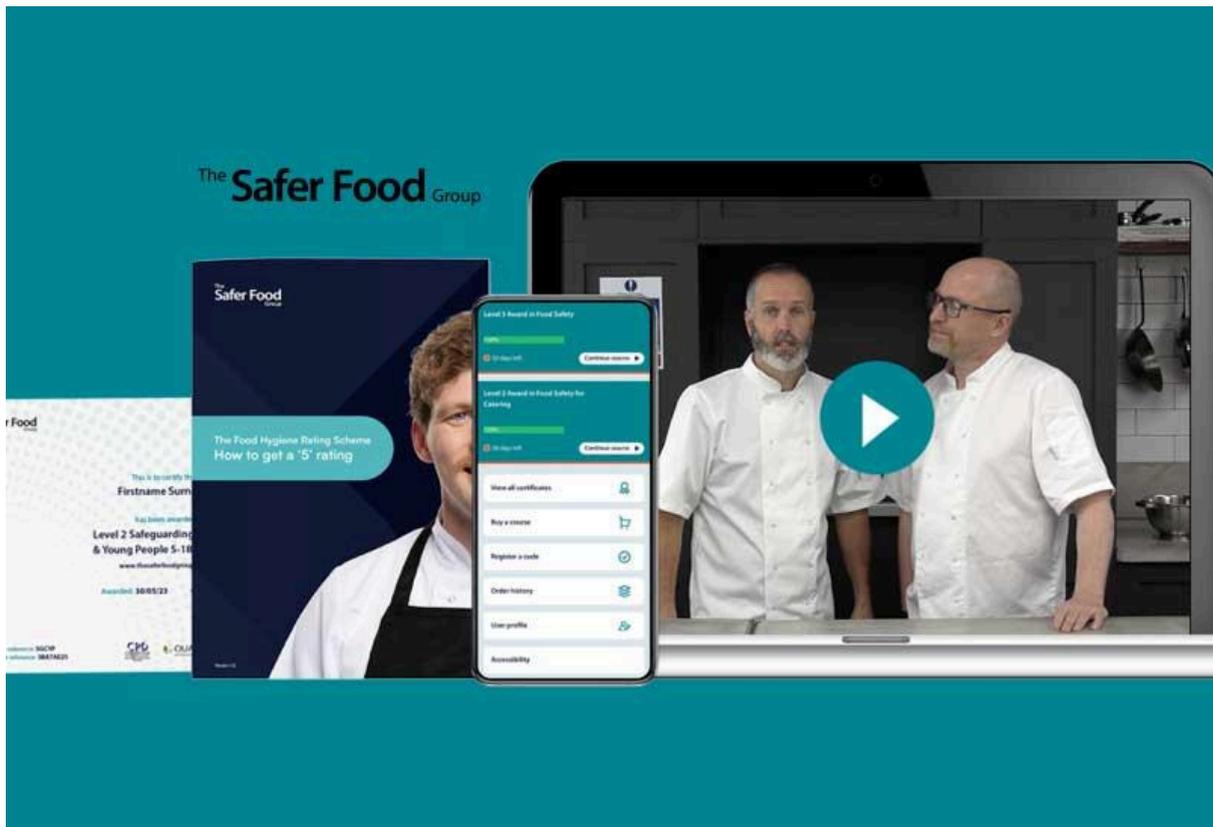


Keep It Safe Article



Turning digital training into real life safety

We've all seen the cycle: a new team member reads the course, passes the test, and pins the certificate to the wall. Job done, right? The team is safe, and the workplace is compliant.

Not exactly. A certificate is only a small piece of the puzzle. When used in isolation, online training can become a tick-box exercise that provides a false sense of security. If the training isn't engaging or supported by the right environment, it can actually be detrimental to a genuine safety culture.

New supplier members of the BFFF, **The Safer Food Group** believes that for online training to truly provide value, there are three key considerations.

The right training

What do you look for in an online safety training course? Do you select the cheapest option to make your budget stretch as far as it can? Or do you find the most expensive, hoping that the price reflects the quality of the course? It may be time to reconsider your decision making process.

Let's face it - some mandatory training is dull. Most of us have rushed through a course as quickly as possible to get to the tick box test at the end, so we can get our result and get on with the day. We don't actually learn anything, but we download a certificate and HR leave us alone for a bit. This is especially true when we're taking refresher training - we think we know it all already!

Online training should be **engaging**. It's difficult to learn anything faced with a screen full of text, a series of powerpoint slides, or a long audio file that lulls us to sleep. Look for elements that keep the learner working - short videos and audio clips, interactive exercises, quiz questions and engaging images are all likely to make them think about what they are reading.

The learner should be able to apply the training to their workplace. Great training includes **real life context** that helps turn theory into practical application. Reflective elements to training courses are useful too - if a learner is encouraged to think about a subject in the context of their own work, they are more likely to remember and apply it.

The right supervision

This is how good training becomes great behaviour. Offering training is only the first step - the second step is supervising the newly qualified learner to help them apply their knowledge.

Supervisors can really add value to training by reinforcing the learning in a live situation.

- Check in with the learner during or after the course, ask how they found the learning. Did they enjoy it, how will it change what they do? Could you help to explain or demonstrate any elements they struggled with.
- Gently correct any misunderstandings or mistakes as they happen. Be aware that for some workers, this correction can feel like criticism, so notice how they receive feedback and think about ways to build confidence.
- Ask questions. Give them the opportunity to demonstrate what they've learned as they work and use this as positive reinforcement of good practice.
- Look for new opportunities to learn -introduce your trainees to new skills and processes, encourage them to practice alongside you and talk about aspects of safety as you do.

The right culture

A new trainee is likely to learn more from their colleagues than anyone else - so fostering a great safety culture in your organisation is the best way to embed and encourage good practice.

- Make safety topics a natural part of conversation by introducing them into regular meetings.
- Welcome and encourage discussion around best practice, rather than frowning on 'whistleblowing'.

- Involve your team in safety audits and risk assessments - those who are involved in day-to-day operations are the eyes and ears of the business and often see issues and solutions that management cannot.
- Ensure that safety training is given sufficient time, rather than squeezing it in amongst time pressured daily tasks.

A Stronger Safety Foundation with The Safer Food Group

A training certificate has limited value if the standards taught aren't practiced on the floor. However, when high-quality digital learning is supported by strong supervision and a proactive culture, even your newest employees will have the confidence to speak up and act safely.

At **The Safer Food Group**, we specialize in creating engaging, interactive, and food-industry-specific content that is easy to apply in real-world settings.

BFFF Member Offer: To view our portfolio, visit www.thesaferfoodgroup.com. BFFF members can email **Clare Grantham** at clare.grantham@thesaferfoodgroup.com to arrange a trial of our training or discuss exclusive volume pricing discounts.

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