

# University Health and Safety Policy

## Statement of Intent

It is the policy of the Governing Body to ensure, so far as reasonably practicable, the health, safety and welfare of all University staff, students and others who may be affected by the undertakings of the University. A safe and healthy working environment is essential for nurturing excellence and the wellbeing of our staff and students.

The objectives of this policy will be delivered through the implementation of a University Health and Safety Strategy and Plan. The plan will set out the direction for health and safety management in the University and will be aligned to the University Health and Safety strategy, which is based on the principle that people are fundamental to our mission as a university. This approach aims to protect people by managing risk in a proportionate and effective way, supporting innovation and increasing productivity.

The University is committed to:

- Progressive improvement in health and safety management and performance, leading to standards beyond legal minimum requirements, that match or lead in best practice in the sector and nationally.
- The development of an appropriate organisational structure which provides direction for senior managers to lead and encourage a positive health and safety culture. This is important in securing the full participation of all members of the University and supports the management of risk.
- Ensuring that health and safety is integrated into every aspect of the University's business; that is research, education, management and other activities.
- Creating an environment where risk is properly appreciated, understood and managed to ensure that everyone leaves healthy and uninjured. This will be achieved via systematic identification, assessment and control of risks to achieve an effective approach to the prevention of injury, ill health and loss arising from the activities of the University.
- Ensuring that managers and staff are equipped with the knowledge, competence, confidence and capacity to deal effectively with health and safety issues, through the provision of appropriate resources, supervision, information, instruction and training. This includes the provision of access to competent and capable specialist advice.
- Constructive consultation and communication with recognised Unions, staff, students and others who may share our facilities or activities, where appropriate, on matters concerning health and safety.

The University requires all members of staff, students and individuals involved in University business to take reasonable care of themselves and others who may be affected by their acts and omissions, and to co-operate with the University in the achievement of the policy's objectives. Additionally, they are encouraged to contribute to the continuous improvement of health and safety standards. This also applies to all sites owned or leased by, or otherwise under the control of, the University.

The organisation and arrangements that support this policy can be found in the [University Health and Safety Pages](#).



*Craig McWilliam, Chair of Governing Body*  
**30 October 2024**



*Professor Jane Harrington, Vice-Chancellor*  
**30 October 2024**