

QUALIFICATION SPECIFICATION

NOCN LEVEL 7

DIPLOMA IN OCCUPATIONAL HEALTH, SAFETY, ENVIRONMENT & SUSTAINABILITY MANAGEMENT

Introduction

NOCN is a market-leading awarding organisation that has been providing qualifications for a wide range of Centres, including FE colleges and training providers, for 30 years both in the UK and internationally.

We work with Centres to deliver a high quality and flexible service for learners to underpin our passionate belief in the power of education and its impact on communities and individuals.

We offer all the advantages of being with a national awarding organisation with a diverse portfolio of qualifications, alongside providing a personalised, bespoke, service to our Centres and learners.

As an accredited Leader in Diversity we are proud of our reputation as a provider of fully accessible, trusted and flexible qualifications.

About NOCN Group

NOCN is part of NOCN Group, a progressive educational charity whose core aims are to help learners reach their potential and organisations thrive. The group includes business units specialising in regulated UK and international qualifications, end point assessment, endorsed programmes and assured short courses, Smart job cards, assessment services, consultancy, and research.

NOCN Group shares a joint purpose to offer learners, training providers, employers, and FE Colleges a fully integrated range of learning and skills development products and services.

Information about all our courses and qualifications is available from our website:
www.nocn.org.uk/

Qualification at a Glance

Title	Size
<p>NOCN Level 7 Diploma in Occupational Health, Safety, Environment & Sustainability Management</p>	<p>GLH - 340 TQT - 1200 Credit - 120</p>
Purpose	Target Audience
<p>The purpose of this qualification is to equip learners with the knowledge and understanding required to lead and manage occupational health, safety, environmental and sustainability functions at a strategic level. It develops the capability to manage complex risk, ensure regulatory compliance and drive organisational improvement.</p>	<p>This qualification is intended for experienced professionals working in occupational health, safety, environmental or sustainability roles who wish to progress into senior leadership or strategic management positions. It is suitable for practitioners responsible for developing policies, managing systems and leading organisational initiatives that improve health, safety, environmental and sustainability performance.</p>
Content Overview	Entry Requirements
<p>This Level 7 qualification provides learners with advanced knowledge and skills in occupational health, safety, environmental and sustainability management. It covers strategic leadership legal compliance, risk management, occupational hygiene, workplace wellbeing, environmental management systems, ESG governance, and project and change management.</p>	<p>Learners would typically hold a Level 6 qualification or higher in occupational health and safety or a related discipline or demonstrate equivalent professional experience. They should be working in a leadership or senior advisory role within a health, safety, environmental or sustainability function in order to provide relevant workplace evidence. Proficiency in written and spoken English is essential.</p>
Assessment	Additional Resources
<p>The assessment method is internally set and internally assessed by the centre and is based on a portfolio of evidence.</p>	<p>There are no additional resources for this qualification.</p>

Summary of changes:

This section summarises the changes to the qualification specification since the last version.

Version	Publication Date	Summary of Amendments (page numbers where changes can be found)
1.1	31.03.2026	Pg 6 – centre pre-approval information added. Pg 13 – centre pre-approval process and contact details added.

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1. Overview of Qualification

This qualification is a vocational programme designed to develop advanced knowledge and professional capability in occupational health, safety, environmental and sustainability management. It covers strategic leadership and governance, legal compliance, risk management and resilience, occupational hygiene, workplace health and wellbeing, environmental management systems, sustainability and Environmental, Social and Governance (ESG) principles, together with research, continuous improvement, and project and change management.

Developed in collaboration with **OSHTREE Training and Consultancy**, this qualification supports the development of strategic capability to manage occupational health, safety, environmental and sustainability functions within complex organisational environments and promote responsible and sustainable organisational practice. All new centres must obtain pre-approval from OSHTREE Training and Consultancy prior to undertaking NOCN centre and qualification approval. Contact details can be found within section **3.2 Offering the Qualification**.

The qualification meets the following Ofqual objective:

(b) Preparing learners for employment.

This qualification is for:

- ◆ Learners who wish to develop advanced knowledge and professional capability in occupational health, safety, environmental and sustainability management. This includes experienced practitioners seeking to progress into senior leadership, advisory or strategic roles, and those responsible for developing organisational policies, systems and improvement initiatives.

Entry Requirements

Learners would typically hold a Level 6 qualification or higher in occupational health and safety or a related discipline or demonstrate equivalent professional experience. Learners should be working in a leadership or senior advisory role within a health, safety, environmental or sustainability function in order to provide relevant workplace evidence. Proficiency in written and spoken English is essential.

Learners must be able to demonstrate the requirements of the qualification and have access to required assessment opportunities and relevant resources. Please refer to specific assessment requirements on individual unit components for more information.

Centres should undertake initial assessment activities with learners to ensure this is an appropriate qualification and they are capable of achieving the level they will be studying before enrolling them onto a programme of learning.

This qualification is available to learners aged **19** years or over.

Progression Routes

Achievement of this qualification confirms the learner has gained the knowledge and skills required for:

- ◆ Senior roles in occupational health, safety, environmental and sustainability management, such as Health and Safety Manager, Sustainability Manager, Risk and Compliance Manager, ESG Manager, or Head of HSE.
- ◆ Professional consultancy or advisory roles in occupational health, safety, environmental management, sustainability or risk management.
- ◆ MBA programmes with a focus on leadership, sustainability or organisational strategy.

2. Qualification Details

2.1. Qualification Structure

The NOCN Level 7 Diploma in Occupational Health, Safety, Environment & Sustainability Management is a 120 credit qualification with a Total Qualification Time (TQT) of 1200 hours, including 340 Guided Learning Hours (GLH).

Learners must achieve all 120 credits.

To achieve, learners must complete all of the following nine mandatory units:

Unit	M/O	Level	Ofqual Unit Ref	Credits	GLH	Assessment
Unit 1: Strategic Leadership and Governance in Occupational Health, Safety, Environment and Sustainability	M	7	T/652/0471	15	50	Portfolio of Evidence
Unit 2: Occupational Health and Safety Law, Compliance and Management Systems	M	7	D/652/0438	15	40	Portfolio of Evidence
Unit 3: Risk, Incident and Resilience Management	M	7	A/652/0437	15	40	Portfolio of Evidence
Unit 4: Occupational Hygiene and Exposure Control	M	7	Y/652/0436	15	40	Portfolio of Evidence

Unit 5: Workplace Health, Well-Being and Ergonomics	M	7	T/652/0435	15	40	Portfolio of Evidence
Unit 6: Environmental Management Systems and Pollution Control	M	7	R/652/0434	15	40	Portfolio of Evidence
Unit 7: Sustainability, Environmental, Social and Governance and Corporate Responsibility	M	7	M/652/0433	10	30	Portfolio of Evidence
Unit 8: Research, Innovation and Continuous Improvement	M	7	L/652/0432	10	30	Portfolio of Evidence
Unit 9: Project and Change Management for Occupational Health, Safety, Environment and Sustainability	M	7	K/652/0431	10	30	Portfolio of Evidence

2.2. Total Qualification Time (TQT)

Through consultation with users, TQT has been agreed by considering the total number of learning hours required for the average learner to achieve these qualifications.

TQT is split into two areas:

Area	Example of activities
<p>1. Guided Learning Hours (GLH):</p> <ul style="list-style-type: none"> ◆ Learning activity under the immediate guidance or supervision of a lecturer, supervisor, tutor or other appropriate provider of education or training. ◆ Includes the activity of being assessed if the assessment takes place under the immediate guidance or supervision of a lecturer, supervisor, tutor or other appropriate provider of education or training. 	<ul style="list-style-type: none"> ◆ Classroom-based learning supervised by a teacher ◆ Work-based learning supervised by a teacher. ◆ Live webinar or telephone tutorial with a teacher in real time. ◆ E-learning supervised by a teacher in real time. ◆ All forms of assessment which take place under the immediate guidance or supervision of an appropriate provider of training. ◆ Exam time.
<p>2. Other Learning Hours (OLH):</p> <ul style="list-style-type: none"> ◆ An estimate of the number of hours a learner will spend, as directed by (but not under the immediate guidance or supervision of) a lecturer, supervisor, tutor or other appropriate provider of education or training, including: <ul style="list-style-type: none"> ○ Preparatory work. ○ Self-study. ○ Any other form of education or training, including assessment. 	<ul style="list-style-type: none"> ◆ Independent and unsupervised research / learning. ◆ Unsupervised compilation of a portfolio of work experience. ◆ Unsupervised e-learning. ◆ Unsupervised e-assessment. ◆ Unsupervised coursework. ◆ Watching a pre-recorded podcast or webinar. ◆ Unsupervised work-based learning.

2.3. Assessment and Evidence

The qualification is a combination of internally set and internally assessed units.

Internal assessment (internally set and internally assessed)

Internal assessment activity must ensure evidence of achievement against **all** the requirements specified within each component.

For assessments that are internally set, the IQA will need to ensure pre-verification of assessment tasks take place prior to its use to ensure that it is an appropriate assessment tool, that it is inclusive to learners of all needs, that it meets the principles of assessment and does not hinder learner attainment of the NOCN assessment evidence requirements.

Refer to the **NOCN Quality Assurance Manual** for further information on the Internal Quality Assurance process. This can be found on the NOCN website at www.nocn.org.uk

Centres must ensure that knowledge-based learning is at the correct level for the qualification.

Assessment activities must be robust in that the assessment decisions are made based on evidence, which is valid, authentic, current, sufficient and reliable regarding the assessment taking place:

- Valid** The validity of an assessment decision is ensuring that the right thing has been assessed in the right way to deliver an accurate assessment result.
- Authentic** The assessment process must ensure that all evidence of achievement is authentic in that it has been created solely by the learner (unless otherwise required) and has not been plagiarised. If work was not authentic, it would undermine the entire the assessment process and overall qualification system.
- Current** The assessment process must ensure that the evidence used to claim qualification or unit achievement reflects current industry/qualification practice. This can be done by ensuring that the evidence is relevant at the time of the assessment as well as ensuring that the assessor has used the most-up-date assessment documentation.
- Sufficient** The Assessor must review assessment evidence to judge whether the learner has generated enough evidence at the right level to confidently cover all relevant learning outcome or assessment criteria requirements. The Assessor must also ensure their records of the assessment are complete, legible and accurate.
- Reliable** The Assessor must ensure that they are making reliable and consistent assessment decisions across their learners and with other Assessors within the Centre. Assessment decisions must also be consistent over time and across academic/programme cycles. This can be supported by attending standardisation activities.

This qualification is graded at Pass/Fail.

2.4. Fair and Equitable Assessment

Assessment must be designed to be accessible and inclusive and the assessment methodology must be appropriate for individual assessment, giving due consideration to any assessment requirements attached to individual components.

2.5. Learners with Particular Requirements

If you are a NOCN Recognised Centre and have learners with particular requirements, please see the NOCN Reasonable Adjustments and Special Considerations Policy and Procedure found on the NOCN website at www.nocn.org.uk

This policy gives clear guidance on the reasonable adjustments and arrangements that can be made to take account of disability or learning difficulty without compromising the assessment criteria.

The NOCN Centre Approval process requires the Centre to hold policy statements on Equal Opportunities, Diversity and Disability Discrimination, which will be reviewed by NOCN.

Please refer to the **NOCN Quality Assurance Manual** for further details.

2.6. Recognised Prior Learning

Recognising Prior Learning is an assessment process that recognises learning that has its origins in a learner's experience and/or previous formal and informal learning contexts. This includes knowledge and skills gained within school, college, university and outside formal learning situations such as through life, employment, apprenticeships and other work experiences.

NOCN is committed to the Recognition of Prior Learning (RPL) and has developed a policy and procedures to inform and support Centres. This is available on the NOCN website at www.nocn.org.uk

2.7. Assessment and Evidence for the Components

Forms and guidance for gathering learner evidence against the individual assessment criteria are available for download in Word format on the NOCN website:

www.nocn.org.uk/support/nocn-support/quality-assurance/

3. Centre Information

3.1. Required Resources for Delivering the Qualification

As part of the requirement to deliver this qualification there is an expectation that staff undertaking roles as part of the delivery and assessment of the qualification have a demonstrable level of expertise.

NOCN expects that Tutors and Assessors are able to demonstrate the following competencies:

Tutor/Assessor Requirements:

Tutor/Assessors for this qualification must be demonstrably competent to teach and assess, therefore, they must:

- ◆ Hold verifiable knowledge of the subject matter at the level being taught, evidenced through an up-to-date CV or equivalent.
- ◆ Hold or be working towards a recognised education and training qualification.
- ◆ Have relevant teaching and assessment experience or be trained in teaching and assessment.
- ◆ Keep Continuous Professional Development current with industry best practices.

Internal Quality Assurer (IQA) Requirements:

Each Centre must have internal quality assurance policies and procedures in place to ensure that decisions made by Assessors are appropriate, consistent, fair and transparent, and that they do not discriminate against any learner.

Internal Quality Assurers for this qualification must be demonstrably competent to carry out internal quality assurance, therefore, they must

- ◆ Understand the subject area at the level being quality assured, evidenced through an up-to-date CV.
- ◆ Hold, or be registered as working towards, a recognised Internal Quality Assurance qualification. Where working towards, countersigning arrangements must be in place through a qualified IQA.
- ◆ Keep Continuous Professional Development current with industry best practices.

Centre staff may undertake more than one role, e.g., Tutor, Assessor, or Internal Quality Assurer, but they cannot carry out any quality assurance on work that they have previously assessed.

Refer to the **NOCN Quality Assurance Manual** for further information on the Internal Quality Assurance process. This can be found on the NOCN website at: [www.nocn.org.uk/Data/Support_Downloads/NOCNQualityAssuranceManual\(V7.3202208\).pdf](http://www.nocn.org.uk/Data/Support_Downloads/NOCNQualityAssuranceManual(V7.3202208).pdf)

3.1.1 Continuing Professional Development (CPD)

Centres are expected to support their staff, ensuring that their subject knowledge remains current and that their members of staff are up to date with regards to best practice in delivery, assessment and quality assurance.

3.1.2 External Quality Assurance

Once recognised as a Centre, NOCN will allocate an External Quality Assurer. The External Quality Assurer will have ongoing responsibility for monitoring the Centre's compliance with the requirements of recognised Centre approval status.

The External Quality Assurer will make regular visits to all Centres. During these visits they will:

Monitor the Centre's compliance with the Centre approval criteria by reviewing course documentation, meeting managers, tutors, internal quality assurers, learners, and administrative staff.

Review the standard of the Centre's assessment and internal quality assurance practices and decisions to determine whether all assessment requirements are met to support safe and valid claims for certification.

Refer to the **NOCN Quality Assurance Manual** for further information on the External Quality Assurance process. This can be found on the NOCN website at: www.nocn.org.uk

3.2. Offering the Qualification

Pre- Approval

New centres wishing to offer this qualification must obtain pre-approval from OSHTREE Training and Consultancy prior to undertaking NOCN centre and qualification approval.

To obtain pre-approval, centres should contact OSHTREE Training and Consultancy directly via approvals@oshtree.org

Once pre-approval has been confirmed, centres should proceed with the appropriate NOCN approval process for either existing or new centres.

Existing Centres

If you are already recognised to offer NOCN qualifications and would like more information about offering this qualification, please contact: business-enquiries@nocn.org.uk, alternatively use Horizon to add this qualification to your Centre.

New Centres

If you are interested in offering this qualification, but are not yet a NOCN Approved Centre and would like more information about becoming a NOCN Centre and offering this qualification please see **Become a Registered Centre** on our website:

<https://www.nocn.org.uk/customers/nocn-centres/> and click Become a Centre.

4. Component Information

Within the Level 7 Diploma in Occupational Health, Safety, Environment & Sustainability Management qualification, the qualification consists of Mandatory components. The qualification structures (**see section 2**) sets out the rules for achieving the qualification.

To achieve this qualification a learner must provide evidence of learning and achievement against all the assessment requirements within each of the components.

A copy of all Mandatory components can be downloaded via the NOCN website.

<https://www.nocn.org.uk/products/qualifications/610-7249-7-nocn-level-7-diploma-in-occupational-health-safety-environment-and-sustainability-management/>



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