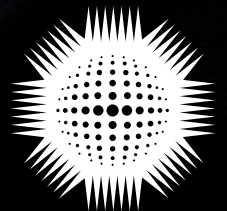


NEBOSH Ethical Practice Report

April – June 2025



nebosh

NEBOSH Ethical Practice Report

NEBOSH’s Ethical Practice Report publishes information about our approach to ethical practice and the outcomes of our activities from April - June 2025.

These quarterly reports outline our proactive approach to detecting and investigating malpractice, and the outcomes of our activities.

Cheats do not have a place in the health and safety profession.

At a glance: April – June 2025

1,773 investigations concluded

6 fraudulent verification websites were taken down or had content removed


1,696 learners were found to have engaged in malpractice

2,169 penalties issued




463 BANS

18 LIFETIME BANS

4,093 cases of fraudulent activity on social media removed

NEBOSH Ethical Practice Report

Investigations

NEBOSH employs a team of Ethical Practice experts who review assessments, collect evidence, and conduct thorough investigations into potential incidents of malpractice. Some investigations are more complex than others and may take many months of work, and we use a range of tools and techniques to gather evidence. Where it has been found that malpractice has taken place, we apply appropriate penalties to any person or organisation involved.

Between April and June 2025, we completed 1,773 investigations.

Twenty-nine people from different Learning Partners had their IG1 results voided when our malpractice checks found they had all submitted assessments with lengthy, identical reference lists (including the hyperlinks). This cast serious doubt on the authorship of the learners' assessments, for there was no legitimate reason why apparently unconnected learners should share the same content.

Penalties and sanctions

Penalties depend on the severity of the offence and the strength of the evidence collected during the investigation; they can range from voided results to lifetime bans.

The number of penalties is greater than the number of learners sanctioned, 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.

Our completed investigations resulted in 2,169 penalties being issued to 1,696 learners in this reporting period. They included:

- 18 lifetime bans
- 4 five-year bans
- 176 three-year bans
- 92 two-year bans
- 173 one-year bans

In addition, nine Learning Partners had their accreditation removed for reasons including failing to engage in development activities, non-payment, failure to conduct closing interviews to the required standard and for accepting learners from unapproved organisations.

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Examples of malpractice

Unapproved organisations

After NEBOSH received concerns that a Learning Partner was working with unapproved organisations, we implemented additional monitoring. This monitoring revealed unsatisfactory closing interviews that the Learning Partner had failed to report to NEBOSH, as required. Following a full investigation, we voided the IG1 unit results of 74 learners.

Closing interviews play an important role in NEBOSH's efforts to prevent inauthentic learners from gaining qualifications. They help confirm that the work submitted in the written assessment is the learner's own. The Learning Partner's failures in conducting these closing interviews significantly influenced our decision to withdraw their accreditation.

Submitting your own work

One learner's assessment was approximately three times longer than other assessments produced in the 24-hour assessment window. Further investigation found evidence that a substantial amount of the content in their answers had been generated by AI.

Learners must not copy or paraphrase responses (whether part or whole) of AI-generated content into their submissions. The learner's result was therefore declared void.

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An important reminder: verification service

NEBOSH has a free online verification service for learners and employers of health and safety professionals to verify the authenticity of a qualification.

As a learner, we strongly recommend that you keep your certificate details safe and only allow trusted organisations to access these documents.

As an employer, we strongly recommend that you always verify the credentials of prospective employees.

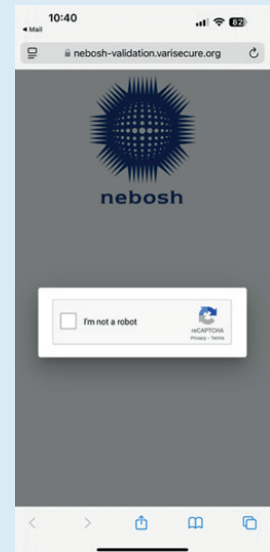
More information, including guidance, about our verifications service is available on our website; visit: <https://www.nebosh.org.uk/nebosh-online-verification/>

Please be vigilant. The verification tool should only be accessed by:

- Visiting the NEBOSH website and following the links provided there. Our URL is **www.nebosh.org.uk**; or
- Scanning a QR code which will take you to: **<https://nebosh-validation.verisecure.org>**

Emails sent from the verification service will be from the name 'Veri-Secure' and the email address **noreply@nebosh.org.uk**

Please check URLs carefully, as criminals try to impersonate our website to gather learner data. Here is an example of one website we found and removed from the internet. There is a very subtle difference where the URL is verisecure and not verisecure.



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Removing fraudulent online content

Our in-house experts monitor websites, blogs and social media daily to identify any content that could jeopardise NEBOSH's reputation or the integrity of our qualifications. This includes content that:

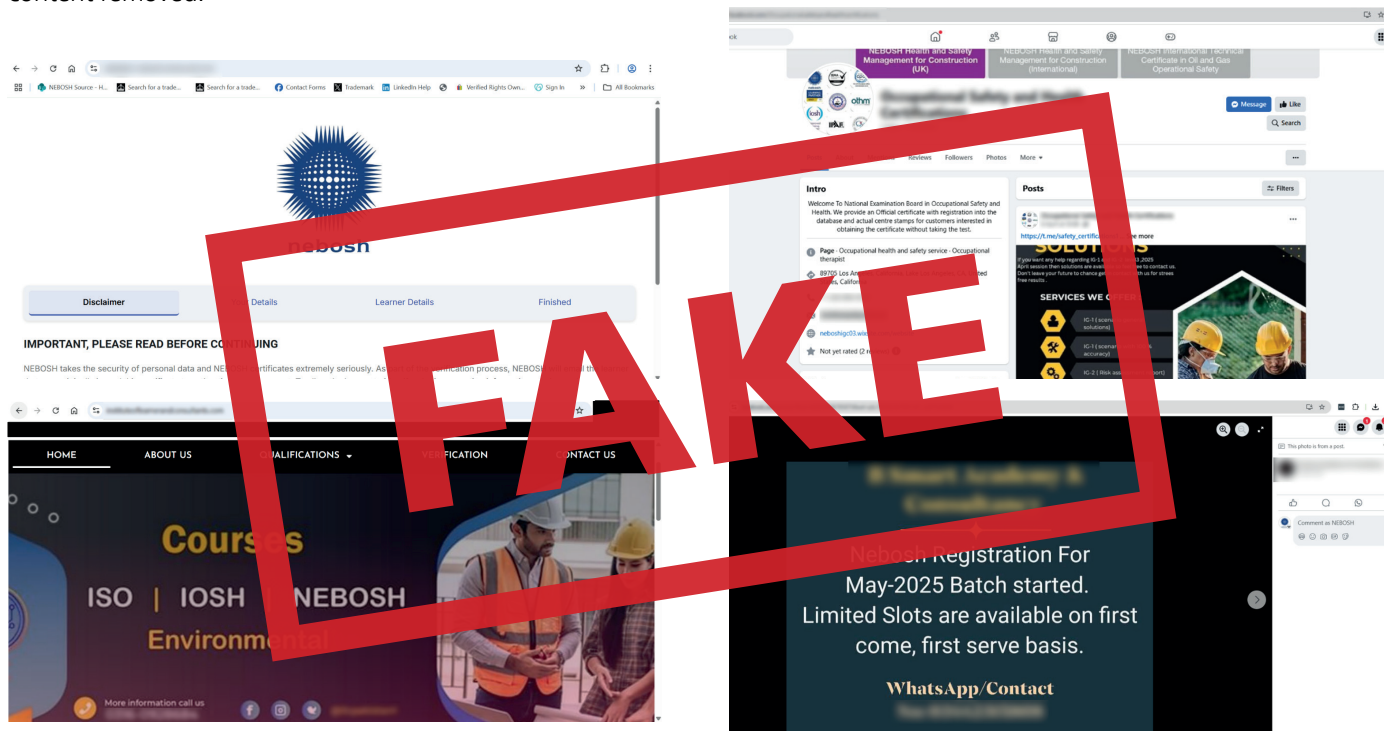
- Falsely promotes an association with NEBOSH
- Sells fake NEBOSH certificates
- Sells training from an unaccredited organisation
- Helps learners answer a live assessment
- Sells or distributes pre-written answers

We work with specialist solicitors and social media platforms to contact content owners/publishers and have this type of content removed.

In the quarter we:

- Removed 4,093 social media posts and pages
- Reported and closed 1 fraudulent certificate selling website
- Reported and closed 6 fraudulent verification websites
- Removed content from and/or had a website suspended on 43 sites, for misuse of the NEBOSH brand

Here is a small selection of the type of website and social media posts we had taken down. Always check website addresses carefully to make sure they are legitimate and only study with an accredited Learning Partner.



NEBOSH Ethical Practice Report

You can help

Malpractice concerns

If you have any evidence about possible malpractice, please report it to us at postassessment@nebosh.org.uk.

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

We review every piece of information and intelligence sent to us, however, for privacy reasons, we cannot provide an update on individual cases or investigations to you.

Fraudulent online content

NEBOSH's Intellectual Property Rights (IPR) experts and lawyers find and remove fraudulent activity such as fake certificates, assessment writing services, guarantees of 100% pass rates, or claims to have access to NEBOSH's systems to change grades. 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.

Private chat groups

It only takes a moment for someone to set up a private chat or group, such as on WhatsApp. Unfortunately, these are hard to detect and report; they are usually accessed by personal phone numbers/accounts and can be invite-only groups. You can help by reporting these groups using in-platform reporting features. You can also share member details with NEBOSH using the details above (we require details such as names, phone numbers and images of conversations to investigate thoroughly).

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NEBOSH, the National Examination Board in Occupational Safety and Health,
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