Programme Specification 2025-26

1.	**Programme title**	MSc Strategic Leadership in Occupational Safety and Health - Risk and Safety Degree Apprenticeship
2.	**Awarding institution**	Middlesex University
3a	**Teaching institution**	Middlesex University London
3b	**Language of study**	English

4a	**Valid intake dates and mode of study**

Mode of Study	Cohort	Delivery Location	Duration
Part-time (PT)	Semester 1	Hendon	3 Years

4c	**Delivery method**	

5. Professional/Statutory/Regulatory body (if applicable)
Institution of Occupational Safety and Health (IOSH)

6.	**Apprenticeship Standard** (if applicable)	Risk and Safety Management

7. Final qualification(s) available
Target Award Title(s)
MSc Strategic Leadership in Occupational Safety and Health
Exit Award Title(s)
PGDip Occupational Safety and Health Management

8. Academic year effective from	2025-26

9. Criteria for admission to the programme

Employers of apprentices from highly regulated and/or high risk industries will set their selection criteria for their candidates which should include evidence that applicants have capacity to work at level 6+ in preparation for the master's award track. The normal requirement is a Good honours degree, 2.2 or above or equivalent qualification in any relevant discipline or Professional Diploma (level 6) e.g. NEBOSH or British Safety Council. Apprentices may be required to pass level 2 Functional Skills if they do not hold GCSE grade 4 or above equivalents in Mathematics and/or English upon entry.

Equivalent work-based experience may be considered at the discretion of the programme team and employer and may require submission of a piece of work to demonstrate experience and readiness to study at level 6+. Employers who are considering candidates who do not have level 6 qualifications (as set out above) should discuss their suitability with the programme leader.

The University aims to ensure that its admissions processes are fair, open and transparent and aims to admit apprentices who, regardless of their background, demonstrate potential to successfully complete their chosen programme of study where a suitable place exists and where entry criteria are met. The University values diversity and is committed to equality in education and apprentices are selected on the basis of their individual merits, abilities and aptitudes. The University ensures that the operation of admissions processes and application of entry criteria are undertaken in compliance with the Equality Act.

We take a personalised and fair approach to how we make offers. We feel it's important that our applicants continue to aspire to achieving great results and make offers which take into account pieces of information provided to us on the application form.

This includes recognition of prior learning and experience. If you have been working, or you have other learning experience that is relevant to your programme, then we can count this towards your entry requirements and even certain modules once you start studying.

10. Aims of the programme

The programme aims to:

The programme is designed to produce high quality practitioners, such as in the fields of technical safety, safety and reliability, nuclear safety, chemical and process safety, rail safety, product safety and air safety. Apprentices will achieve the appropriate Knowledge, Skills and Behaviours (KSBs) and develop appropriate employability literacy and numerical skills required for graduates at Level 7.

This apprenticeship aligns with the professional registration requirements for a number of professional bodies. While additional experience may be required, graduates will develop the skills to assess, manage, and mitigate risks, ensuring compliance with professional standards in occupational safety and health.

The programme provides a strong foundation in risk assessment, management principles, and sector-specific applications. Graduates will be equipped to analyse complex occupational risks, implement management solutions, and integrate theoretical knowledge with practical applications in global operational and supply chain contexts.

Graduates will gain the ability to lead change, communicate risk effectively to diverse stakeholders, and conduct high-level research in occupational safety and health. With a

focus on critical thinking, ethical decision-making, and continuous professional development (CPD), they will be prepared to influence safety culture and drive improvements in professional practice.

11.	Programme learning outcomes

Programme - Knowledge and Understanding
On completion of this programme the successful student will have a knowledge and understanding of:
1. Risk profiling and management that explores strategic, organisational, engineering, and personal factors influencing risk perception, behaviour, and response; including hazard analysis, risk management, and business continuity planning.
2. The legislation and regulatory frameworks, including the examination and application of workplace regulations, legislation, and regulatory approaches, and their application in complex occupational settings.
3. Integrated safety and health perspectives, such as an understanding of the interplay of legislative, regulatory, organisational, technical, cultural, and scientific factors in occupational safety applicable within the working environment to achieve workplace improvements.
4. Hazard identification and mitigation strategies including the assessment and management of workplace hazards in highly regulated industries, chemical, biological, and physical risks, their cumulative impact on health and the environment, and develop the skills to appropriately intervene and change practice.
5. The role of leadership and organisational culture affecting, management strategies, and the organisational culture in establishing and maintaining safe work systems in high reliability environments.
6. Effective organisational and stakeholder engagement in strategic planning such as influence, engineering and project management; financial management, and decision-making.
7. The appropriate research methodologies used for evidence-based practice; including critical evaluation, the identification of suitable research tools, data selection, data analysis, and evidence-based application to solving occupational safety and health problems and creating practical improvements.
Programme - Skills
On completion of this programme the successful student will be able to:
8. Design an organisation's OSH strategic direction by setting priorities, considering emerging risks and opportunities, and developing innovative, sustainable business solutions.
9. Make informed decisions and recommendations on occupational safety and health (OSH) issues, articulating solutions professionally to managers, safety representatives, enforcement bodies, and the wider community using diverse media.
10. Autonomously apply and evaluate inspection and investigation techniques, assess audit results, and develop action plans for organisational improvement.

11. Critically appraise legislation, guidance, and complex data, effectively communicating their implications to diverse stakeholders.
12. Solve Occupational Safety and Health challenges using a range of tools, influence others through strategic communication, and foster a positive safety culture and be an agent for organisational change in high reliability environments.
13. Contribute to and lead project teams, acting as a specialist adviser to enhance safety practices organisational performance.
14. Design and conduct appropriate professional and academic investigations within ethical guidelines, performing in-depth analyses and effectively communicating findings and recommendations.
15. Identify hazards, assess and evaluate risks using a variety of techniques, and implement risk mitigation measures in highly regulated industries to eliminate or minimize them to an acceptable level.

12. Teaching/learning methods
Key concept videos introduce the key themes within each module. Apprentices will have access to an academic advisor to provide continuing scaffolding support where needed – this will also cover support at tripartite meetings. The teaching and learning strategy integrates practice-based learning (on the job) with 20% off the job learning designed to facilitate the achievement of the KSBs. Apprentices learn cognitive and practical skills through interactive participation in modules, case study analysis of practical workplace problems relevant to current working practices, group and workshops will help apprentices articulate ideas, reflect on their understanding and learn from others in a constructive environment. The use of student workplace environments is used to enable students to relate knowledge to practice situations and to develop themes identified in class Apprentices have access to the virtual learning environment with themes introduces through key concept videos plus other such interactive exercises and quizzes designed to develop cognitive and problem-solving skills. Use of e-learning strategies is also integrated into the teaching and learning strategy, including action learning sets and master classes given by industry professionals, the use of community discussion forums. Online learning, (my-learning) will also be used to encourage independent study and formative assessment using interactive exercises and quizzes, links to external sources of information and Podcast presentations and supporting notes are available to the student for downloading. The modules are designed to encourage engagement with practice to identify a range of hazardous working environments and for apprentices to build their professional knowledge. With the award being work based the award will build on existing professional communities but also develop a new academic community together with the students on the regular MSc award. If opportunity allows, we encourage and support use of apprentices' workplaces to base face to face activity if accessible.
Approx. number of timetabled hours per week (at each level of study, as appropriate), including on-campus and online hours. FT 8 hours, PT 4 hours Approx. number of hours of independent study per week (at each level of study, as appropriate). FT 32 hours, PT 16 hours

Approx. number of hours on placement (including placement, work-based learning or year abroad, as appropriate). FT 0 hours, PT 0 hours

13. Employability

13a Development of graduate competencies

13b Employability development

Development of graduate competencies
The PSRBR requires Safety and Health Professionals to build competencies through its competency framework. It is designed as an actionable set of standards to help build capacity across our profession. Practical and comprehensive, it includes 69 competencies covering 12 areas in three categories – technical, core and behavioural. The programme is designed for Apprentices to develop each of these. The programme also develops 8 key employability characteristics. Specifically, all of these will be developed via the Professional Practice Modules (PRS4801, PRS4802, PRS4803) and Tripartite Meetings.

Leadership and Influence
Being a practice level award, Apprentices will develop these skills in the Leadership, Change and Project management module (PRS4801) as well as on their project module (PRS4479). When in practice graduates may be involved in the following activities:
•Leading teams, or professional projects proactively and strategically.
•Inspiring peers with innovative ideas and informed decision-making.
•Shaping how organisations work and the influence of stakeholders through effective communication, insight, and expertise.

Entrepreneurship (Mindset)
Apprentices are encouraged to both be responsive to change as well as leading change where necessary. These skills are developed on Healthy Workplaces and Industrial Hygiene (PRS4703) and H&S Practice, Operational Risks and Technology (PRS4704) as well as the project module (PRS4479). In practice they may have to:
•Exhibit a strategic entrepreneurial mindset, solving complex challenges and global issues.
•Integrate insights from technology, economics, and business strategy to create impactful solutions to improve the safety and health of employees.

Curiosity and Learning
These employability skills are essential for roles in all sectors where there are new and emerging hazards with all modules allowing for development. Through professional development professionals have to:
•Develop intellectual curiosity, constantly seeking to expand knowledge.
•Identify knowledge gaps, design self-directed learning, and contribute to continual improvement.
•Commit to lifelong learning, staying current with field developments and advancing knowledge through research and critical analysis.

Communication, Empathy, and Inclusion
Core to all assessment Apprentices have to develop skills in these areas – recognising Health and Safety and Human Rights legislation professionals have to demonstrate engagement skills – such as:
•Communicating complex ideas clearly to diverse audiences, including academics, peers, and

non-specialists.
•Fostering an inclusive environment by listening, showing empathy, encouraging and navigating diverse viewpoints at all levels in organisations,
•Leading by example in creating inclusive spaces, ensuring all voices are heard and valued.

Collaborative Innovation
Apprentices develop these skills throughout their study culminating in their work-based project. These skills include:
•Contributing to collaborative teams, encouraging and learning idea generation and knowledge exchange.
•Application of critical thinking and advanced problem-solving skills within teams, respectfully challenging peers to achieve creative outcomes.

Resilience and Adaptability
One of the biggest challenges for Safety and Health Professionals is having professional grit to develop change. This is covered in the Leadership, Change and Project Management module (PRS4702) and practiced on the project (PRS4479). Professionals have to:
•Demonstrate resilience in navigating complexities and uncertainties of research, or professional work.
•Adapts appropriately to changing circumstances and helping others navigate transitions.
•Manages multiple priorities and responsibilities, using sound judgment and strategic thinking to overcome obstacles.

Problem Solving and Delivery
All modules develop these employability skills culminating in the project (PRS4479). Professionals often have to:
•Solve unique problems using a variety of methodologies, researching multiple solutions, and applying findings with precision; these are developed in the Risk based modules (PRS4701, PRS4703 and PRS4704)
•Take responsibility for delivering high-quality outcomes under pressure and tight deadlines; skills developed on PRS4702 and the project PRS4799.

Technological Agility
With much of the programme delivered through the virtual learning environment the academic environment is underpinned with the use of technology. The module H&S Practiced, Operational Risks and Technology (PRS4704) develops themes of technology with the module Healthy Workplaces and Industrial Hygiene (PRS4703) embracing health risks arising out of technology. Apprentices will be encouraged to:
•Develop technological agility, using cutting-edge tools and platforms to enhance research, innovation, and professional practice.
•Adapt to rapidly changing technological landscapes, including the ethical use of generative AI, and new technologies effectively.

Employability development
This is an apprenticeship and a practice-based degree – health and safety as such is rooted in legislation, what makes this a level 7 award is how this is applied to the sector the apprentice has experience in. It is not about memorizing and reproducing but applying. There are 19 separate IOSH industry groups including Public Services, Construction, Aviation (https://iosh.com/get-involved/networks-and-communities/branches-and-groups) all with their own risk profile that the apprentice brings to the table.

Apprentices learn cognitive and practical skills through interactive participation in modules, case study analysis of practical workplace problems relevant to current working practices, group and mini seminars and workshops will help apprentices articulate ideas, reflect on their understanding and learn from others in a constructive environment. E-learning facilities available on the virtual learning environment plus other such interactive exercises and quizzes will help develop cognitive skills.

The modules have been designed to integrate practice from an apprentice's working environment with academia. Action research and reflection (core to the PSRBs PDA and CPD) is built into the programme with the project allowing the apprentice to do a 'deep dive' into a practice-based opportunity.

13c Placement and work experience opportunities (if applicable)

N/A

13d Future careers / progression

This apprenticeship creates rounded professionals capable of working competently in their chosen industry but with the risk and safety management knowledge, skills and behaviours that are transferable across all highly regulated industries. Typically, apprentices are being developed to work in the energy generation, construction, manufacturing and railway sectors We have some apprentices from HS2 with some from the public service sector – most apprentices are already entering with Level 6 knowledge and are Certified Members of IOSH and/or with appropriate Engineering Council awards.

14. Assessment methods

Apprentice's knowledge and understanding is assessed through their workplaces through the integration of knowledge with their own practice - with reflection, reflecting current working, cultural and physical environments. Presentations and discussion blogs on the virtual learning environment will also be used as a formative assessment with written feedback given rapidly to progress learning and understanding.

Apprentices' cognitive skills are assessed through reflection and assignment, and the research proposal and workplace project.

15. Programme Structure (level of study, modules, credits and progression requirements)

The programme is designed to produce high quality practitioners, such as in the fields of technical safety, safety and reliability, nuclear safety, chemical and process safety, rail safety, product safety and air safety. Apprentices will achieve the appropriate Knowledge, Skills and Behaviours (KSBs) and develop appropriate employability literacy and numerical skills required for graduates at Level 7.
This apprenticeship aligns with the professional registration requirements for a number of professional bodies. While additional experience may be required, graduates will develop the skills to assess, manage, and mitigate risks, ensuring compliance with professional standards in occupational safety and health.
The programme provides a strong foundation in risk assessment, management principles, and sector-specific applications. Graduates will be equipped to analyse complex occupational risks, implement management solutions, and integrate theoretical knowledge

with practical applications in global operational and supply chain contexts.
Graduates will gain the ability to lead change, communicate risk effectively to diverse stakeholders, and conduct high-level research in occupational safety and health. With a focus on critical thinking, ethical decision-making, and continuous professional development (CPD), they will be prepared to influence safety culture and drive improvements in professional practice.

Structure is indicative for Part-time routes.

Students must take all of the compulsory modules and choose following programme requirements from the optional modules.

Non-compensatable modules are noted below.

Available Pathways
Not Applicable

Year 1

Code	Type	Module Title	Credits at FHEQ Level
PRS4704	Compulsory	H&S Practice; Operational Risks and Technology 2025-26	30 at Level 7
PRS4703	Compulsory	Healthy Workplaces and Industrial Hygiene 2025-26	30 at Level 7
PRS4801	Compulsory	Professional Practice I 2025-26	0 at Level 7

Year 2

Code	Type	Module Title	Credits at FHEQ Level
PRS4701	Compulsory	Strategic Risk Management 2026-27	30 at Level 7
PRS4702	Compulsory	Leadership, Change and Project Management 2026-27	30 at Level 7

PRS4802	Compulsory	Professional Practice II 2026-27	0 at Level 7

Year 3

Code	Type	Module Title	Credits at FHEQ Level
PRS4479	Compulsory	Research Methods - Workplace Project 2027-28	60 at Level 7
PRS4803	Compulsory	Professional Practice III 2027-28	0 at Level 7

*Please refer to your programme page on the website re availability of option modules

16. Programme-specific support for learning
Academic Support, where required, is available for apprentices from academic support services. Students performance and engagement is captured through APTEM with each apprentice having an allocated academic tutor providing broader oversight. This is brought together at quarterly Tripartite meetings with the apprentices' workplace mentor. Key skills through University academic support services including ICT and Mathematics.

17. HECos code(s)	100866: Health and Safety Management

18. Relevant QAA subject benchmark(s)	Business and Management 2023, Engineering 2023

19. University Regulations
This programme will run in line with general University Regulations: Policies | Middlesex University This programme will run in line with general University Regulations and the Regulations for Apprenticeship Programmes: Policies | Middlesex University Apprenticeship Standards Risk and safety management professional (degree) / Institute for Apprenticeships and Technical Education Apprenticeship Funding Rules Apprenticeship funding rules - GOV.UK (www.gov.uk)

End Point Assessment Plan:
https://www.instituteforapprenticeships.org/media/7329/st0465_risk-and-safety-management-degree-apprenticeship_l7_assessment-plan_for-publication_-060623.pdf

Apprenticeship gateway:
Once the Apprentice has gained their MSc qualification and English and maths qualifications in line with the apprenticeship funding rules (and the Employer believes that the apprentice has met all the KSBs in the Standard, an Assessment Gateway can be scheduled. The Portfolio of Evidence provided by the Apprentice will be reviewed by the Employer, to make certain that it meets the Standard required. When the Employer believes that the Apprentice is competent and is satisfied that the required qualifications are in place, the Apprentice will be deemed ready to enter the EPA process and the EPA will be scheduled.

End Point Assessment
The EPA consists of two synoptic assessment methods: a Case Study Project and a VIVA. The apprenticeship grade is determined by the performance in the EPA, which will be graded as Distinction, Pass or Fail.

20. Reference points

Internal reference points:
•Assessment Regulations
•University Learning and Teaching policies and strategies, such as 2031 Learning Framework or Graduate Competencies
External reference points:
•The QAA Quality Code for Higher Education.
•QAA Characteristics Statement Master's Degree
•QAA Characteristics Statement Higher Education in Apprenticeships
•The QAA Frameworks for Higher Education Qualifications.
•United Nations Sustainable Development Goals and its 2030 Agenda for Sustainable Development.
•IOSH Competency Framework
•INSHPO The OHS Professional Capability Framework: A Global Framework for Practice
•IFA level 7 Risk and Safety Management Professional Degree Apprenticeship (ST0465)
•Apprenticeship Funding Rules
•OFSTED Inspection Framework

21. Other information *(if applicable)*

Please note programme specifications provide a concise summary of the main features of the programme and the learning outcomes that a typical student might reasonably be expected to achieve if they take full advantage of the learning opportunities that are provided. More detailed information about the programme can be found in the rest of your programme handbook and the university regulations.

Curriculum map for MSc Strategic Occupational Safety and Health Management – Risk and Safety Degree Apprentice

Programme learning outcomes

Knowledge and understanding

A1	Risk profiling and management that explores strategic, organisational, engineering, and personal factors influencing risk perception, behaviour, and response; including hazard analysis, risk management, and business continuity planning.
A2	The legislation and regulatory frameworks, including the examination and application of workplace regulations, legislation, and regulatory approaches, and their application in complex occupational settings.
A3	Integrated safety and health perspectives, such as an understanding of the interplay of legislative, regulatory, organisational, technical, cultural, and scientific factors in occupational safety applicable within the working environment to achieve workplace improvements.
A4	Hazard identification and mitigation strategies including the assessment and management of workplace hazards in highly regulated industries, chemical, biological, and physical risks, their cumulative impact on health and the environment, and develop the skills to appropriately intervene and change practice.
A5	The role of leadership and organisational culture affecting, management strategies, and the organisational culture in establishing and maintaining safe work systems in high reliability environments.
A6	Effective organisational and stakeholder engagement in strategic planning such as influence, engineering and project management; financial management, and decision-making.
A7	The appropriate research methodologies used for evidence-based practice; including critical evaluation, the identification of suitable research tools, data selection, data analysis, and evidence-based application to solving occupational safety and health problems and creating practical improvements.

Skills

B1	Design an organisation's OSH strategic direction by setting priorities, considering emerging risks and opportunities, and developing innovative, sustainable business solutions.
B2	Make informed decisions and recommendations on occupational safety and health (OSH) issues, articulating solutions professionally to managers, safety representatives, enforcement bodies, and the wider community using diverse media.

B3	Autonomously apply and evaluate inspection and investigation techniques, assess audit results, and develop action plans for organisational improvement.
B4	Critically appraise legislation, guidance, and complex data, effectively communicating their implications to diverse stakeholders.
B5	Solve Occupational Safety and Health challenges using a range of tools, influence others through strategic communication, and foster a positive safety culture and be an agent for organisational change in high reliability environments.
B6	Contribute to and lead project teams, acting as a specialist adviser to enhance safety practices organisational performance.
B7	Design and conduct appropriate professional and academic investigations within ethical guidelines, performing in-depth analyses and effectively communicating findings and recommendations.
B8	Identify hazards, assess and evaluate risks using a variety of techniques, and implement risk mitigation measures in highly regulated industries to eliminate or minimize them to an acceptable level.

Programme outcomes - Highest level achieved by all graduates

A1	A2	A3	A4	A5	A6	A7	B1	B2	B3	B4	B5	B6	B7	B8
7	7	7	7	7	7	7	7	7	7	7	7	7	7	7

Module Title	Module Code by Level	A 1	A 2	A 3	A 4	A 5	A 6	A 7	B 1	B 2	B 3	B 4	B 5	B 6	B 7	B 8
Strategic Risk Management	PRS4701	Y					Y	Y	Y		Y			Y	Y	Y
Leadership, Change and Project Management	PRS4702	Y				Y	Y		Y	Y	Y	Y		Y	Y	
Healthy Workplaces and Industrial Hygiene	PRS4703		Y	Y	Y			Y		Y	Y	Y	Y			
H&S Practice; Operational Risks and Technology	PRS4704		Y	Y	Y			Y		Y	Y	Y	Y			Y

Research Methods - Workplace Project	PRS4479	Y				Y	Y	Y		Y			Y		Y	Y
Professional Practice I	PRS4801	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Professional Practice II	PRS4802	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Professional Practice III	PRS4803	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y