Health and Safety at Work etc. Act 1974, Management at Work Regulations 1999, Environmental Protection Act 1990, Environment Act 1995.

**How a SHE Management system works**, the range of standards which a typical HSE professional would be involved with e.g. OHSAS 18001, ISO 45001, ISO 14001 and if applicable how these are applied in their working environment.

**Appropriate methods** for identifying, evaluating and controlling hazards relevant to their workplace. E.g. 5 steps to Risk Assessment and involving people who are experienced in the activity.

**The range of work activities** in a given situation and identify how to prioritise and scope out the hazards with the potential to cause harm and/or loss.

**The difference** between occupational hygiene, health surveillance and health and wellbeing campaigns and methods for implementing these in the workplace.

**How to plan** and have systems in place to manage change during an activity relevant to the working environment.

**How people think** and why they make decisions which can lead to risk, how behaviours can be used, the components of a behavioural program and potential blockers to the successful implementation of a behavioural programme.

**How to plan for Safety, Health or Environmental emergencies** – e.g. accidents, exposure to hazardous substances, fire, pollution.

**Theories** for incident causation and prevention such as James Reason's Swiss Cheese model, Heinrich and Hertzberg theories (Domino, Competency Matrix) including behavioural considerations and implications on business risk (fines, reputation, lost work etc).

**How to write and present a business justification** e.g. cost/benefit analysis to influence managers.

# Additional description of SHE Technician's Skills:

**Present and hold an audience's attention**, for example when delivering SHE training, toolbox talks, inductions or presenting data or investigation findings to the workforce or management team. Show they can sell the SHE message, have personal impact, deal with challenge, reflect on personal performance, use appropriate language for the audience.

**Assist the management team** in the development, management, implementation and monitoring of the Safety, Health and Environmental Management System by updating systems in line with changes in legislation or best practice, delivering training, coaching operational teams and undertaking workplace inspections.

**Provide advice** on the practical implementation of the company's SHE policies and processes applying generic industry guidance into the context of the workplace.

## **Identify the hazards and evaluate:**

1. Workplace instructions that are relevant to the individual's job
2. Working practices in the individual's job that may harm themselves or others'
3. Aspects of the individual's job that could harm themselves or others
4. Which of the potentially harmful working practices and aspects of the individual's work present the highest risks to themselves or others
5. How to deal with hazards in accordance with workplace instructions and legal requirements

**Support** the practical application of the workplace instructions and suppliers' or manufacturers' instructions for the safe use of equipment, materials and products

**Support and assist** in the implementation of SHE inspections and monitoring systems demonstrating the balance between enforcement and internal support.

**Undertake** and/or assist with the monitoring, analysis of and reporting of SHE performance.

**Prepare and maintain** records relating to safety, health and environmental matters that comply with legal and workplace requirements and are accessible to those who are authorised to use them. E.g. records associated with Provision and Use of Work Equipment Regulations, Lifting Operation and Lifting Equipment Regulations, Noise at Work Regulations, Hand Arm Vibration Regulations or Environmental Permitting Regulations.

**Assist the management team** in establishing, managing and maintaining relationships with external stakeholders such as local authorities, Health and Safety Executive, Environment Agency, Occupational Health, Occupational Hygienists and others as required and directed.

**Research Safety, Health and Environmental Issues** and best practices. Review updates of health and safety regulations e.g. changes to Construction, Design and Management Regulations or updates to the Control of Substances Hazardous to Health along with workplace instructions, making sure that information is from reliable sources.

**Assist and/or manage** the investigation of accidents, incidents, dangerous occurrences, near misses and other incidents as directed.

**Recognise** where decisions have a financial cost and assisting to develop a budget.

**Recognise situations** where the activity will benefit from contributions and expertise of other internal departments such as HR, Finance, IT or Occupational Health.

# Additional description of SHE Technician's Behaviours:

**Communicate effectively:** Be able to contribute effectively in both spoken and written styles, adapting to the audience to present information or training in an assertive, engaging way.

**Work effectively in a team:** Be able to work with others (colleagues, suppliers, clients and the public) and lead by example in a collaborative and non- confrontational way. Be able to adjust to change in relation to the requirements of the organisation.

**Contribute to a positive SHE culture:** Challenge behaviour that is inconsistent with SHE culture, respect the culture and values of others in contributing a positive SHE culture. Positively influence behaviour in others to achieve desired outcomes and resolve conflicts.

**Drive Innovation:** Be able to identify areas for improvement and suggest sustainable innovative solutions.

**Use their Professional Judgement:** Be able to work within own level of competence, know when to seek advice from others.

**Apply the code of ethics:** Work within rules and regulations of professional competence and code of conduct as defined by a professional institution. Be able to resist pressures to allow others to utilise unsafe working practices.

**Commit to equality and diversity:** Apply attributes of equality and diversity to meet the requirements of fairness at work.

**Continue their professional development:** Identify own development needs and take action to meet those needs. Use own knowledge and expertise to help others when requested.

**For further information about our  
courses please contact John Sims**

**email [johnsims@deereapprenticeships.com](mailto:johnsims@deereapprenticeships.com)**

**call 07729 617 916 or 01623 372 025**

