

Health and Safety



Annual Report 2015/16

Notice: Higher Education Sector Injury Accident data has been updated on 17 April 2023 to correct an anomaly

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The 2015/16 Annual Report contains a number of additional elements, many of which are, or will be utilised as Key Performance Indicators (KPIs). It is the intention to develop performance measures over coming years, incorporating more robust and qualitative measurements.

1. UNIVERSITY-LEVEL: RISK CONTROL INDICATORS

PERFORMANCE INDICATION	
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Overall performance in key risk-indicators is showing steady improvement.

The following University-wide hazards/risks have been assessed qualitatively and are considered an indication of performance. More empirical measurements are being developed for a number of areas, including performance auditing. These will be incorporated in future Reports.

HAZARD / RISK / THEME	Policy / Docs	Risk Exp.	Primary Notes: Sept 2015
COSHH - Biological Agents (HG2,3 & GM2)	G	L	Good control evident. Activity in this area is increasing.
COSHH – Chemical in labs	M	M	Review required of chemical research to ascertain standards. Policy to be updated.
Electrical Safety - Installation	G	L	5-yearly T&I in place. Some local lower-risk issues remain.
Electrical Safety - Portable Equipment	G	M/L	Levels of compliance improved notably, further improvements required.
Falls from Height (fixed-risks)	M	L/M	Significant investment has reduced inherent risks. This is on-going. Review of RA needed.
Fieldwork (Students and Staff)	G	M	Revised Policy & Procedures. Re-assessment required in 2017/18 to gauge performance.
Building Fire Safety (Life-Risk).	G	L/M	Good arrangements in place. Some further work required.
Lasers and Ultra Violet (UV) - non-ionising radiation	A	M/L	Class 4 Laser review undertaken by SEE.
Musculoskeletal (DSE)	G	M/L	DSE on-line Self-Assessment currently being rolled-out.

Overseas Working (incl Student Placements)	G	L/M	A Review to establish if some staff are traveling with no Uni insurance is required.
Pedestrian & Traffic Management	A	M	A small number of particular problem locations remain.
Radiation - Radon	G	L	Controls & Risk Assessments in place.
Radiation - Open & Sealed Sources	G	L	Good system in place. Externally audited.
Radiation - X-Rays (Human risk)	G	L	Good systems evident. Externally audited.
Slips, Trips and Falls (external)	P	M	No formal inspection regime in place. High civil litigation risk.
Students' Union Led Activities	G	L	Good level of control evident. Audit due.
Vehicle Safety	G	M	Notable problems identified.
Water Safety (control of Legionella)	A	L/M	Revised College/Dept Policy & Procedure is required. University Policy also requires updating.

KEY

G: Good procedures	L: Low risk exposure
A: Average quality procedures	M: Medium risk exposure
P: Limited / no clear or suitable procedures	H: Higher-level risk exposure

Note: The above are qualitative indicators taken from the Corporate Health and Safety Risk Assessment, which is an on-going qualitative appraisal of the University's Top 50 Hazard and Risk areas.

2. COLLEGES / DEPARTMENTS PERFORMANCE

PERFORMANCE INDICATION	
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Each College and Department (5 Colleges / 21 Service Departments) required to submit an Annual H&S Return. The following summarises the key findings:

Health and Safety Documentation	Status/ value	NOTES
a) Annual Return: Colleges	100%	All Colleges completed the Annual H&S Return.

Health and Safety Documentation	Status/ value	NOTES
b) Annual Return: Service Departments	95%	One Service Department <u>did not</u> complete the Annual H&S Return.
c) Risk Assessment: Percentage of Colleges that have completed and reviewed their Overview Risk Assessment within last year	80%	One College is currently developing a new College Risk Assessment. It is anticipated this exercise will be completed prior to 16/17 academic year.
d) Risk Assessment: Percentage of Service Departments that have completed and reviewed their Overview Risk Assessments, per agreed schedule	86%	Three Service Departments have not yet produced an Overview Risk Assessment (all are relatively new Departments).

Overall, implementation of health and safety management arrangements within Colleges and Departments has improved notably in recent years.

Colleges and Departments provide feedback through completion of the annual questionnaire and are requested to review their own Overall Risk Assessment. It is anticipated that a number of additional KPIs will be produced from the Annual Returns over the next two years.

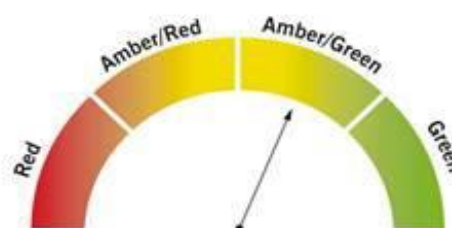
3. AUDITS, REVIEWS & INSPECTIONS

The following health and safety audits and reviews were undertaken:

• INTERNAL AUDIT: University Framework for Compliance with Legislation

A high-level review of the University's Framework for Compliance with Legislation was undertaken as part of the approved internal audit periodic plan for 2015/16. The Audit was undertaken by RSM UK.

Audit Summary:



"The [University] Council can take reasonable assurance that the controls in place to manage the Framework for Compliance with Legislation in respect of the Health and Safety at Work Act 1974 are suitably designed and consistently applied. However, we have identified issues that need to be addressed in order to ensure that the control framework is effective in managing the identified areas."

Key recommendations included:

- The need for local record keeping of H&S Training.
- The need to improve the link between overseas travel purchases and Insurance / Travel Risk Assessment.

Post-Audit actions are being monitored by the University's Audit & Risk Committee.

• MINIBUS SAFETY REVIEW



Good standards evident across the University, some procedural improvements still required.

The review assessed compliance (excluding Students' Union minibuses) with the requirements of the University's Minibus Safety Policy and found good awareness across the University of Minibus Driver controls.

Concerns raised related primarily to use and display of Small Bus Permits, which enable certain exemptions from aspects of the Transport Act.

• DRIVER & VEHICLE SAFETY REVIEW



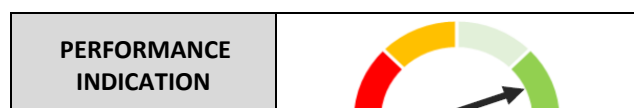
Lack of vehicle inspections identified as significant issue. Driver License checks are not comprehensive.

The Review found the majority of Schools and Departments had a good understanding of vehicle maintenance and driver licence check requirements. However, a small number of areas fell well short of University Policy and expectations. Deficiencies primarily related:

- i. Not assessing (or not having a robust system to assess) 'driving licences' and not clearly authorising drivers to drive University owned / leased vehicles.
- ii. Not undertaking regular and recorded Vehicle Safety Inspections and not having robust systems to ensure vehicles remain in a roadworthy condition.

Action: Immediate improvement was required within one major Service Department. Subsequent to the Review, University documentation and information simplified, with requirements better reflecting statutory obligations. Spot-check assessments will be undertaken in 2016/17 to confirm improvements in key risk areas.

• BIOLOGICAL HAZARDS REVIEW



Good standards evident across Containment Level 2 Bio-Hazard facilities.

Controls on the use of biological agents classified as Hazard Group 2/3 (pathogenic bacteria, viruses, parasites and fungi) were found to be good.

The variety of biological agents at the University is escalating and a series of *special licences* or HSE permissions are required. These are often subject to an external audit by the HSE.

Note: *The University does not undertake any work with biological agents listed in the Specified Animal Pathogens Order (SAPO).*

• OVERSEAS TRAVEL REVIEW

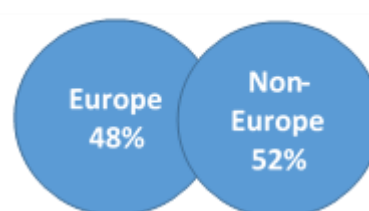


Processes and controls are improving. Further work is required linking overseas travel with insurance.

A review of the mechanisms for providing information for overseas travellers, insurance provision, pre-travel health requirements and related risk controls, was undertaken.

For the review period (Dec 2014 – Nov 2015) there were 1500 separate 'occasions' where staff and students reported that they had travelled overseas on University business. 766 of these occasions were to non-EU countries.

Overseas Travel Destinations



The College recording the most overseas trips was Natural Sciences. International Development was the most travelled Department.

The Review concluded the existing Overseas Travel Insurance Form and Overseas Travel Policy provide a good basis and mechanism for assessing risk and controlling overseas travel on University business.

Recommended actions related to:

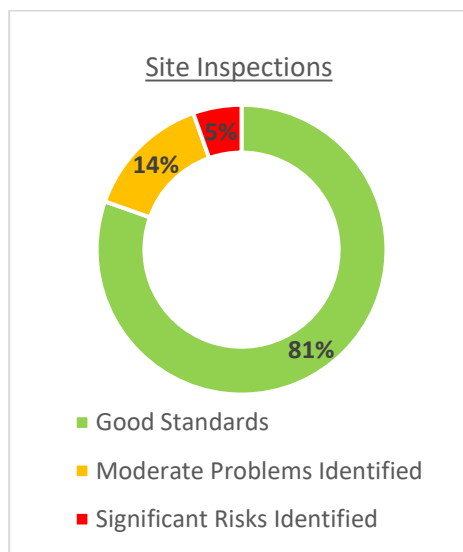
- a) Improvements required to link travel purchases to Insurance.
- b) Confirmation that, even if travel is arranged by a 3rd Party, the University Travel Insurance Form must be completed whenever a person travels as a Bangor University representative.
- c) Further promotion of travel insurance and risk assessment is requirement.

• CONTRACTOR SITE-MONITORING



The number of construction-site H&S Inspections decreased notably in 2015/16. With a greater percentage of Inspections also identifying problems on-site.

During the year there were 146 recorded contractor “site inspections”, this equates to a 23% reduction on inspections compared to 2014 (no223).



The percentage of Serious Breaches has increased by 1.48% (compared to 2014), with ‘moderate’ breaches also **increasing** by 5.38%.

4. ENFORCEMENT ACTION & STATUTORY INSPECTORATE(S) VISITS

No enforcement action was taken against the University in 2015/6.

Health and Safety Executive (HSE)

The HSE undertook no investigations of the University and there were no formal visits.

Home Office

The Home Office Inspectorate has visited a number of times to assess all licensed animal facilities, to confirm welfare of animals used for observational research. No significant actions were identified.

Natural Resources Wales (NRW)

The NRW Inspector visited in December 2015 to confirm the University is complying with relevant legislation relating to the use, storage, disposal and security of radioactive materials. No significant actions were identified.

5. HEALTH AND SAFETY TRAINING

• STAFF INDUCTION(S)



Presently, most new members of staff are invited to attend the central Staff Induction Day, arranged by Human Resources, where they will receive institutional health and safety information.

PERFORMANCE INDICATOR	STATUS/VALUE	NOTES
Percentage of new staff (invited) who attended the University central H&S Induction	63%	This figure excludes some manual staff groups and short term contracts.

Note: It is reported that producing and retaining Training Records at a local (College and Departmental) level is also poor, with only one College stating that it records all H&S Inductions. Around 74% of Service Departments state that they produce and retain local induction records.

• GENERAL H&S TRAINING COURSES

During the year 56 “face-to-face” courses were provided or facilitated by Health and Safety Services, this is a notable reduction on previous years.

Year	No of Courses / Sessions	Staff/Student Participants
2015/16 ¹	56	309 ¹
2014	100	579
2013	85	583
2012	106	719

Note: The introduction of on-line training will have an impact on “face to face” training data and it will be necessary to re-align the Report in future.

Training provided to Staff included:

- First Aid.
- Emergency Defibrillation, Epipen & CPR.
- Display Screen Assessors.

¹ In 2015/16 DSE/Computer User training was transferred on-line and no longer offered as a face to face training course. e.g DSE User training accounted for 137 participants in 2014

- Risk Assessment.
- Fire Marshall.
- General Health and Safety Inductions.

For the first time in many years, the University now offers a certified 4-day 'Managing Safely' Course, run by internal staff or jointly with Aberystwyth University. In addition, this year online training has been introduced and it is hoped further courses can be offered through this medium in future.

• COMPUTER USERS TRAINING

Note: Computer Use Training (DSE) will be utilised as an Institutional KPI over the next 3-5 years. 2015/16 is the first year of reporting.

PERFORMANCE INDICATOR	STATUS/VALUE	NOTES
Percentage of DSE (computer) Users who have completed the on-line training and self-assessment.	41.3%	On-line training was introduced in-year. It is noted that a percentage of those who have not completed the on-line training will have previously received traditional training. Unfortunately, the existing central computer records systems do not allow these to be readily identified and performance measured.

During 2015/16 a total of **732** staff completed the online DSE Users Training (41.31% of estimated Computer Users).

Target: 80% Computer Users by 2018/19 completed training within last 5 years.

6. ACCIDENTS & INCIDENTS

PERFORMANCE INDICATION

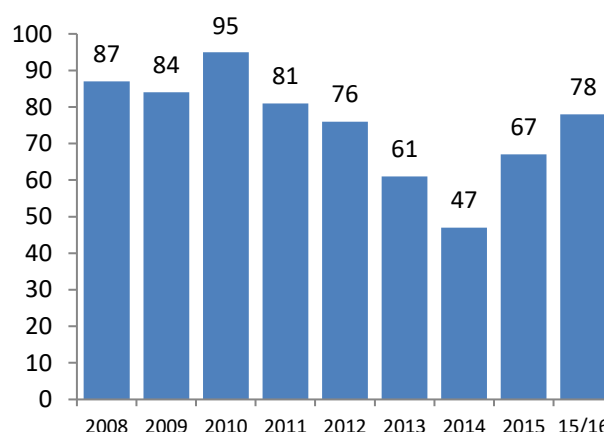


Health and Safety Services is the central depository for all University Accident & Incident Forms. On receipt, each Form is assessed to determine if further

investigation and / or action is required. The data is reviewed regularly to capture trends in relation to accident causation and / or School / Department to ensure appropriate action is taken.

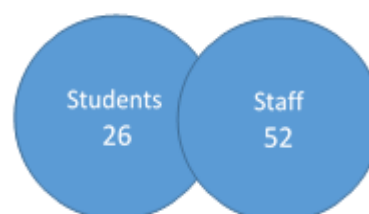
• INJURY-ACCIDENTS

The number of Staff and Student accidents reported in 2015/16 that involved injury (as a result of their University work or studies) was 78² (67 in 2015). Of this total, 52 (49) accidents related to Staff and 26 (18) to Students.



Total Number of Injury-Accidents (2008 – 2015/16)

78 Injury Accidents in 2015/16



In addition to the staff/student injury-accident reports, a further **18** Injury-Accident Reports were received for injuries to visitors and contractors³. All related to minor injuries.

Note: The figures for Contractor and Public injury—accidents are too low to trend.

• INJURY ACCIDENTS RATE (per 1000 at Risk)

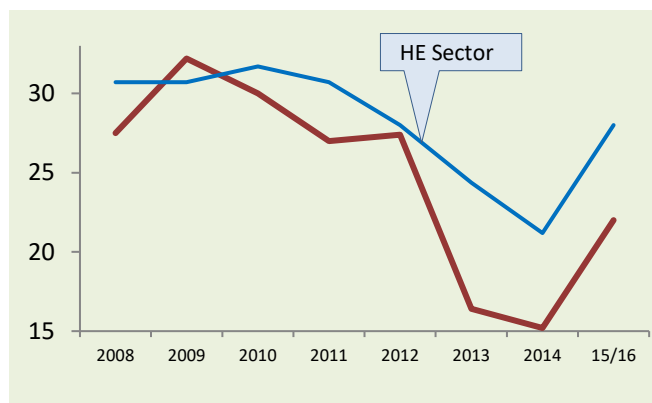
The Staff injury-accident ratio for 2015/16 was 22.4 accidents per 1,000 employees⁴, up slightly from the 21.3 accidents per 1000 reported in 2015.

² Does not include subsidiary companies

³ Excluding "corralled" CDM sites

⁴ Based on 2314 members of Staff during the year

Sector and Bangor University Injury-Accidents averaged per 1000 Staff (2008 – 2015/16)

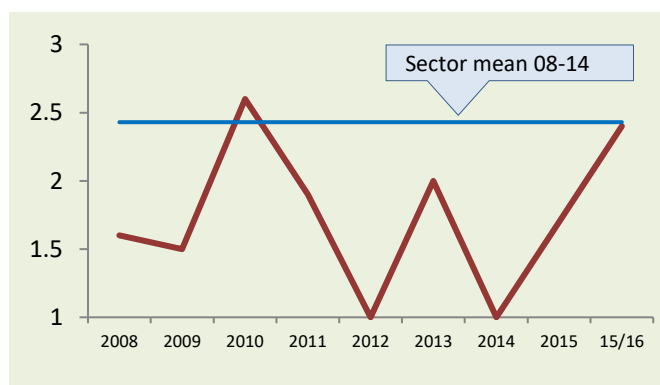


— Bangor University

08	09	10	11	12	13	14	15	15/16
27.5	32.2	30	27	27.4	16.4	15.2	21.3	22.4

In 2015/16, there were **26** Student injury-accidents as a direct result of their University studies. Showing a ratio of **2.4** (1.7) accident per 1,000 Students⁵.

Sector and Bangor University Injury-Accidents averaged per 1000⁶ Students (2008 – 2015/16)



— Bangor University

08	09	10	11	12	13	14	15	15/16
1.6	1.5	2.6	1.9	1	2	1	1.7	2.4

• MAJOR INJURIES

Of the 78 injury-accidents in 2015/16, **4** were categorised as “major injuries”, these were:

- A member of staff suffered a broken collar bone during a road traffic accident. Another

suffered a broken elbow following a slip/fall on steps.

- A student fractured their ankle due to a fall in College Park and another student fell from a chair, fracturing their wrist, whilst trying to adjust window blinds.

• REPORTABLE ACCIDENTS (RIDDOR)

During 2015/16, there were **5** Health and Safety Executive (HSE) Reportable Accidents and Incidents. **Four** related to **Staff**: 3 due to over-7 day injuries where Staff were off ‘normal’ work, and 1 a fracture following a fall. The **single** Student incident resulted from stitches being required after the student slipped with a scraper and caught their thumb.

There were no RIDDOR reports for an occupational disease or condition.

The HE Sector experienced a slight decrease in the number of Staff RIDDOR incidents in 2014, to **1.05/1000** from the **1.18 /1000** Staff rate in 2013. The Bangor University rate was **2.9/1000** in 2014, compared to **1.2/1000** in 2013.

The National Student rate fell to **0.08/1000** in 2014, from **0.10** in 2013.

Historically the University’s RIDDOR rates fluctuate greatly and are as:

Year	Staff	Student	Visitor	Total
2015/16	4	1	0	5
2014	7	1	0	8
2013	3	1	1	5
2012	0	2	0	2
2011	3	0	0	3
2010	3	3	1	7
2009	10	0	2	12
2008	5	1	1	7
2007	3	2	0	5
2006	3	6	0	9

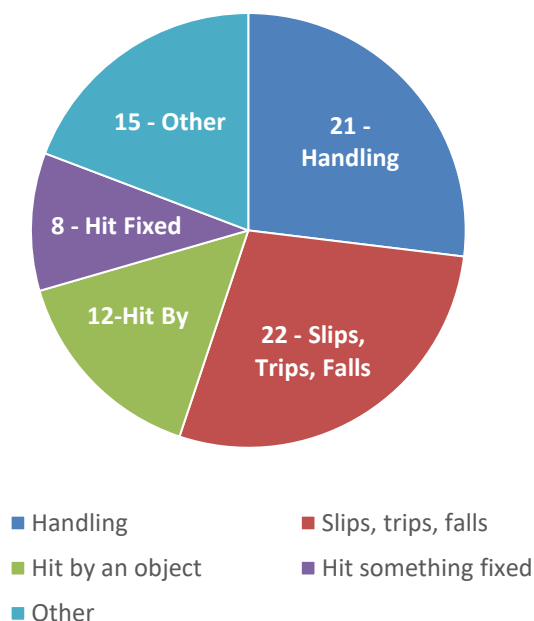
⁵ Based on 10,639 Students during the year

⁶ Excludes contractor accidents on corralled construction sites

• ACCIDENT CAUSATION (all accidents)

The majority of the 78 injury-accidents involved either a handling incident (21 = 27%), a slip, trip or fall (22 = 28%); or being hit by a moving / falling object (12 = 15%).

Of the other 23 incidents, most related to *contact with a fixed / stationary object*.



• LOST-TIME ACCIDENTS & INCIDENTS TO STAFF

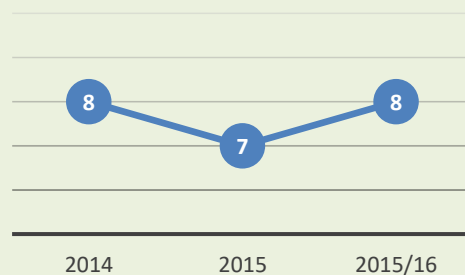
A total of **8** Staff lost-time incidents (following an accident at work) occurred in 2015/16.

Lost-time incidents were categorised as a "Slip, Trip or Fall", "Handling" and one due to a "Road Traffic" accident.



The University's lost-time incidence rate is 3.45 per 1000 employees.

Lost-Time Accidents (Staff)



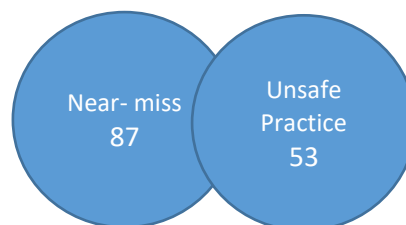
Note: The discrepancy between the RIDDOR over-7 days Reports (no3) and the four incidences reported above relates to the road traffic accident, which is not reportable under RIDDOR.

• OTHER ACCIDENTS, INCIDENTS AND NEAR MISSES

A further **156** Incident Reports, **which did not involve an injury**, were received in 2015/16. These include **16** Reports for illnesses that required first aid support or calls for an ambulance.

The (non-illness) Reports are grouped as:

140 Non-Injury Reports



In addition, there were **84** sports related reports received (non-academic activities), primarily for injuries which inevitably occur when playing sports.

• OVERSEAS & OVERSEAS TRAVEL INCIDENTS

During 2015/16 there were **1,424** individual staff/student overseas travel occurrences registered on the central insurance database. Of these, there were **10** reported incidences, which resulted in the staff/student requiring medical attention whilst overseas.

Medical Incidents 15/16



Medical Incidents 14/15



Note: It is not possible with the data available to identify any correlation between medical (illness) incidents and pre-existing ill-health conditions. At present it is too early to trend incidence rates, this will be done in future when more data is available.

• VEHICLE ACCIDENTS & INCIDENTS

During 2015/16 there were **4** accidents or incidents involving University or Hired Vehicles driven by Staff (excludes Students' Union). One incident resulted in two members of staff sustaining injuries.

In 2015/16 there were **8** accidents or incidents, with no personal injuries reported.

The University is presently unable to identify total mileage undertaken by all owned or hired vehicles. However, using data available from the predominant Hire Vehicle provider the following incident rates are provided as an indicator:

Vehicle Incident Rate ⁷			
2014 / 2015		2015/ 2016	
Total Days	Total Miles	Total Days	Total Miles
2808	260,073	2871	207,029

⁷ Using total incidents, hire days and mileage for one vehicle provider, only

⁸ Based on an FTE of 1790.22

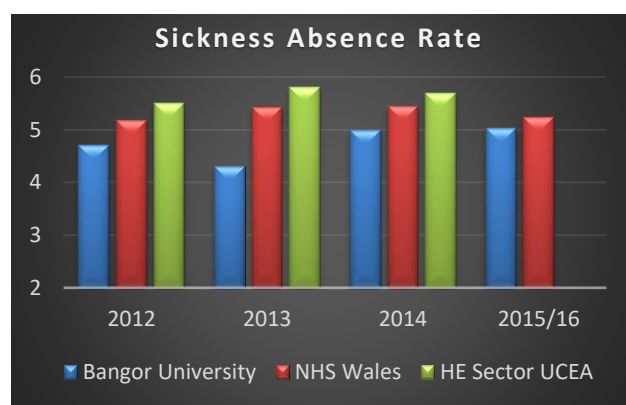
Inc./Days	Inc./Miles	Inc./Days	Inc./Miles
1.4/1000 days	1.54 /100k miles	1.04/1000 days	1.4/100k miles
TOTAL INJURIES		TOTAL INJURIES	
0		2 (single incident)	

7. STAFF SICKNESS ABSENCE



Medium and long-term absences increased slightly in 2015/16, whilst short-term absence (days lost) decreased.

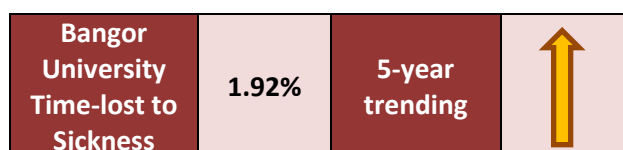
In 2015/16 a total of 8,984 working days were lost due to reported sickness absence. This equates to an annual Staff Sickness Absence rate of around **5.02** days per FTE employee⁸ (4.98 days in 2014). The National (HE) Sector Average in 2014/15 (last available data) was **5.7** days⁹.



Note: The national rate for 15/16 is not yet available.

The Bangor University 2015/16 Sickness Absence rate of **5.02** days equates to around **1.92%** of the working time¹⁰ being lost due to sickness absence.

The percentage absence rate was **1.9% in 2014, 1.7% 2013 and 1.8% in 2012.**



⁹ Average provided by UCEA Sickness Absence in Higher Education Report 2014/15; based on 95 HE institutions

¹⁰ Based on an average of 260.715 working days per year

In 2015/16 80% (7,153 working days, adjusted for FTE) of all sickness absences were confirmed by a medical (doctor) certificate, with the remainder 20% (1,831 working days, adjusted for FTE) self-certified.

Long term absences, those greater than 20 days, accounted for 62% (5,561 working days absence, adjusted for FTE) of all the absence days reported in 2015/16, and showed a 3.33% increase on 2015.

The following table breaks down the total 8,984 working days lost to sickness absence into short, medium and long term absences. The total number of staff who took any absence in 2015/16 was **669**.

Length of Absences (per category)			
	SHORT 1-7 days	MED 8-20 days	LONG 21 + days
Days Lost	1867 days	1556 days	5561 days
% of Total	20.78%	17.32%	61.90%
Instances	1045	186	110
Number of staff ¹¹	553	157	98

• SICKNESS ABSENCE TRENDING

CATEGORY	2014	15/16	TREND
FTE Number	1779.31	1790.22	→
Total Working days lost	8862.13	8984.31	+122.18 ↑
Long term (20+) days lost (total)	5545.14	5561.14	+16 →
Long term Instances	112	110	-2 →
Short/Medium (<20) term days lost	3316.98	3423.16	+106.18 ↑
Long term as % of total days	62.57%	61.90%	-0.67% →
ST/MT as % of total days	37.43%	38.10%	+0.67% →
Long term days per FTE	3.12	3.11	-0.01 →
ST/MT days per FTE	1.86	1.91	+0.05 →

• PERIODS OF LONG-TERM ABSENCE

As a period of absence could start anywhere in the calendar year, the following table demonstrates the

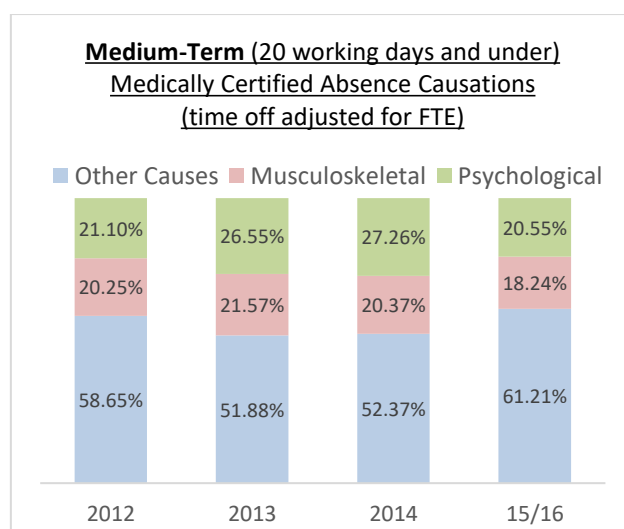
total absence period of all long term ill health cases that concluded in 2015/16, compared to 2014. It can be seen that approximately 50% of all long term cases ended within a 2 month period.

Over 20 day absences that concluded in 2015/16 and 2014		
Absence period in Months	Number of Instances 2015/16	Number of Instances 2014
≤2	47	51
≤3	19	23
≤4	12	4
≤5	6	5
≤6	3	4
≤7	0	5
≤8	0	3
≤9	2	0
≤10	0	0
≤11	1	1
≤12	0	0

• SICKNESS ABSENCE CAUSATIONS

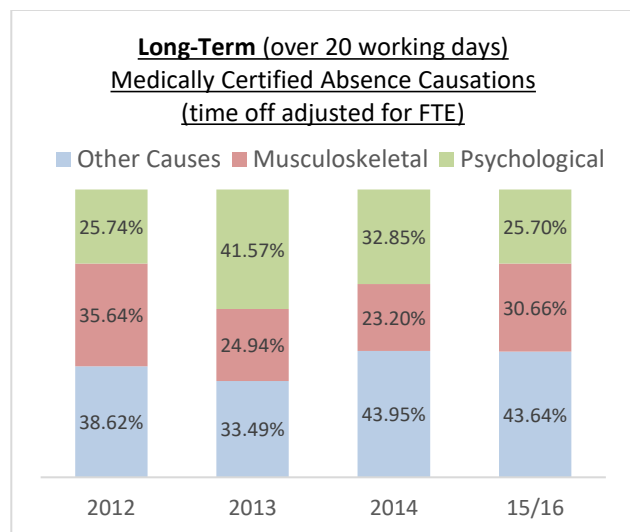
Using medically certified data only: it is again noted that psychological illnesses and musculoskeletal absence causations (includes backs, joints and fractures) account for the greatest percentage of absences at the University.

The distribution for the days-lost for the primary categories are as follows:

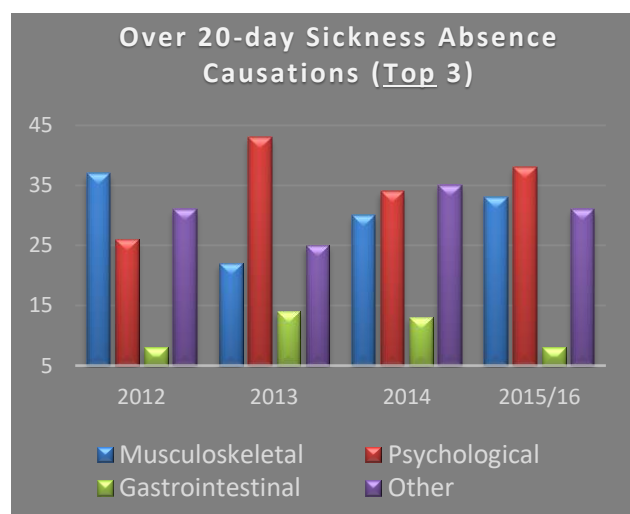


¹¹ Duplicate staff members are showing in these categories as some took both short and medium or short and long term time off on separate occasions

There are no National Comparators for the above causation groups as they refer to Doctor/Medically Certified absence only, and do not include self-declared absence causations (Self-Certification).



Long-term absence causation (incidences) are summarised as:



8. HEALTH SURVEILLANCE & CHECKS

Some 130 members of Staff receive Health Surveillance to confirm their work is not causing harm to health.

Surveillance is provided to a number of manual workers exposed to vibrating equipment and high intensity noise levels, and to some research scientists, chemists and technical staff, shift workers, contracted drivers and animal handlers.

All health surveillance is tailored to Staff's known risks and hazards, and typically would include

respiratory, noise or vibration surveillance and/or skin assessments and eyesight tests.

No adverse health-impact results were identified.

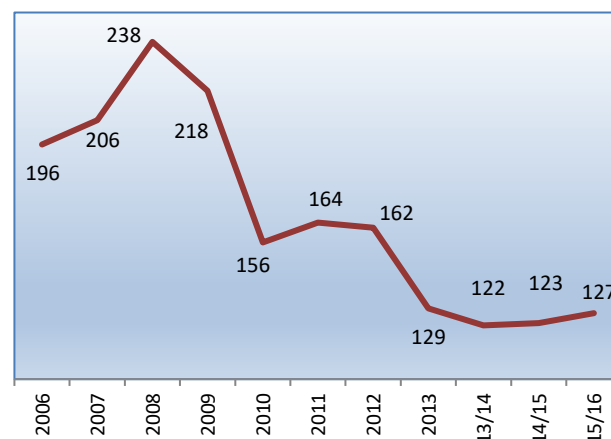
9. FIRE ALARM ACTIVATIONS



The University has over a hundred buildings protected by automatic fire detection and alarm systems, with some 7910 smoke/heat detectors and hundreds of manual fire alarm call-points.

During 2015/2016 there were 127 Fire Alarm activations at University buildings.

Bangor University Total Fire Alarm Activations

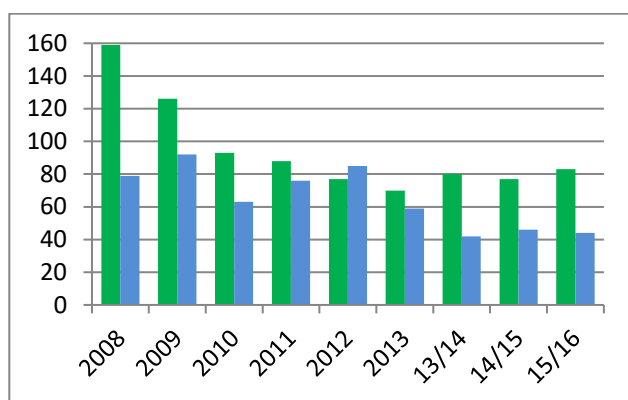


The North Wales Fire & Rescue Service attended **23** occasions as a result of a fire alarm report, a significant reduction on the **116** occasions in 2014. *It is noted that trained University staff now investigate most Fire Alarm activations, with the exception of Halls of Residences (at night).*

21 of the Fire & Rescue Services attendances were to Halls of Residences between 20:00 and 08:00 hrs.

Total activations (127) are further sub-divided to identify activations rates for Residential and Academic & Admin buildings that form most of the University estate.

Fire Alarm Activations per estate



— Halls of Residences
— Academic & Admin

The number of fire alarm activations within Academic & Admin buildings fell slightly from 46 (2014/15) to **44** in 2015/16. Fire alarm activations within Halls of Residences increased slightly from 77 to **83**.

Fire Alarm Activation Rate / 1000 detectors

Estate	15/16	Trend
Halls of Residences ¹²	34.9/1000	No sig. change
Academic & Admin ¹³	8.9/1000	Downward

Fire Alarm Activations per 1000 Study Bedrooms



08	09	10	10/11	11/12	12/13	13/14	14/15	15/16
75	46	38	35	32.1	30.4	34.7	33.4	25.1

Note: National / Sector comparisons have not been available since 2012. The Universities Safety and Health Association (USHA) has recently indicated

that it will now collate institutional data and produce a benchmark report from 15/16.

FIRES

There was one fire (as defined) in 2015/ 2016. This involved unattended cooking and caused extensive smoke damage to a Hall of Residence kitchen.

There were also a number of near miss fires. A near miss fire incident is an incident 'involving only smoke, without flames, which may or may not cause damage'. Most of these involved cooking incidents within Halls of Residences.

The most significant near miss incident was due to an occurrence at the School of Chemistry, which resulted in a major-incident response from the Fire & Rescue Service. There were no injuries, though scientific equipment was badly damaged. As this incident did not involve an actual fire (flames) it is not recorded as a fire.

10. CIVIL CLAIMS (HEALTH AND SAFETY RELATED)

In 2015/16 there was one new Civil Claim for personal injury. This relates to a member of staff and a slip/fall incident.

11. UNIVERSITY H&S POLICY

The University has adopted a new Health and Safety Policy that aligns to a new national (USHA¹⁴) Guidance on "Leadership and Management of Health and Safety in Higher Education Institutions".

The Policy clearly advises on roles and responsibilities, integrating the 'Plan, Do, Check, Act' methodology to health and safety management practice.

12. WEBSITE STATISTICS

In 2015/16, 7,255 (-3% on 2014) users visited the Health and Safety Services Website. Of these, 47.46% were returning users. In total, 33,624 (+4%) pages were viewed, during sessions.

¹² Nearly 700 additional detectors were introduced in 15/16, at St Mary's development

¹³ Including over 700 new detectors at Pontio

¹⁴ USHA – Universities Safety and Health Association

13. HEALTH PROMOTION EVENTS

Through tailored and targeted events and initiatives the University seeks to promote and support the health and well-being of Staff and Students. Events and campaigns are numerous and spread across the year. In 2015/16, they included:

- *Blood in Pee*: A University-wide toilet door poster campaign highlighted the symptoms of some infections, bladder or kidney stones or bladder cancer or kidney cancer.
- *Family Friendly*: Involvement in a number of family-friendly parental promotions, including setting up a Parent-to-Parent network to help support current and future working parents.
- *Food Bank*: The implementation, with the Students' Union, of a network of 20 food bank collection bins across the site, to encourage staff and students to donate food and toiletries to those in need in Bangor.
- *Physical Activity*: A number of opportunities were promoted to staff with local bike rides, golf society days and the promotion of bike loans. In addition, a number of free leisure centre vouchers were obtained for the School of Ocean Sciences. A group of staff and post-graduates also walked up Snowdon in July to raise money for Tŷ Gobaith.



14. SUPPORTING THE WIDER COMMUNITY



For many years the University has supported the Tŷ Gobaith / Hope House Charity that provides palliative and respite care and terminal nursing for life-limited children.

Staff and students have once again been involved in a number of fund raising activities over the last year, ranging from the monthly donations through the staff lottery to a Euro sweepstake. The staff lottery costing £1 each month currently has 24% of staff contributing regularly.

Over £3,200 was raised in 2015/16 through the staff lottery.

End.