Programme Specification 2025-26

1.	**Programme title**	MSc Strategic Leadership in Occupational Safety and Health
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
Full-time (FT)	Semester 1	Hendon	1 Years
Part-time (PT)	Semester 1	Hendon	2 Years

4c	**Delivery method**	

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

6.	**Apprenticeship Standard** (if applicable)	N/A

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

8. Academic year effective from	2025-26

9. Criteria for admission to the programme

This is a professional practice award designed for those with Level 6 knowledge of Safety and Health Management. The project and assessment is practice based using student's workplace environments. Entry criteria depends on the candidate's individual circumstances and includes:

(i)Minimum 2:2 or better bachelors award demonstrating an ability to study at Level 7, plus,

(ii)Evidence of Level 6 qualification in Health and Safety or a portfolio, demonstrating an appropriate understanding of Risk Management Processes in their chosen industry with relevant experience,

(iii)Confirmation that the candidate is able to access a workplace during their studies

(iv)An overall score of IELTs 6.5 and above with a minimum of 6.0 in all components

The University aims to ensure that its admissions processes are fair, open and transparent and aims to admit students 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 students 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:

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Develop Advanced Occupational Safety Competence: Build students existing knowledge with the theoretical, practical, and research skills to anticipate, evaluate, and mitigate workplace safety risks, aligning with professional standards such as the IOSH Competency Framework, and enabling them to implement effective, evidence-based solutions in global industrial contexts.

Foster Leadership and Communication Skills: Build students' capacity to lead safety initiatives, drive organisational change, and effectively communicate safety strategies to both specialist and non-specialist audiences, while understanding the interplay of safety culture, leadership, and stakeholder management.

Promote Research-Driven Risk Management: Enable students to critically appraise and integrate research methodologies, technical data, and legislative frameworks to design innovative, practicable safety solutions and advance professional knowledge in occupational health and safety.

Support professionals in their route to Certified membership and/or the Professional Development Assessment (PDA) route to Chartered membership

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 strategic OSH direction by setting priorities, considering emerging risks and opportunities, and developing innovative, sustainable business solutions.

9. Make strategic 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.
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.

12. Teaching/learning methods
Key concept videos introduce the key themes within each module. Students integrate new knowledge with their existing knowledge and understanding through engagement with classes and workshops (either virtual or on campus), and through a variety of directed and self- directed learning activities e.g. presentations, discussion groups, case study development, critical literature appraisal. Students will have access to an academic advisor to provide continuing scaffolding support where needed. The use of student workplace environments is used to enable students to relate knowledge to practice situations and to develop themes identified in class. Classroom sessions will be 3 x 2-day intensive sessions integrating practice with key themes developing criticality at Level 7.   Use of e-learning strategies is also integrated into the teaching and learning strategy, with synchronous sessions between on campus sessions 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 through the use of interactive exercises and quizzes, links to external sources of information and Podcast presentations and supporting notes are available to the student for downloading.   With the award being work based the award will build on existing professional communities but also develop a new academic community together with the apprentices on the Risk and Safety Apprenticeship. If opportunity allows, we encourage and support use of students' 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 PSRB 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 students to develop each of these. The programme also develops 8 key employability characteristics

Leadership and Influence
Being a practice level award, students 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)
Students 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 students 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
Students 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. Students 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 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 student has experience in.
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 student brings to the table.
Students 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 students articulate ideas, reflect on their understanding and learn from others in a constructive environment. E-learning facilities available on My Learning plus other such interactive exercises and quizzes will help develop cognitive skills.
The modules have been designed to integrate practice from a student's working environment with academia. Action research and reflection (core to the PSRB's PDA and CPD) is built in to the programme with the project allowing the student to do a 'deep dive' into a practice-based activity.

13c Placement and work experience opportunities (if applicable)

N/A

13d Future careers / progression

As students will arrive with relevant workplace experience that the programme builds on they would be expected to obtain Certified IOSH Membership immediately or to consolidate Chartered or Chartered Fellow Membership. This will enable them to apply for roles at mid to senior levels in organisations.

Students often move into global roles expanding on their previous roles that include energy generation, construction, manufacturing and railway sectors. We have some students from HS2 with some from the public service sector – most students are already entering with Level 6 knowledge and are Certified Members of IOSH.

Some students will choose to study for doctoral level award or move into a research-based organisation.

14. Assessment methods

Students' 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.
Students' 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 aims to:
Develop Advanced Occupational Safety Competence: Build students existing knowledge with the theoretical, practical, and research skills to anticipate, evaluate, and mitigate workplace safety risks, aligning with professional standards such as the IOSH Competency Framework, and enabling them to implement effective, evidence-based solutions in global industrial contexts.

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Support professionals in their route to Certified membership and/or the Professional Development Assessment (PDA) route to Chartered membership

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
PRS4701	Compulsory	Strategic Risk Management 2025-26	30 at Level 7
PRS4703	Compulsory	Healthy Workplaces and Industrial Hygiene 2025-26	30 at Level 7
PRS4702	Compulsory	Leadership, Change and Project Management 2025-26	30 at Level 7
PRS4479	Compulsory	Research Methods - Workplace Project 2025-26	60 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
PRS4479	Compulsory	Research Methods - Workplace Project 2026-27	60 at Level 7

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

16. Programme-specific support for learning
Students will be given support through academic advising with the teaching team. The teaching team will also engage with employers from before the student onboarding to ensure that students have the requisite support and opportunities to develop themes in class, up to and including the project module, where the student will be developing themes from in class into the workplace.

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: Policies | Middlesex University

20. Reference points
Internal reference points: •Assessment Regulations •University Learning and Teaching policies and strategies, including 2031 Learning Framework and Graduate Competencies External reference points: •The QAA Quality Code for Higher Education. •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 •QAA Master's Degrees Characteristics Statement

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 Leadership in Occupational Safety and Health

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 strategic OSH direction by setting priorities, considering emerging risks and opportunities, and developing innovative, sustainable business solutions.
B2	Make strategic 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.

		Critically appraise legislation, guidance, and complex data, effectively communicating their implications to diverse stakeholders.

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.
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.

Programme outcomes - Highest level achieved by all graduates

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

Mapping by level of study and module

Module Title	Module Code by Level	A1	A2	A3	A4	A5	A6	A7	B1	B2	B3	B4	B5	B6	B7
Strategic Risk Management	PRS4701	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		
Research Methods - Workplace Project	PRS4479	Y				Y	Y	Y		Y			Y		Y