



*Creating a Culture of Health and Safety*

*Madrid -*

*30-03-2026*

## Creating a Culture of Health and Safety

Course code: HM332 From: 30-03-2026 Venue: Madrid - Course Fees: 5000 £

### Introduction

Creating a culture of health and safety is more than just complying with laws and regulations – it's about embedding values, behaviors, and systems that prioritize the wellbeing and protection of everyone in the workplace. This course equips participants with the knowledge, tools, and leadership approaches to foster a proactive and sustainable safety culture that positively impacts morale, productivity, and business continuity.

### Course Objectives of Creating a Culture of Health and Safety

Upon completing this program, participants will be able to:

- Understand the key components of a positive health and safety culture.
- Identify gaps and challenges in current workplace safety practices.
- Develop strategies to engage leadership and employees in safety initiatives.
- Promote psychological and physical health as part of workplace safety.
- Design and implement practical programs to sustain safety awareness.

### Course Methodology of Creating a Culture of Health and Safety

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

### Organizational Impact of Creating a Culture of Health and Safety

This training program will have a positive impact on organizations by:

- Reduced accidents, absenteeism, and legal liabilities.
- Stronger compliance with HSE and labor regulations.
- Enhanced employee engagement and retention.

- Improved reputation and stakeholder trust.
- A resilient and safety-conscious workforce.

## Personal Impact of Creating a Culture of Health and Safety

Participants will experience personal growth and development, including:

- Enhanced skills in leadership and risk communication.
- Better understanding of behavioral safety principles.
- Practical tools for leading change and improving team safety.
- Increased confidence in identifying and addressing safety concerns.

## Who Should Attend

This training program is ideal for:

- HSE Officers and Managers
- HR and Occupational Health Professionals
- Team Leaders and Supervisors
- Facilities and Operations Managers
- Senior Executives responsible for workplace wellbeing

## Course Outlines

### Day 1

#### Foundations of a Safety Culture

- Defining health and safety culture
- Legal vs. cultural compliance
- Organizational behaviors and safety outcomes
- Real-world case studies: culture-led safety success stories

### Day 2

#### Leadership and Accountability

- Role of leadership in shaping safety culture
- Leading by example: values-driven safety leadership
- Integrating safety into business strategy
- Safety KPIs and accountability frameworks

### Day 3

#### Employee Engagement and Communication

- Encouraging employee participation in safety programs
- Building trust and openness in reporting incidents
- Communication strategies that reinforce safe behaviors
- Recognition and rewards for safety performance

### Day 4

#### Integrating Mental Health and Wellbeing

- Understanding mental health as part of safety
- Recognizing signs of stress, burnout, and anxiety
- Promoting resilience and work-life balance
- Policies that support psychological safety

### Day 5

#### Sustaining a Safety-First Culture

- Continuous improvement models (e.g., PDCA in safety)
- Designing awareness campaigns and training refreshers
- Conducting internal health and safety audits
- Action planning: building your organization's roadmap