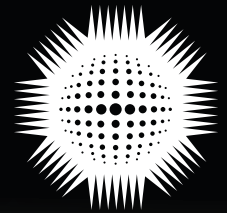


NEBOSH Ethical Practice Report

October – December 2021



nebosh



NEBOSH Ethical Practice Report

Welcome to NEBOSH's Ethical Practice Report which publishes information about our approach to ethical practice and the outcomes of our activities in October-December 2021.

We employ a dedicated team of Ethical Practice experts who prevent and detect malpractice. They ensure that only people who demonstrate sufficient knowledge and understanding in their NEBOSH assessments receive a NEBOSH qualification. Cheats are caught and penalised; they do not have a place in the health and safety profession.

At a glance: October - December 2021



1,769
learners
identified as
engaged in
malpractice

3,678
penalties

6 LIFETIME
BANS

39 websites
shut down or had
content removed

1,631
BANS

540
cases of fraudulent
activity on social
media resolved

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Malpractice or fraud - what's the difference?

Fraud and breaches of NEBOSH's intellectual property

The NEBOSH name and logo is highly valued. It represents rigorous, high quality learning which makes our qualifications desirable to health and safety professionals and to employers.

Unfortunately, dishonest people try to make money from our name and logo by selling fraudulent services and products. These could include things such as selling fake certificates, assessment writing services, guarantees of 100% pass rates or claiming to have access to NEBOSH's systems to change grades. A learner commits malpractice at the point at which they use or purchase these services to try to achieve a NEBOSH qualification.

We have dedicated Intellectual Property Rights (IPR) experts and lawyers who find and remove such activity. However, although it only takes minutes to post something online it can take days or weeks for NEBOSH to have it removed by the relevant platform. If you see a fraudulent social media post or website you can help by:

- Reporting it to us at ipr@nebosh.org.uk; and
- Reporting posts to the relevant social media platform

Are you an employer?

You can verify the qualifications of potential health and safety employees during your recruitment processes. NEBOSH has two free services that are available to you:

- If you have a certificate, you can use our online platform to check the authenticity of any NEBOSH qualification: <https://www.nebosh.org.uk/online-verifications>.
- To validate the information on a results document please contact NEBOSH via our Verification Request Form <https://www.nebosh.org.uk/policies-and-procedures/verifications/>.

Malpractice

Malpractice means *'any act, neglect, default or other practice that is a breach of NEBOSH's regulations and/or that:*


- *Compromises, attempts to compromise, or may compromise the process of assessment, the integrity of any qualification, or the validity of a result or certificate; and/or*
- *damages the authority, reputation or credibility in NEBOSH's qualifications or the wider qualifications community'.*

Malpractice examples could include (but are not limited to):

- Colluding with other people to help in your assessment
- Asking someone else to take an assessment on your behalf
- Purchasing a pre-written answer paper and trying to present the work wholly or partially as your own. NEBOSH has purchased examples of pre-written answers and submitted them to our examination process – they did not pass!
- Registering as a learner, writing an answer(s) and then selling the answers

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Example of fraud/ breach of NEBOSH's intellectual property

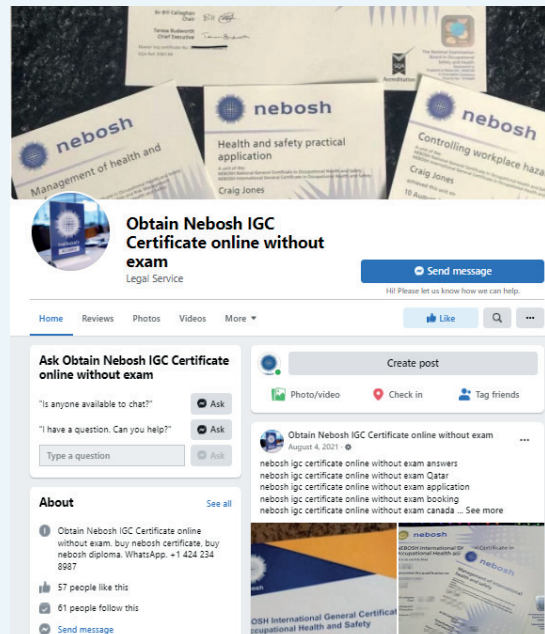


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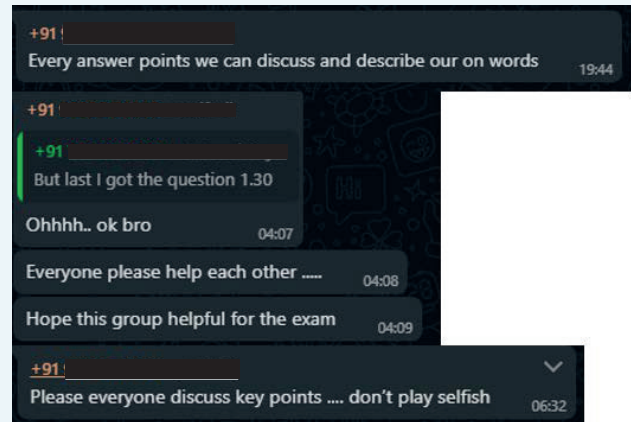
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Examples of learner malpractice



+91! Every answer points we can discuss and describe our on words 19:44

+91! But last I got the question 1.30

Ohhhh.. ok bro 04:07

Everyone please help each other 04:08

Hope this group helpful for the exam 04:09

+91! Please everyone discuss key points don't play selfish 06:32

Examples of identical answers submitted by two learners, identified by the Ethical Practice team

Task 1: Investigating near misses

Question 1

Under this scenario, the manager should convince an experienced employee by providing the following arguments to ensure that the type of incident that occurred on the site will not recur.

Investigations allow managers to identify the immediate cause, root cause and root cause of unforeseen events so that we can control them to prevent accidents or incidents in the future. Close investigation helps to identify risks and minimize risks within acceptable limits.

Managers should educate employees about nearby faults. A nearby traffic accident is an unintended event caused by a dangerous behavior that does not cause injury or illness, but can cause damage, so all surrounding cases should be investigated.

Managers should make a statement in the company's HSE policy about the organization's commitment to health, safety and the organization's goals. Ensuring a safe workplace for employees and the public when visiting a home by mitigating the risks identified by closely interrogating people.

Question 1

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- Managers should make a statement in the company's HSE policy about the organization's commitment to health, safety and the organization's goals.
- Ensuring a safe workplace for employees and the public when visiting a home by mitigating the risks identified by closely interrogating people.

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Investigations

Our expert Ethical Practice team use a range of tools and techniques to gather evidence and information to determine if a full investigation is required and whether malpractice has taken place. They also review every piece of information and intelligence we receive from third parties in relation to a potential malpractice incidents. When it is found that malpractice has taken place, they also determine what the appropriate penalties are.

The introduction of plagiarism checking software has enabled us to check answer papers at the point of submission and the recruitment of additional people to our team has enabled us to review cases more quickly. In this reporting period we concluded 2,046 investigations, resulting in 1,769 learners receiving penalties.

In one example we found that 250 learners, spanning two assessments and three countries, had submitted content that they had not written themselves. This was brought to our attention by closing interviews, Examiners and our software to make a robust case for penalising these learners.

In several other cases, permanent bans have been issued to learners who we found in chat groups asking for assistance in their assessment.

Working together

Our Learning Partners and trained Examiners also contribute to maintaining the integrity of NEBOSH's qualifications and rooting out would-be cheats.

268 potential incidents of malpractice were reported to NEBOSH by an accredited Learning Partner in the reporting period. Some of our assessments require learners to undertake a closing interview or professional discussion with their Learning Partner to check their understanding and

discuss the answers they provided and this is where some instances of malpractice can be detected. In one example, the interviewer spotted an extra person reflected in a mirror during the closing interview and the learner's result was voided upon further investigation.

Penalties and sanctions

The penalties applied for malpractice activity will depend on the severity of the offence and the evidence collected during the investigation process. Sanctions can range from results being voided to lifetime bans. The number of penalties is greater than the number of learners punished, as one learner can receive multiple penalties. For example, if a learner has two units voided and receives a ban, that equates to three penalties.

From the concluded investigations, 3,678 penalties were issued to 1,769 learners in this reporting period. They included:

- 6 lifetime bans
- 16 five-year bans
- 801 three-year bans
- 420 two-year bans
- 388 one-year bans

One Learning Partner was also investigated and penalised in July to September. The organisation was found to be offering an 'exam-only' service which is prohibited. Learning is a key part of our qualifications and NEBOSH Learning Partners must provide quality learning before a learner is permitted to take any of our assessments. The Learning Partner in this instance had its accreditation terminated.

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Tackling fraudulent online content

NEBOSH monitors websites, blogs and social media content daily to identify any content that could jeopardise NEBOSH's reputation or the integrity of our qualifications, for example content that:

- Falsely promotes an association with NEBOSH
- Sells fake NEBOSH certificates
- Sells training from an unaccredited organisation
- Helps learners to answer a live assessment
- Sells or distributes pre-written answers

When we find such content, we work with the website owners and internet providers to remove it from the internet. 39 websites were closed down or had content removed as a result of our investigations in the reporting period. We also closed 540 investigations into infringements from social media sites such as Facebook, Twitter, LinkedIn, eBay, WhatsApp and YouTube.

Reporting malpractice to NEBOSH

If you have any evidence about possible malpractice, please report it to NEBOSH's dedicated team of experts at postassessment@nebosh.org.uk. Please note, for privacy reasons, we cannot provide an update on individual cases or investigations to you.

Together we can stamp out malpractice and protect the integrity of the health and safety profession.

A copy of NEBOSH's Malpractice Policy is also available to read on our website [here](#).

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