



## Social safety

A socially safe work placement is essential for a successful learning experience. As a workplace trainer, you play a key role in creating a learning environment where the student feels safe and confident to learn. This quick guide shows you how to work together to ensure a socially safe work placement environment.



*I want every student to know that they are allowed to make mistakes here and be themselves.*



A student can only develop if they feel safe at work. In a socially safe learning environment, there is room to make mistakes, be yourself and share your opinion without fear. It creates a positive atmosphere, prevents dropouts and helps the student take confident steps towards their future.

## What works

- Recognize the dependency and power imbalance in the relationship with your student.
- Treat everyone with respect.
- Identify risks in working with customers, clients and colleagues and discuss them.
- Clearly inform students and employees about norms, values and rules in the workplace (for example about social media).
- Ask regularly whether the student feels comfortable in the workplace.
- Keep social safety open for discussion and actively ask if there have been any incidents.
- Explain who the trust person is and how the complaints procedure works.
- Celebrate successes together with the student.
- Set a good example yourself.

## What doesn't work

- Treating people differently in similar situations.
- Avoiding open conversations and filling in details for others.
- Postponing measures.
- Being convinced that your company is socially safe for everyone.

### More training and tools

SBB supports workplace trainers in guiding students with different training courses and tools. Discover our full range at [s-bb.nl](https://s-bb.nl) or contact your work placement advisor.