

# Health and Safety



Annual Reports  
2010

## INTRODUCTION

Welcome to the 2010 Annual Bangor University Health and Safety Report.

This year the Report is split into two sections, the headline University Performance Report and the Health and Safety Services (HSS) Report.

The first section offers commentary and statistical information on headline risk themes and benchmarks. Where possible, comparisons are provided to indicate the University's general level of performance. However, it must be noted that the real value of some of the nationally available statistical information remains moot. This is due mainly to the uncertain data recording practices of other institutions, which are used as comparators, and more pertinently the difficulty associated with attempting to identify trends with small sample sizes. Although the benchmarks used in the Report are not perfect they do offer a good insight and may reasonably be used to indicate performance.

The second section, the HSS Report which is divided into general health and safety and health support offers information on the work of the University's central Health and Safety Department (HSS) and provides some background to the University's headline statistics.

Subjects within the Report are further enhanced, where appropriate, by on-line *mini-reports* for specific subject areas. These *mini-reports* offer greater statistical information and are available from the HSS Website.

The Reports offers reassurance and shows that Bangor University is performing well and is continuing to seek improvements in its health and safety arrangements, which in turn will further support staff and students in their work, studies and research.

With regards to Health and Safety Services personnel it is to the University's credit that I report that the Occupational Health Practitioner has recently been appointed as a member of the UK Government's Occupational Health 'Sounding Board'. This appointment reflects the standing and professionalism of both the individual and the way in which the University supports health. Similarly, it is also reported that the Health and Safety Adviser has been appointed Vice-Chairman of the 'Risk Management and Audit Committee' of the health and safety professional body IOSH<sup>1</sup> and continues as a member of its Board of Trustees.

These personal appointments, when considered alongside the qualities demonstrated by the Health and Safety Support Officer and the Health and Safety Assistant, provide assurance that the University is well placed to be able to manage and support health and safety both now and in the years ahead.

**Gareth W. Jones**

*Head of Health and Safety Services*

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<sup>1</sup> The Institute of Occupational Safety and Health

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## UNIVERSITY STATISTICS & OVERVIEW

### Overview

Health and Safety planning and performance continues to be directed and overseen by the Safety Executive Task Group and the University's Health and Safety Committee, who in turn report to either the Executive or direct to the University Council.

The 2010 Report shows improvements in how the University plans for and manages health and safety risks.

It is particularly reassuring that the University continues to work closely with the HSE Inspector in the development of a Planning Model which is now being promoted across the Public Sector in Wales. *Further details are provided later in the Report.*

It is also encouraging to witness the continued development of health support initiatives during the year, particularly in relation to staff health.

The 2010 Report will describe how much of the proactive focus during 2010 has been on producing improved supportive information, measuring performance, providing tailored advice and planning for the future.

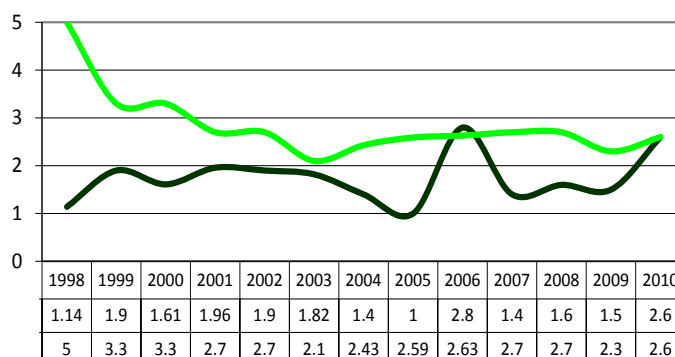
Statistically the Report indicates the University continues to perform well when compared to the UK Higher Education Sector, with indicative performance either corresponding to previous years or showing improvement.

The headline performance indicators are provided below, with national comparators shown where available.

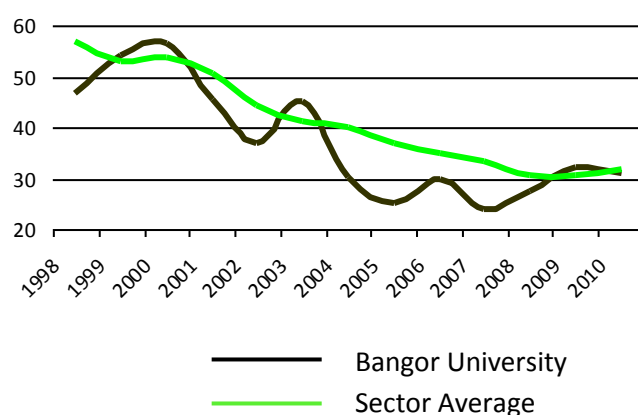
### Accidents and Incidents

During 2010 a total of **95** accidents involving injury were reported, an increase on the 84 accidents reported in 2009. However, when considered as a '1000 at risk' ratio this 'headline' increase actually equates to a rate of **30** accidents per 1,000 staff, a decrease from the 2009 rate of 32.2.

### National and Bangor University Accident Rate averaged per 1000 Staff 'At Risk'



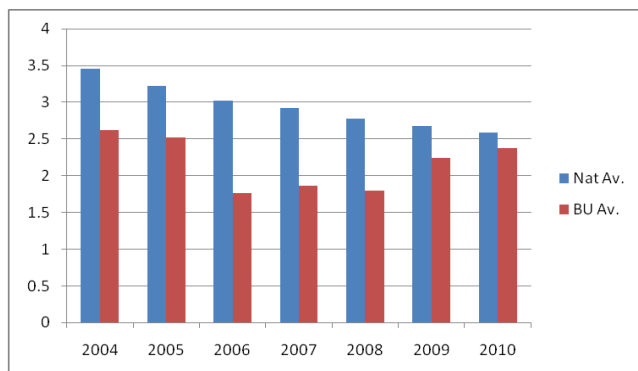
### National and Bangor University Accident Rate averaged per 1000 Students 'At Risk'



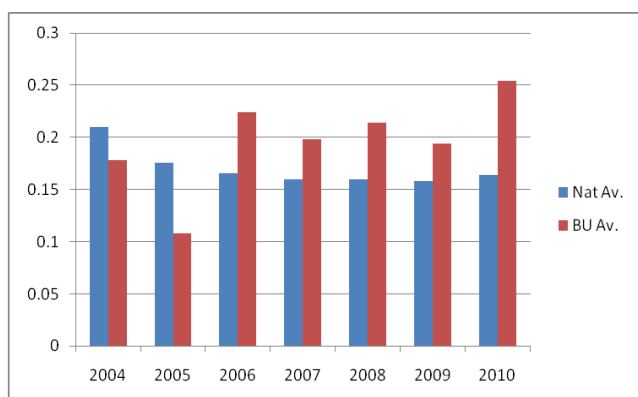
The number of Health and Safety Executive (HSE) Reportable Accidents and Incidents for 2010 was **7**; 3 to members of staff, 3 to students and 1 to a visitor, a decrease on the 12 in 2009.

As stated, 3 reports related to incidents involving students, following the zero return for students in 2009, but it is noted here that two of these were attributable to one *activity*, use of a bouncy castle 'assault course' during a Serendipity 2010 event. The Department is now working with the Students' Union to ensure more suitable types / set-ups are used in the future. As with all accidents there is the opportunity to learn and improve controls.

## Reportable (RIDDOR) Staff Accidents and Incidents per 1,000 'At Risk' (5 Year Rolling Average)<sup>2</sup>



## Reportable (RIDDOR) Student Accidents and Incidents per 1,000 'At Risk' (5 Year Rolling Average)



## Accident Causation

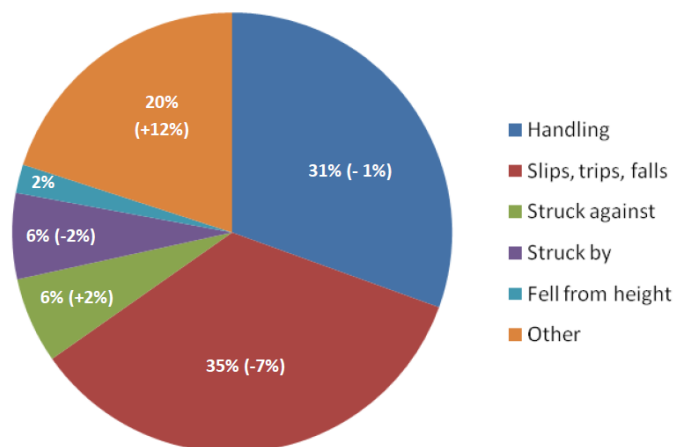
The University Safety and Health Association's (USHA) Annual statistical survey shows slips, trips and falls remains a major cause of injury in the HE sector, attributing to 39% of the total incidents. It is therefore pleasing to note slips, trips and falls incidents at the University fell from 42% of accidents in 2009 to 35% in 2010.

Handling accidents and incidents at the University also fell slightly from 32% in 2009 to 31% in 2010; however, this is still above the Sector's 18%. It is unclear why such a variance exists and further assessment of the data sources may be required to

<sup>2</sup> Due to the low figures involved with RIDDOR reports a 5-year 'rolling' average is used. This has the effect of balancing somewhat the statistical fluctuations caused by such small datasets

better understand how handling incidents are categorised nationally and locally.

## Bangor University Accident Causation 2010 (figures in brackets compare against 2009)

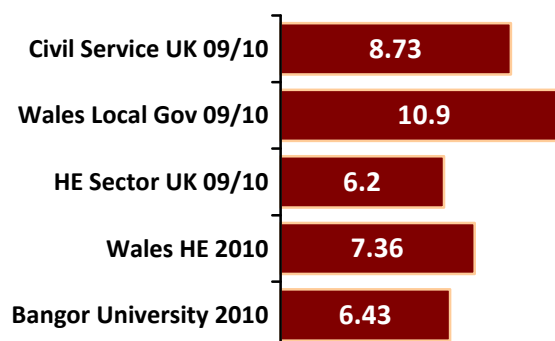


## Staff Sickness Absence

A Sickness Absence rate of around **6.43** days per FTE employee was recorded in 2010. This compares to the National (UK) Sector Average of 6.2 days and a Wales average of 7.36 days.

The Sickness Absence rate of 6.43 days equates to 2.46% of the available time being lost due to sickness absence.

## Sickness Absence Comparator Rate (days per member of staff [FTE] per year)



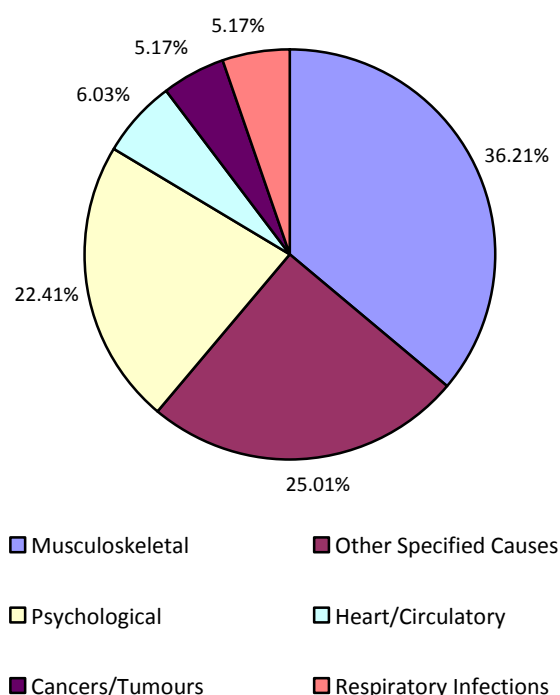
It is highlighted that 69% of University staff **did not** report a single day sickness absence in 2010.

In 2010 long-term absences due to musculoskeletal conditions rose by around 5% compared to the previous year, with certified psychological related



absences falling by around 7%. These statistics re-emphasise why prominence is given by the University to improving support and prevention of these health risks and conditions.

## Top 6 Long-Term Certified Absence Causations



The total number of medically certified absences in 2010 was similar to the previous year.

There was one 'reportable' medical condition in 2010. This related to a case of repetitive strain injury and was reported to the Health and Safety Executive.

## Health Profile

The offer of Staff Health Checks continues to be popular, with several hundred members of staff now having received free Health Checks since the programs introduction in 2007.

Health Checks not only provide valuable information and support for the individual member of staff but the findings also provide a valuable health profile. This is then used to help tailor health support initiatives and ensure efforts are targeted where most needed.

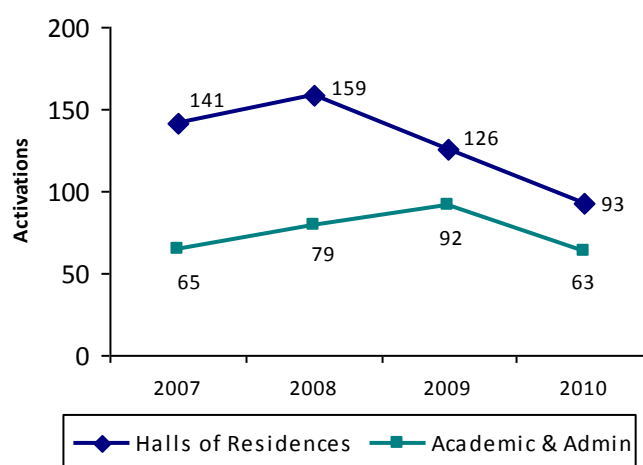
Further information on health support and initiatives can be found in the Health Summary (Page 11).

## Fire Alarms and Fires

Fire alarm activations, dropped drastically to **156** in 2010 from 211 in 2009, with notable improvements seen in both Halls of Residence and General/Academic building activation rates. Fire activation rates are also at their lowest since recording began.

When compared to the HE Sector as a whole in the UK the University continues to perform admirably, having around half of the average number of false alarms.

### Fire Alarm Activation Rates



University Halls of Residences had a false alarm rate of **38** activations per 1000 study bedrooms, comparing favourably to the HE Sector average of 77/1000.

The number of times the North Wales Fire & Rescue Service attended 'calls' at the University also decreased to **135** in 2010, from 197 in 2009.

It is pleasing to note the decrease in Fire & Rescue Services call-outs, but the need to further reduce demands placed on the Service continues to be a focus of attention.

The number of actual fires within buildings or on University grounds halved from 6 in 2009 to **3** in 2010. No person was injured due to a fire incident.

Such reductions in fire alarm activations indicate that efforts to improve fire alarm systems and informing staff and students about fire safety are having a positive effect.

Further information on Fire and Fire Alarm Activations can be found on the Health and Safety Website.

## Staff Training and Development and Briefings

In total 91 courses / briefing sessions covering 22 different topics were provided or facilitated by Health and Safety Services.

Year	Courses / Briefings	%	Staff Attending	%
2007	48	-	548	-
2008	64	+33%	607	+10%
2009	84	+31%	572	-6%
2010	91	+8%	880	+54%

There was a 54% increase in the number of staff attending courses / briefings. This in part reflects the increase in new staff appointed during the year and the revised approach adopted to provide courses specifically designed and supplied to Colleges / Departments, making courses more attractive and pertinent.

*Risk Assessment* and *Manual Handling* training as identified from the previous Self-evaluation Report were promoted and became two of the most popular and best attended courses.

Course evaluations remain very positive with the majority of respondents finding the sessions 'very useful' or 'useful' and recommending them to their colleagues.

## Insurance Claims

A total of 5 claims for damages due to personal loss or injury were received in 2010. Four of these claims were made by members of staff and the other by a visitor (Delivery Driver).

All claims for damages are assessed and managed by the University's Insurer.

## Committees, Task Groups and Other Bodies

Health and Safety performance at an institutional level continues to be overseen by the University Health and Safety Committee, which reports directly to Council, and by the managerial Task Group, the Safety Executive, which reports to the Executive and the Vice-Chancellor.

Both bodies remain very active and continue to direct and oversee not only institutional performance but also the work of Health and Safety Services.

The long-term Chair of the Health and Safety Committee, Dr Andy Beaumont, recently retired and the Council nominated Dr David Assinder as his replacement. Andy's work and passion for the Committee and for sensible health and safety has been greatly appreciated.

At more local levels Colleges, Schools and Departments continue to operate their own Health and Safety Committees or consider such matters within their principal management groups. The involvement of staff and student representatives is encouraged, as is an ethos of ensuring good communication amongst building users.

## The University's Charity, Ty Gobaith

Sponsored health initiatives, combined with money raised by the Staff Lottery, resulted in £8,012 being handed over to the charity in 2010, nearly double monies raised in 2009.



This is a fantastic achievement and the dedication of those involved and the commitment shown by those raising funds and taking part in events is much appreciated.

Further information on the type of fund raising events held in 2010 is outlined in the 'Health Overview' section and on the dedicated website:

[www.bangor.ac.uk/tygobaith](http://www.bangor.ac.uk/tygobaith)

## North West Wales Health and Safety Group (NWWHSG)



In 2010 a programme of eleven monthly talks was given to representatives from dozens of local employers.

Attendees' evaluation found that over 80% merited the programme, quality of speakers and talks to be 'excellent' or 'very good'.

The Group's success was also recognized with the achievement of the 'Highly Commended – Overall Programme' Award from Safety Groups UK. The award was presented at the Annual Awards Luncheon at Westminster, London by the Lord Brougham and Vaux.

### Challenges Ahead

The effect of Government funding reductions on two of the University's key Enforcing Authorities, namely the Health and Safety Executive (HSE) and the Environment Agency (EA), will it seems result in somewhat of a change of focus. In particular, the HSE has already indicated that it will place greater prominence and resources on enforcement and 'direct intervention'.

Currently it is felt that the University enjoys a good and trusting relationship with the HSE. However, the increasing emphasis on enforcement may in due course result in a change to this relationship and culminate in a greater need for the University to provide clear evidence showing that it is fully and appropriately managing risks.

Health and Safety Services will need to adapt to this situation and seek to ensure the University continues to show that it not only manages health and safety but it remains an exemplar of good practice.

Looking inward, the need to ensure that health and safety continues to support and meet the demands of the developing University Strategy, its staff and

students will remain a primary focus of the work of HSS. This, together with the importance placed on ensuring health and safety remains sensible and appropriate, as well as dynamic where needed, is highlighted once again in this Report.

On the theme of sensible risk management, it is recognised that health and safety continues to be perceived quite negatively in many quarters; not least by a number of national newspapers. This of course has an impact locally and consequently the weight placed on dispelling the 'myth' by providing sensible and informative advice will remain high.

The importance of ensuring health and safety advice is balanced against other institutional demands must also not be lost. However, a notable danger associated with the HSE's re-focusing on enforcement is that a 'risk-averse' mentality may indeed be cultivated in certain quarters. We need to avoid developing a risk-averse mentality whilst ensuring the University's health and safety practices remain appropriate and continue to be held in high regard.

Finally, an exciting challenge is that of building upon and further improving the already excellent health agenda and programme. The University's staff Health Support Agenda is not only recognised as amongst the best in the UK but is forever developing and growing, encouraging greater participation amongst staff and providing an increasingly valued service.



## A.1. SAFETY OVERVIEW

As a central support department Health and Safety Services (HSS) is committed to:

- Supporting the University and its Colleges, Schools and Departments in all aspects of health and safety understanding, compliance, enhancement and promotion
- Supporting the health, safety and well-being of staff and students and the overall performance of the institution

During 2010 Health and Safety Services sought to fulfill these commitments in many ways, including the provision of guidance and practical assistance to the University, Colleges and Departments, enhancing central and local health and safety management systems in the process.

### EVERYDAY SUPPORT:

Through 2010 the Department remained focused on providing competent and supportive health and safety assistance, information and direction for staff and students.

HSS's workload very much reflects the dynamic nature of the University and its ever developing range of activities. The Department continues to seek to simplify and improve the quality of what is often complicated health and safety information in order to make the working lives of our staff and students a little easier, whilst maintaining a good standard of health and safety performance.

The work of HSS includes such activities as:

- Planning for, and assisting during events to ensure their safe execution
- Developing and providing tailored training courses
- Providing practical assistance in the decontamination of laboratories to confirm and assure the area is safe
- Producing detailed impact assessments
- Reviewing building and technical drawings
- Providing guidance on where funding should be directed to offer greatest value and impact
- Assisting during the preparation of areas being visited by Enforcing Authorities
- Undertaking individual assessments, eg. Personal Emergency Evacuation Plans, Pregnancy Risk Assessments, Personal Health Needs Assessments
- Assisting Colleges / Departments during workplace inspections
- Supporting local businesses through arranging and facilitating monthly talks and seminars for the North West Wales Health and Safety Group

### DOCUMENTATION:

Comprehensive (yet understandable) health and safety documentation is essential in any successful health and safety management system to provide clear instruction and guidance on how to manage activities and help ensure the health and safety of all who could be affected. As such, work continues to develop informative, user friendly Policy Standards, Information Sheets and general information.

Practical support is regularly provided to Colleges and Departments to assist their local health and safety management systems and arrangements. For example, advice and support with the production of risk

assessments, safe systems of work and local Health and Safety Policies, and the development of easy to follow training packages and staff and student Induction Booklets.

In addition, the Health and Safety Newsletter continues to be issued bi-weekly to all Coordinators. This informs Colleges, Schools and Departments on relevant health and safety news, facts, improvements and upcoming activities. The HSS Website is also regularly updated to ensure its content remains pertinent.

The following are examples of the types of documents published during 2010:

- The revised University Health & Safety Policy
- Radon Management Policy Standard
- Ionising Radiation (Open Sources) Policy Standard and Management System
- Use of X-Ray Sets Policy Standard
- Various H&S Handbooks for Colleges, Departments and risk themes

## **COLLEGE AUDITS:**

In 2010 the new University tailored Health and Safety Management Systems Audit package, developed to meet the requirements of the OSHAS 18001/2 standard, was used and 3 major audits were completed<sup>3</sup>:

- The College of Natural Sciences
- The College of Social Sciences, Business and Law
- The Management Centre

The Executive Summaries of each Report are considered by the Safety Executive Task Group and the University's Health and Safety Committee. The Audit process has provided valuable information and helped Health and Safety Services pinpoint what additional support is required and assisted Colleges in targeting their efforts to improve health and safety management and risk control.

A notable finding of the Audits thus far is the confirmation of how well health and safety is currently being managed. Though there are areas for improvement and varying standards, the overall message is positive.

## **COLLEGE / DEPARTMENTAL SELF EVALUATION:**

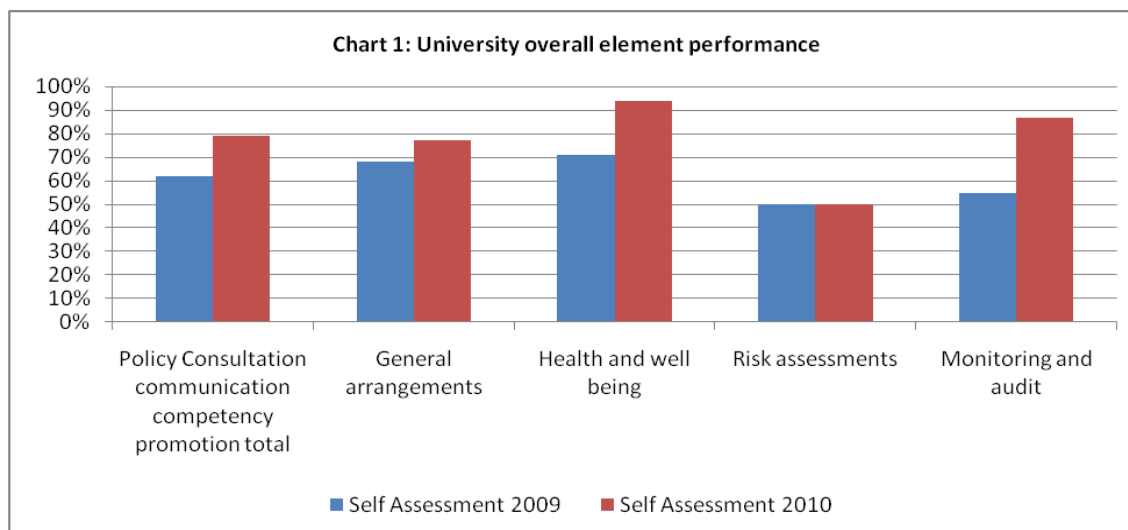
The second College / Department annual 'Self-evaluation' was undertaken in 2010, providing a snap shot of 5 key areas of health and safety management within Colleges and Departments against the following standard elements of a management system:

- Policy
- Organization
- Planning and implementation
- Measurement
- Review

The information returned by individual Colleges / Departments shows a marked improvement in aspects of each element. The University's overall performance chart is shown on Page 9:

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<sup>3</sup> A fourth Audit for the College of Physical and Applied Sciences also commenced



Health and Well Being scored highest overall with 90%, which is a positive indicator that the promotion and roll out of HR and HSS sickness absence procedures continues to be implemented and supported.

Analysis of the 2010 returns highlighted the following notable areas where improvement is required:

- Record keeping
- Risk Assessments

HSS will work with Colleges and Departments to address difficult or problematic areas. The Self-evaluation process will now be reviewed to assess and ensure its ongoing value and contribution to health and safety management.

## THEMED REVIEWS:

Health and Safety Services undertook a number of themed Health and Safety Reviews and Audits in 2010. These included the effectiveness of the Fire Safety Policy, Management of Pressure Systems and Biological Hazards.

Also, a significant exercise was undertaken alongside Estates & Facilities and an external specialist to identify potential weaknesses in arrangements for the management and control of (estates) contractors. This work has resulted in the development of revised and more suitable systems and procedures to manage contractors and better ensure communications with building occupiers and others.

In addition, the Radon Survey continued with radon monitors being placed in December within the majority of remaining, unmeasured University buildings. Bangor University is the first University in Wales to have undertaken such an extensive radon assessment. Average building radon measurements will be made available to staff on receipt of the final radon results from the Health Protection Agency.

Audits, Self-evaluation and Themed Review Reports are presented to the Safety Executive Task Group and the Health and Safety Committee before being made available on the HSS Website.

## THE CORPORATE H&S RISK ASSESSMENT AND PLANNING MODEL:

Following the appointment of a new HSE Inspector for the Region the University was tasked with enhancing and developing its existing Corporate H&S Risk Assessment into a more definable and measurable Plan.

The primary purpose of this exercise is to better quantify what exactly the University is trying to achieve in headline and significant risk areas and to more clearly identify what 'compliance' actually involves. This work is ongoing, but will ultimately help the University:

- Benchmark its management of each key hazard against the institutional objectives
- Decide what is a 'realistic' performance standard for each key hazard
- Better plan and direct its financial and people resources
- Avoid wasting resources

This exercise is a significant undertaking in itself and has been a notable feature of the everyday workload of the Department for a number of months. This resource investment although considerable is more than reasonable when considering the benefits it will bring.

## TRAINING:

The health and safety training activities in 2010 provided a diverse range of mandatory and voluntary training modules for University staff and students. The Department delivered or facilitated 91 different training / briefing sessions covering 22 different generic or bespoke training courses which around 880 members of staff attended. In addition, a number of training modules were tailored to better meet participants' needs and a number of new modules were added to the programme. Attendance has been consistently high throughout the year and overall course feedback very positive.

As in previous years *Inductions* and *Computer Users* remain the best attended courses, with good support for *Fire Safety* courses. However, this year there was a marked increase in *Risk Assessment* and *Manual Handling* courses which have been promoted in some cases in response to the 2009 College / Department Self-evaluation report.

Specific Briefing Sessions continue for those with a designated health and safety role, which provide an update on what is happening at the University, support for those in the role and specific information on Themed Audits, eg Fire Safety.

This year also saw strong support and attendance for the return of the Senior Manager's Health and Safety Briefing Session where the University's HSE inspector outlined the HSE approach to risk management.

In the future, key training courses will continue to be provided by Health and Safety Services, with further training needs analysis undertaken for Colleges / Departments to identify other specialised / tailored course requirements.

In addition, courses will be developed with Human Resources (HR), particularly to cover key health and safety roles:

- Senior Management Training and Information
- General Management Training and Information for Supervisors
- Training for other specific roles

## A.2. HEALTH OVERVIEW

### ILLNESS PREVENTION:

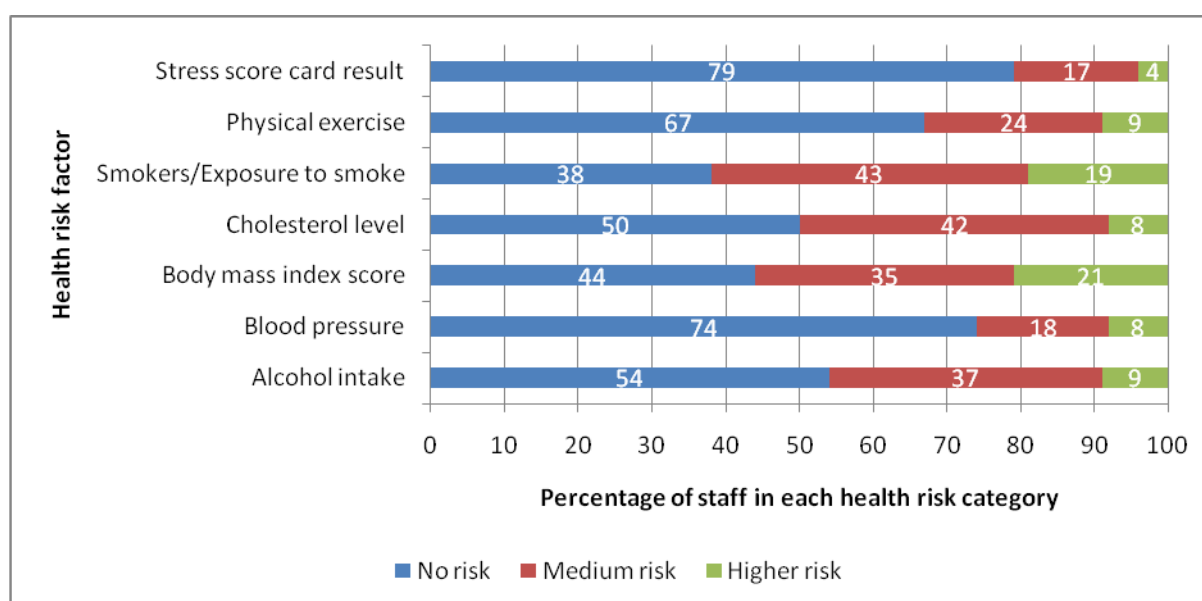
Health impacts caused by smoking (direct and passive), raised cholesterol, raised body mass, lack of exercise, high or sustained levels of stress, excess alcohol consumption and raised blood pressure have been identified by the World Health Organisation (WHO) as the top health issues currently affecting the population.

Enabling people to know their own health risk factor and provide the opportunity to reduce the risk to their future health is the reason for offering confidential Health Checks. Since 2007 nearly 1000 staff have received Health Checks. In 2010 the majority were provided to staff working in Psychology departments where a total of 127 staff (from 182 invited) Academic / Lecturer / Researchers / Support staff were seen. This is a 70% take-up rate and the outcomes were threefold:

- Referral to their GPs for further investigation
- Provision of tailored advice to improve and support health
- The Health Check provided reassurance and forms a point of reference for the future

Psychology supported the Health Check initiative by funding a Healthy Eating Festival. The University's Catering Section presented a range of healthy options from the 'Bwyd Bangor' menu and those in attendance received a health information leaflet, outlining why healthier food choices are beneficial.

**The Staff Health Profile for 2010**



Health Checks remain ever popular amongst staff and continue to be treated as an integral characteristic of the work of HSS.

### SUPPORTING A RETURN TO HEALTH AND PRODUCTIVE WORK:

Action to tackle (a) musculoskeletal, (b) cardiovascular and (c) psychological illnesses plus (d) an assortment of medical conditions that people live with such as diabetes, were key activities in the 2010 Health Programme.

- a) ACTION TO TACKLE MUSCULOSKELETAL PROBLEMS:** Most musculoskeletal problems affect the upper limbs or lower back. Whilst medical care will resolve pain and reduced mobility, it is known that these illness types



can recur. A method of reducing the risk of recurrence is to introduce a programme of activity that will increase muscle strength and the range of movement that joints can cope with.

In collaboration with the School of Health, Sports and Exercise Sciences 4 lanes were hired at Bangor Baths, twice a week for 6 weeks. During this time 2 groups of staff undertook water based exercise to strengthen upper limbs and the core muscles responsible for back stability. The sessions were led by an MSc student who compared the effect on water based exercise with land based exercise. The study demonstrated that water based exercises resulted in a faster return to strength and mobility.



Despite efforts to reduce recurrence of musculoskeletal problem, treating the initial episode is a slow process. A request under the Freedom of Information Act to the Betsi Cadwaladr University Health Board asking how long people have to wait for physiotherapy, revealed that the average waiting time for people receiving a physiotherapy appointment in Gwynedd from the date of GP referral is 72 days. This delay may well contribute to increased sickness absence and/or reduced mobility for those at work.

- b) ACTION TO TACKLE CARDIOVASCULAR PROBLEMS:** A tool for the prevention and lifestyle management of coronary heart disease is the '*Dundee Coronary Risk Disk*'. Those with a lifestyle risk factor are helped to improve the outlook for future health by advice that is specific to them plus an opportunity to join others with similar health needs in a range of Health Promotion Campaigns that promote physical activity, healthy food choices and smoking cessation.



- c) ACTION TO TACKLE PSYCHOLOGICAL PROBLEMS:** In 2009 the University Counselling Service provider changed. Subsequent promotion stimulated greater interest in the service throughout 2010, although the average number of sessions people attend remains three.

Counselling, though hugely supportive for those receiving support, is reactive and not preventative so does not impact on the actual number of depression and anxiety cases. Pleasingly the Health and Safety Executive (HSE) have produced standards for the management of work related stress<sup>4</sup> that aim to prevent illness. The basis of the HSE's approach is to reduce the risk of work-related situational factors such as job demands etc. In this context, the Occupational Health Practitioner has taken a lead role in facilitating Stress Impact Assessments.

Whilst a preventative approach is better than dealing with the awful symptoms of acute anxiety and deep depression, modifications to situational factors do little to support an individual's resilience in support of mental health.

The challenge is to strengthen people's inner strength and positive outlook on life which in a number of cases has been achieved by supporting attendance on the 8-week Mindfulness Course. A Review of the effectiveness of the Mindfulness Course for those University staff who attended has been undertaken with positive results. Further information is available on the HSS Website.

<sup>4</sup> HSE (2007) HSG 218 Managing the Causes of Work Related Stress 2<sup>nd</sup> edition [www.hse.gov.uk/stress/standards](http://www.hse.gov.uk/stress/standards) accessed on 17/2/11

Related to these themes, a review of the outcome of health support provided to staff with a disability was undertaken in late 2009. This highlighted a need to improve some of the advice offered to staff who work alongside and wish to appropriately support colleagues with psychological problems. In January 2010 a pilot workshop was delivered in collaboration with Student Services, and the Unions. The outcome enabled those that attended to feel more comfortable and confident in the support they can offer<sup>5</sup>.

- d) SUPPORTING PEOPLE AT WORK WHO SUFFER FROM DIABETES:** A campaign to raise awareness of the effect of diabetes at work and the practical steps Managers can take to support staff was very popular, attracting a number of visits to the dedicated Web page. The campaign was supported by a member of staff with diabetes who kindly narrated their own story to raise awareness of how health at work can be supported.

## **FITNESS FOR WORK STATEMENTS:**

Supporting health and a return to productive work was assisted on April 6<sup>th</sup> 2010, with a change from traditional Sick Leave Medical Certificates to a Statement of Fitness for Work. The aim is to support a return to health through an earlier return to work than the former system allowed.

An audit conducted of the impact at Bangor University has indicated that the new system is helping staff to return to work from long term sick leave earlier and with greater ease than the former system enabled.

## **SUPPORTING OTHERS TO DEAL WITH MEDICAL EMERGENCIES:**

An additional defibrillator has been purchased and located in the gym at the normal site, with staff trained in their use. Between 2008 and 2010 the use of defibrillators has saved the lives of 2 people who were exercising in the University sports and leisure facilities.

Training has also been delivered to Halls Wardens in the use of an EpiPen that prevents severe allergic reactions which could result in death from anaphylaxis.

## **EXPECTANT AND NEW MOTHERS:**

Health and Safety Services continues to support expectant and new mothers. In total during 2010, 43 women were expecting and 35 returned to work from maternity leave. Fridges are loaned out for expressing and a number of workplace adjustments (such as lumbar supports, some ability to work from home and adjustment of duties) supporting the health and wellbeing of the individual were made.

The Health and Safety Assistant works particularly closely with Human Resources and employer departments and the feedback from new and expectant mothers has been positive, with the welfare contact and practical support clearly appreciated.

## **FUND RAISING AND GENERAL HEALTH AND WELL BEING:**

During the past year general health and well being activities included the Annual Weight Loss Challenge and outdoor activities that included a walk to the summit of Snowdon (in the rain) and abseiling down the Marquess of Anglesey's Column.

Health promotions were not only good for our staff but also helped to raise money for Ty Gobaith with £540 raised from the Weight Loss Challenge and a bike ride from Bangor to Aberystwyth, £62 from a sponsored School of Chemistry football match, £773 from the Snowdon Walk and £3,637 from the 110ft abseil of the Marquess of Anglesey's Column!

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<sup>5</sup> <http://www.bangor.ac.uk/hss/wellness/documents/Supportingstaffwithadisabilitybydevelopingtheskillsofthosetheyworkalongside.pdf>

Sponsored health initiatives, combined with money raised by the Staff Lottery, resulted in £8,012 being handed over to the charity in 2010, nearly double monies raised in 2009.



## STAFF AND STUDENT COLLABORATIVE HEALTH PROMOTION:

As well as staff focused health promotions there was closer collaboration this year with the Students' Union such as involvement in the Healthy Living Fairs. Such events and joint-working will no doubt continue and develop, emphasizing the commitment and dedication of the Students' Union and staff.

## RECOGNITION:



Back in 2009 the University's Health Agenda was recognised through being awarded Overall Winner in the Occupational Health Awards. In 2010 health support and good practice, in particular related to tailored support for managing and preventing negative health impact from the use of vibrating equipment, was again recognised nationally.

A University Case Study is cited as an example of best practice by the Health and Safety Executive in its 'Health and Safety of Great Britain - One Year On' publication<sup>6</sup>.

<sup>6</sup> <http://www.hse.gov.uk/strategy/one-year-on.pdf>

## A.3. OTHER AREAS

### DISABILITY SUPPORT:

The Department continues to work closely with Schools and Colleges, Disability Services and Estates and Facilities to provide tailored health and safety support for staff and students with disabilities. Such work often includes the preparation of Personal Emergency Plans, providing specific health and safety advice, supporting health needs and signposting to others who can help an individual's needs.

By being involved, intensively in some cases, it is felt all parties benefit greatly. Be this through the advice provided or through the learning experience which comes from such work. HSS has particularly profited from working so closely as the level of understanding and appreciation of personal needs enhances with every case.

Health and Safety need not and in most cases must not be seen or thought of as an additional barrier and the emphasis of support remains that of enabling participation and removing obstacles.

### WORKING WITH STUDENT GROUPS:

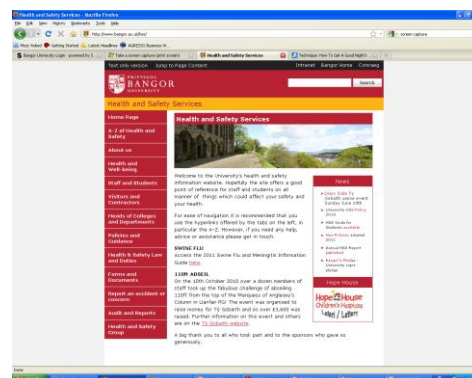
An exciting and important aspect of HSS's activity is working with student groups and the Students' Union. Such work is in some cases embryonic but in other areas, such as Student Volunteering, involvement is significant and support is welcomed.

During 2011 an even greater emphasis will be placed on further supporting the Students' Union and student groups, particularly by being more involved and through providing sensible and realistic advice and support. The Health and Safety Support Officer continues to work closely with a number of student groups and takes a lead in this area.

### WEB STATISTICS:

During 2010 the University's Health and Safety Website ([www.hss.bangor.ac.uk](http://www.hss.bangor.ac.uk)) had 12,910 visits, with 41,007 pages viewed, a slight increase on 2009. The Website was accessed on more than 4,700 occasions by University staff and students, with 40% of all site traffic via a referring site.

The Website continues to expand and is developing into an even more valuable repository of University specific health and safety advice and resources.



### NORTH WEST WALES HEALTH AND SAFETY GROUP:



The North West Wales Health and Safety Group (NWWHSG) is a self-help, non-profit organization originally established by local employers to support one another in order to promote good health and safety practices in the workplace. It consists of members from a wide range of employers and organizations from across North Wales who attend 'Talks', arranged by Health and Safety Services.

Talks provide a forum to discuss and receive information on new and existing legislation and good practices which affect safety and health in the workplace. The Group itself is a member of a larger network called Safety Groups UK whose aim is to promote safety and health nationwide.