

# Health and Safety

## Annual Report

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PRIFYSGOL  
**BANGOR**  
UNIVERSITY

2024/2025

Health, Safety and Sustainability

November 2025 v2

*Version 2 now includes Sector comparator data for accidents*

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

# Performance highlights

There was further improvement in the number of staff completing the self-assessment & training for computer use<sup>1</sup>, with performance above the set target.

Last year it was reported that only 41% of new staff had completed the New Staff H&S Induction. The situation for 2024/25 is slightly improved, with around 50% having undertaken the training.

Computer Users  
Self-Assessment

**95%**

Significant  
improvement on  
previous year  
(83%).

New Staff Health  
& Safety  
Induction  
Completed

~ **51%**

(74 out of 146  
'applicable' new  
staff).  
See Note

There were more injuries to staff than last year's 15.7 per 1000 employees. Injury incident numbers are now back to pre-pandemic levels.

Lost time incidents increased slightly to 5 cases, with none relating to a significant incident.

Injuries to Staff

**21.3**

/ 1000

Rates have  
reverted to pre-  
pandemic levels.

Total Lost-Time  
Accidents (staff)

**5**

1 more than the 4  
cases reported the  
previous year.

A three-month period evaluation of procured overseas travel indicated that 78% of travellers had completed the mandatory notification. A marked improvement on last year.

Only 54% of staff completed the **new** online mandatory H&S Refresher training.

This module is part of a larger package of mandatory training introduced in 2024/25.

Overseas Travel  
Controls

**78%**

A marked  
improvement on  
the 57%  
compliance  
reported last year.

Mandatory all-  
staff (annual)  
H&S Training

~ **54%**

Performance for  
this new  
Mandatory Training  
is notably below  
expectations.

**Note:** This is the last year **New Staff H&S Training** will be reported separately. The new staff training package is now subsumed into the **Mandatory Annual All-Staff H&S training** (2025/26).

<sup>1</sup> Health and Safety Display Screen Equipment Regulations (DSE).

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## HEALTH AND SAFETY ANNUAL REPORT 2024/2025

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**1. H&S POLICIES & KEY DOCUMENTS**

This section provides a summary of core substantive institutional health and safety documents introduced, revoked, or reviewed during the year.

**NEW & REVISED POLICIES**

No new policies were introduced during 2024/25.

The following policies were revised, reviewed and approved by the Health, Safety and Emergency Management Committee during the year:

- Radon Management
- Ionising Radiation (Open Sources)
- Ionising Radiation, Use of X-Ray Sets
- Fire Safety (and associated Management Guides)
- Overseas Travel
- Control of Substances Hazardous to Health (COSHH)
- Pressure Systems
- On-site Out of Hours Working

The primary **University Health and Safety Policy** and its associated **Arrangements** document were also reviewed in 2024/25 and approved by University Council. The health and safety arrangements document is directly aligned to the national standard for Leadership and Management of H&S in Higher Education Institutions and set our clear requirements of each layer of management and for all members of staff.

**REVOKED POLICIES**

The **New & Expectant Mothers Health and Safety Policy** was revoked.

Previous policy commitment towards the health and safety of expectant and new mothers is fulfilled through other policies and procedures, including through the H&S Risk Assessment Policy and Human Resources procedures, negating the need for a separate policy document.

*Tailored guidance and information for expectant and new mothers is available through Health and Safety and Human Resources websites.*

**2. AUDITS, PERFORMANCE, ANALYSIS**

Summary reports of appropriate internal audits and reviews of risk themes are provided below.

**DESKTOP REVIEW: HIGH-RISK (SCIENTIFIC) MATERIALS**



**The desktop Review found that existing University information for identifying higher risk materials, agents and chemicals was up to date and correct.**

Many substances, biological agents, products and materials used in the sciences are subject to stricter legislative control due to their potential to cause harm or potential to be used for illegitimate purposes. In some cases, notification and approval is required from numerous Statutory Authorities.

This desktop review focused on the provision of information on a selection of more robustly controlled materials, such as:

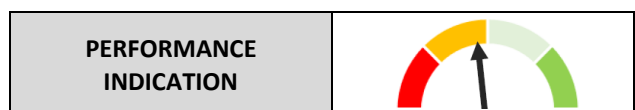
- Scheule 5<sup>2</sup> pathogens & toxins
- Hazard Group 3 & 4 biological agents
- specified animal pathogens
- drug and explosive precursors; and
- other high-risk controlled materials.

The Review found that existing information was up to date and reflected current expectations for the control of higher risk materials. No anomalies were identified.

Further information on statutory notifications and restricted materials can be found here:

[www.bangor.ac.uk/hss/inflink/statutory](http://www.bangor.ac.uk/hss/inflink/statutory)

**OVERSEAS TRAVEL NOTIFICATIONS, INTERIM REVIEW**



**Compliance with University policy requirements for notifying & assessing overseas travel is improving.**

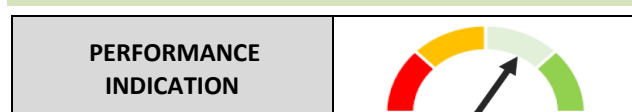
<sup>2</sup> Anti-terrorism, Crime and Security Act 2001

For this sample period, it was found that 78% of identified overseas travellers had correctly recorded their trip on the Overseas Travel Notification Portal, and 22% had not done so.

This performance indicates there has been an improvement on the previous survey, which showed a 57% compliance rate.

Further Overseas Travel notification reviews will be undertaken in 2025/26.

**COLLEGE / SERVICES – MANAGEMENT ARRANGEMENTS**



**Overall, a static performance is shown with no significant improvement or deterioration.**

Each College, and Professional Service, together with the Students’ Union, M-SParc, and Management Centre, report on their own health and safety management arrangements against several common measurements.

The performance for all Colleges & Professional Services and themes are evaluated using the core performance indicators (with previous year comparative performance in brackets), as follows:

Item	%	Narrative	Trend
Documentation review: <b>H&amp;S Policy</b>	<b>87%</b> (80%)	3 Colleges and 10 Services reviewed their H&S Policy in year	↑
Documentation review: <b>Overview Risk Assessment</b>	<b>80%</b> (80%)	2 Colleges and 10 Services reviewed their Overview Risk Assessment in year	→
Local <b>H&amp;S Officer</b> or Coordinator appointed	<b>100%</b> (100%)	All Colleges and Services have a nominated H&S Officer/Coordinator	→
Head/Director meets with H&S Officer/Coordinator	<b>93%</b> (93%)	All 3 College Heads and 11 Service Directors meet with their H&S Officer/Coordinator	→
H&S Committee/Body	<b>87%</b> (93%)	<ul style="list-style-type: none"> <li>All 3 Colleges operate a H&amp;S Committee</li> <li>10 Services operate either a H&amp;S Committee or other robust meeting structure to discuss H&amp;S</li> </ul>	↓

Chair of H&S Committee/Body	<b>87%*</b> (93%*)	Two Services do not have a dedicated Committee or have as an alternative, H&S as an agenda item on management meetings.	↓
Consultation with Staff	<b>100%</b> (93%)	All Colleges and Services state that they consult with staff on local h&s matters, where applicable	↑
H&S Inspections	<b>53%</b> (60%)	3 (3) Colleges and 5 (6) Services confirmed the Head/Director participated in H&S Inspection(s)	↓
Local Staff H&S Induction	<b>67%</b> (60%)	10 Services stated all staff were locally inducted, 2 Services and all 3 Colleges stated not all new staff had been inducted locally	↑
Fire Safety	<b>100%</b> (93%)	All Colleges and Services confirmed they have arrangements in place to inform staff and students what action to take in a fire alarm	↑
Electrical Safety (appliances)	<b>80%</b> (73%)	2 (2) Colleges and 10 (9) Services stated they are PAT testing per their own schedule 1 Service, a low-risk administrative department, and M-SParc are not testing to schedule. 1 College notes only low-risk office environments have not all been inspected and tested per schedule.	↑
Driver Licence Checks & Authorisations	<b>80%</b> (93%)	2 Colleges and 10 Services stated they are undertaking driver checks/authorisations	↓

*Note: The relatively poor performance in providing local H&S Inductions for new staff remains a concern, especially when considered alongside the poor take-up at University-level for the general H&S induction.*

**Individual Colleges & Professional Services**

Individually, Colleges and Services are scored using 12 (Services) or 14 (Colleges) measurements, which include: policy, consultation with staff and

participation of Head or Director in H&S inspections. Previous year performance is provided in brackets.

College	% Performance
College of Arts, Humanities & Social Science	86% (87%)
College of Medicine & Health	71% (80%)
College of Science & Engineering	86% (87%)
Professional Service	% Performance
Campus Services	92% (92%)
Canolfan Bedwyr	92% (100%)
Digital Services	100% (92%)
Finance Services	50% (54%)
Human Resources	58% (85%)
Management Centre	100% (100%)
Marketing, Recruitment and Communications	92% (54%)
Menai Science Park (MSParc)	83% (100%)
Strategy, Planning & Research	92% (92%)
Student Services	75% (92%)
Students' Union	92% (92%)
Vice-Chancellor's Office	92% (85%)

2 Colleges remain at the same positive performance level as the previous year.

2 Professional Services achieved 100% and 3 improved on their previous year's performance.

**CHEMICAL & BIOLOGICAL RISK MANAGEMENT**

The University Chemical and Biological Health and Safety Sub-Committee oversees health and safety aspects of:

- o Hazardous chemical use, storage and disposal (laboratory and associated activities)
- o Biohazards
- o Genetic Modification

Committee membership includes numerous experts in the field of chemical safety, biohazards and GM and met twice during the year. The Sub-Committee met twice in 2024/25.

The Health and Safety Executive (HSE) visited and inspected premises subject to Genetic Modified Organism (GMO) regulations and focusing on GM of large organisms. These visits are routine for all registered premises and there was no significant concern or issue raised.

The next scheduled HSE GM/Bio visit is likely to be in 2029.

No new work on GMOs were notified during the year and no significant incident or concern was reported.

**RADIATION RISK MANAGEMENT**

The University's Radiation Health and Safety Sub-Committee oversees scientific radiation work, use of X-rays and use of higher-powered lasers. The Sub-Committee met twice in 2024/25.

No significant H&S concerns were noted during the year.

The University was visited by Natural Resources Wales (NRW) Radiation Inspectors in September 2024. The visit was a standard bi-annual Radioactive Substances Regulation Compliance Assessment. 6 minor actions were raised during the visit, and all have now been remedied. There was no significant concern or issue noted

Going forward, it is recognised that radiation management will be more challenging as a result of the departure of the Radiation Protection Officer (RPO) and an increasing workload emanating from the Nuclear Futures Institute. Progress in addressing these challenges will be monitored by the Radiation H&S Sub-Committee and the Health, Safety & Emergency Management Committee.

**3. ENFORCEMENT ACTION & STATUTORY INSPECTORATE VISITS**

No enforcement action was taken against the University in 2024/25.

The following Statutory Authority visits and investigations were initiated or undertaken during 2024/25.

### • HEALTH AND SAFETY EXECUTIVE (HSE)

#### Genetic Modification/Bio Safety

A HSE Specialist Inspector and an Enforcement Officer visited and inspected premises subject to Genetic Modified Organism (GMO) regulations. These visits focus on GM of large organisms.

There was no significant concern or issue raised.

#### Plant Protection Products (PPP)

As part of a national enforcement and intervention campaign, Pesticide Enforcement Officers from the HSE visited the University on the 17<sup>th</sup> of July 2025 to assess compliance with requirements pertaining to the storage, use and disposal of applicable products governed by the Plant Protection Products Regulations 2011.

The visit consisted of management and document evaluation, followed by on-site inspections of the University Grounds Staff bases at Ffriddoedd and Treborth Sports Fields, The Treborth Botanical Garden, and Henfaes Research Station at Abergwyngregyn.

During the site visits a number of minor issues and recommendations were made, including the need for:

- additional warning signage required on some containers, sheds and buildings
- improved record keeping of calibration and checks of knapsack sprayers
- the inclusion of a dedicated 'dustpan and brush' with all spill kits
- replacement of a storage cabinet for a more robust construction
- a review of arrangements for weed-wiping and/or stem injection of pesticides

Further, a number of pesticide products, held in a secure Pesticide Store were later found to have been withdrawn from permitted use. Withdrawal is primarily due to changes in information, composition or reflecting wider regulatory changes for use of that product. This was identified through their unique MAPP (ministerially approved pesticide product) number.

The HSE wrote to the University on the 1<sup>st</sup> of August 2025 to advise that they found contraventions of the Plant Protection Product Regulations, and an Action Plan was developed to address each point.

All actions were completed with within the timescale advised.

Revised monitoring arrangements are now in place to better ensure good practice is followed across the institution.

#### Major Scaffold Incident

As a result of a serious incident on-site, where a scaffolder fell during removal of a scaffold assembly at a University building, the HSE investigated the incident, and all of the contractors involved. As a part of this process University contract and H&S management arrangements also evaluated.

The HSE investigation concluded swiftly and there were no adverse findings, and no enforcement action was taken against any party.

*Further details on the incident are provided under Major Incidents on page 11.*

### • NATURAL RESOURCES WALES (NRW)

The University was visited by NRW Radiation Inspectors in September 2024. The visit was a standard bi-annual Radioactive Substances Regulation Compliance Assessment.

6 minor actions were raised during the visit, and all have been addressed.

There was no significant concern noted.

## 4. HEALTH AND SAFETY TRAINING

Numerous courses were provided or facilitated through the central Health and Safety team, including:

- Health and Safety new staff induction
- Mandatory Health and Safety refresher for all staff
- Health and Safety Consultative Forum for Coordinators and Trades Union representatives
- Fire Investigation and Fire Marshal

- DSE Assessor
- DSE User
- Oil Spill emergency management
- Risk Assessment
- First Aid courses.

Year	No of Courses / Sessions	Staff/PG Students
<b>2024/25</b>	<b>Total Participants</b>	<b>1,670</b>
	<i>34 in-person training events</i>	125
	<i>DSE online</i>	465
	<i>New Staff H&amp;S Induction online</i>	74
	<i>Mandatory H&amp;S online session</i>	1006
<b>2023/24</b>	<b>Total Participants</b>	<b>1,014</b>
	<i>34 in-person training events</i>	130
	<i>DSE online</i>	780
	<i>New Staff H&amp;S Induction online</i>	104
<b>2022/23</b>	<b>Total Participants</b>	<b>1,148</b>
	<i>45 in-person training events</i>	161
	<i>DSE online</i>	755
	<i>New Staff H&amp;S Induction online</i>	232
<b>2021/22</b>	<b>Total Participants</b>	<b>408</b>
	<i>31 in-person training events</i>	86
	<i>DSE online</i>	158
	<i>New Staff H&amp;S Induction online</i>	164
<b>2020/21</b>	<b>Total Participants:</b>	<b>2,898</b>
	<i>8 in-person training events</i>	25
	<i>DSE online</i>	154
	<i>New Staff H&amp;S Induction online</i>	125
	<i>Covid H&amp;S Training online</i>	2594

There are no centrally held records of any health and safety training provided locally by Colleges, Schools and Services, which are required to keep local records.

Training obtained through external providers, can now be recorded by staff onto their own iTrent learning module (from September 2024). This development may offer an opportunity in the future for improved evidence of external h&s training and of continuing professional development.

<sup>3</sup> This figure excludes some manual, hourly-paid and casual staff who receive local H&S Inductions

NEW STAFF INDUCTION(S)



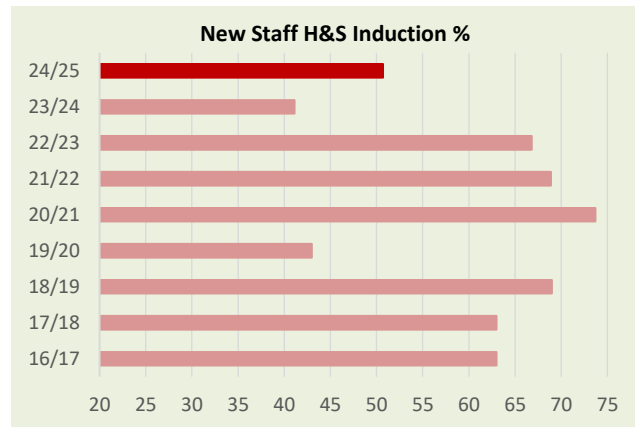
The 2024/25 performance was again very poor, with only 50.7% of new staff undertaking the central H&S induction.

74 out of 146 new (as applicable) new staff completed the General University on-line Staff Induction, offered via the Human Resources package for new starter training & information.

Completion rates for the on-line H&S module are currently the only measurable training activity that may demonstrate new staff have received a H&S Induction and there is no centrally accessible record of Local (provided by the School/Service) Staff inductions, which should also be provided as part of the greater new staff induction and welcome package for new employees.

Target for 2024/25 was 90%		
PERFORMANCE INDICATOR	STATUS/VALUE	NOTES
Percentage of new Staff (invited) who completed the University on-line H&S Induction <sup>3</sup>	<b>50.7%</b>	Slight increase on the 41% 2023/24 performance

Participation rates for new staff H&S Induction have been below performance expectations for several years, and this has continued through 2024/25.

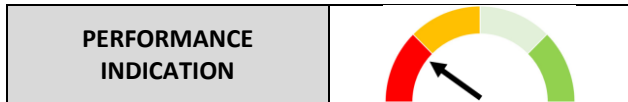


**NB:** The HSE advises<sup>4</sup> that workers have the same chance of an accident in the first 6 months at a workplace as during the rest of their working lives.

<sup>4</sup> New to the Job (HSE web publication)

As the completion rates remain poor and evidence of local inductions were not available, a decision was made to, in future, combine the new staff H&S Induction with the recently introduced Mandatory all-staff H&S Refresher.

**MANDATORY ALL-STAFF HEALTH & SAFETY REFRESHER**



This is the first year of reporting on this new performance measure.

In 2024/25 the University introduced a series of mandatory online training that all staff are required to undertake.

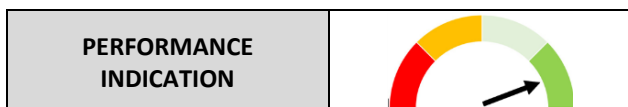
The H&S (Refresher) package should be completed annually.

Mandatory Annual H&S Training		
PERFORMANCE INDICATOR	STATUS/ VALUE	NOTES
Percentage of Staff who completed the mandatory University on-line H&S refresher	53.55%	There is a ~100% completion rate target for 2025/26.

The new online mandatory staff health and safety session was launched in November 2024 and serves to ensure all staff are provided with regular health and safety information, and to inform of developing theme and emerging issues.

The completion rate for 2024/25 was poor, with just over half the total number of staff completing the mandatory training. Effort will be expended during 2025/26 to improve this rate.

**COMPUTER USERS TRAINING & SELF-ASSESSMENT**

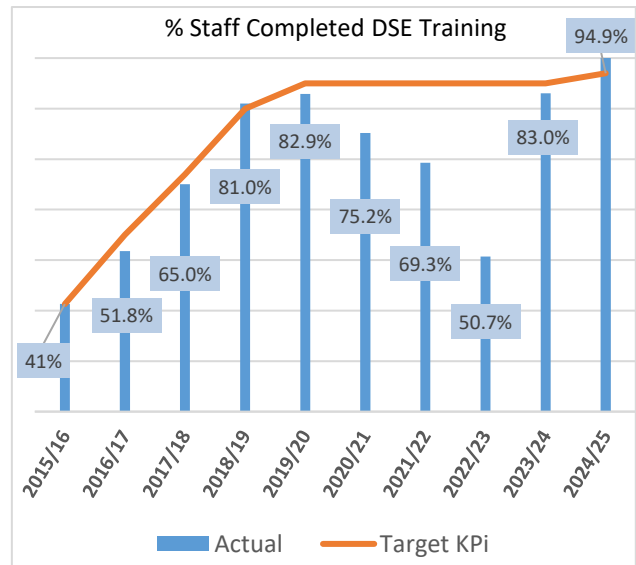


Completion rate was very good, showing further improvement on the previous year's positive performance.

Computer User Training (DSE) is used as a base health and safety KPI. Relevant training and workstation assessment are specifically required by the Display Screen Equipment Regulations.

Target for 2024/25 was 87% of all DSE Users		
PERFORMANCE INDICATOR	STATUS/ VALUE	NOTES
Percentage of Computer (DSE) Users who have completed the on-line training and self-assessment within the required period	94.94%	Improving trend --- 2025/26 target will be the current level of 95% of DSE users with in-date assessments

During 2024/25, 465 (761 in 23/24) members of Staff completed the on-line Computer Users Training and Self-Assessment, indicating around 94.94% of estimated Computer Users have undertaken the training and self-assessment within the required 3-year period.



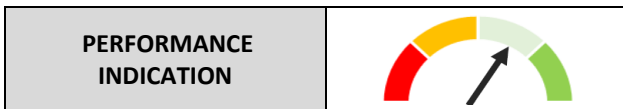
Due to the poor numbers of staff undertaking DSE training and self-assessment in 2022/23 additional and targeted promotion was undertaken in 2023/24 and 2024/25, particularly within individual Colleges and Services. Subsequent performance positively reflects the impact of this effort.

The following table shows % of 'computer user' Training and Self-Assessments completed (completion rate) within each College and Professional Service<sup>5</sup>.

<sup>5</sup> This data is based on staff employed on the 31<sup>st</sup> of July 2025

Computer-Use (DSE) Training & Self-Assessment Completed	
College/Service	%
College of Arts, Humanities and Social Sciences	96.9%
College of Science and Engineering	92.2%
College of Medicine and Health	93.1%
Canolfan Bedwyr	93.8%
Digital Services	100%
Finance Services	100%
Human Resources	100%
Marketing, Communications and Recruitment	93.3%
Campus Services	97.1%
Strategy, Planning and Research	97.4%
Student Services and Administration	94.3%
Students' Union	94.7%
Vice-Chancellor's Office	100%

5. ACCIDENTS & INCIDENTS



The total number of reported accidents, incidents, near-misses, unsafe conditions, and general H&S Concerns increased in 2024/25.

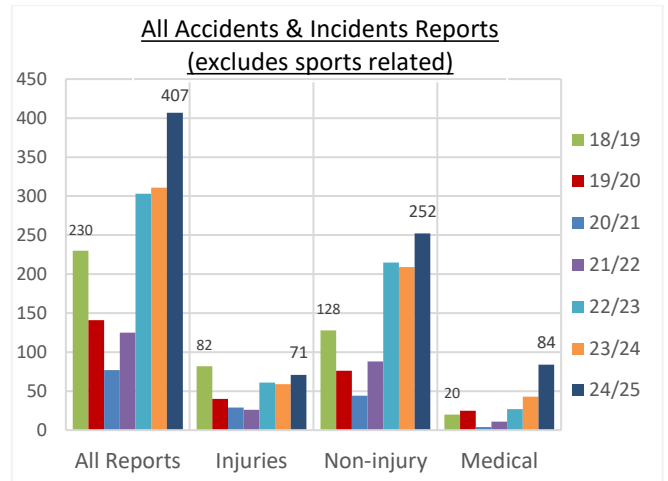
Also, the number of recorded injuries to staff was higher than the previous year.

During the academic year, **407** (311 in the previous year) reports were received (*excluding Sports related incidents*). This is a notable increase.

Of the **407** reports, **71** involved an 'injury' to staff, students and other authorised visitors (there were *59 in total last year*).

**252** (209) reports referred to non-injury incidents, including, 70 (63) near miss & dangerous or unsafe situation / practice, 127 (97) fire alarm activations, 11 (11) lift entrapments, and 29 student related incidents outside of University control or direct influence.

The remaining **84** (43) reports related to medical incidents (such as fainting, illness and convulsions) where support was provided.

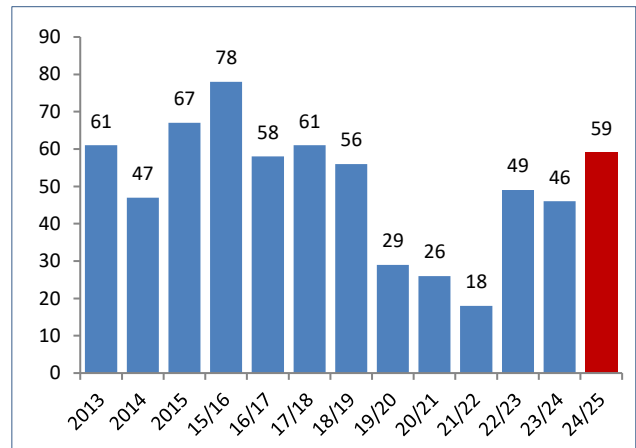


**Note:** for ease of reference and comparison, 2018/19 is used as a pre-pandemic comparison year.

• INJURY-ACCIDENTS TO STAFF AND STUDENTS

The number of Staff and Student accidents reported in 2024/25, that involved injury and occurred because of their University activities or studies or on University property, was **59** (46 in 23/24). Of these, **42** (31) accidents related to Staff and **17** (15) to Students.

Injuries to Staff and Students



**Note:** the period 19/20 – 21/22 are pandemic impacted years, with less on-site activity than would otherwise be expected and consequently fewer accidents recorded.

In addition to the Staff/Student injury-accident reports, a further **12** (13 in 23/24) Injury-Accident Reports were received for injuries to visitors and Contractors.

• SERIOUS (SPECIFIED) INJURIES

There were **no serious injuries** (as defined by RIDDOR) to University staff or students during the year. *This would include fractures, scalding requiring*

hospital treatment, loss of consciousness, and serious burns.

- There was **1** major trauma and hospital treatment to a scaffolding contractor as result of a fall at a University building. *This is summarised in the Serious Incidents section, see page 11.*
- There was **1** injury to a child who was partaking in day activities at the Sports Centre, Canolfan Brailsford. The child suffered a laceration and damage to the tip of a finger as a result of trapping under a table they were playing with.

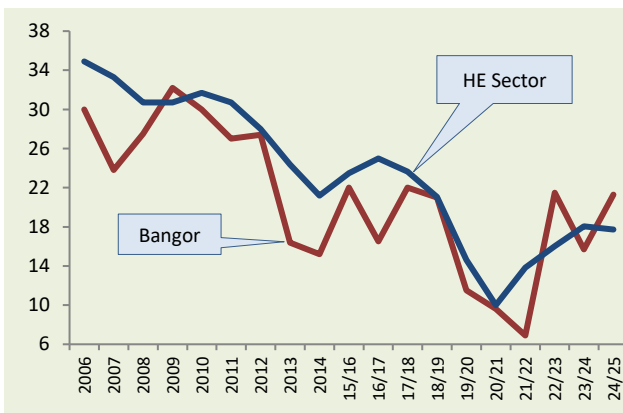
**• INJURY ACCIDENTS RATE (per 1000 at Risk)**

**Staff**

The Staff injury-accident ratio for 2024/25 was **21.3** accidents per 1,000 employees<sup>6</sup>. An increase from the **15.7/1000** reported in 2023/24.

The National Rate for 2024/25 (last available data) was **17.71/1000** (*headcount*).

Sector and Bangor University Injury-Accidents averaged per 1000 STAFF Headcount (2006 – 2024/25)



17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25
22	21	11.5	9.6	6.9	21.5	15.7	21.3
23.64	21.05	14.62	10	13.85	16.04	18.05	17.71

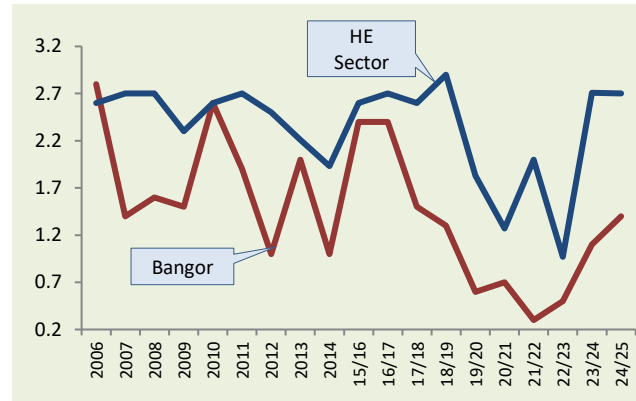
**Note:** the ratio of injury accidents per 1000 employees is forecasted to rise in 2025/26, reflecting a reduced number of staff employed.

**Students**

During 2024/25, there were **17** (15 in 23/24) Student injury-accidents as a direct result of their studies or

University activity. Showing a ratio of **1.4** (1.1 in 23/24) accident per 1,000 Students<sup>7</sup>.

Sector and Bangor University Injury-Accidents averaged per 1000 STUDENTS (2006 – 2024/25)



17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25
1.5	1.3	0.6	0.7	0.3	0.5	1.1	1.4
2.6	2.9	1.83	1.27	2	0.97	2.71	2.7

**• REPORTABLE ACCIDENTS (RIDDOR)**

During the academic year there were **2** Health and Safety Executive (HSE) Reportable (RIDDOR) Accident / Incident.

**1** RIDDOR related to a member of Security staff who caught their hand in a closing door, resulting in that staff member taking over 7 days off work. The other RIDDOR report related to a visitor (child) who trapped their finger under a table.

The annual Bangor University RIDDOR report rate for **Staff** is 0.5/1000. In 2023/24 the rate was 1/1000.

Annual RIDDOR Reports per category				
Year	Staff	Student	Visitor	Total
2024/25	1	0	1	2
2023/24	2	0	0	2
2022/23	1	1	0	2
2021/22	0	1	0	1
2020/21	1	1	0	2
2019/20	1	0	0	1
2018/19	5	1	1	7
2017/18	0	3	0	3
2016/17	1	1	0	2
2015/16	4	1	0	5
2014	7	1	0	8
2013	3	1	1	5
2012	0	2	0	2

<sup>6</sup> Based on 1,970 members of Staff during the year [headcount] (1,977 in 23/24)

<sup>7</sup> Based on 12,052 Students during the year (13,606 in 23/24)

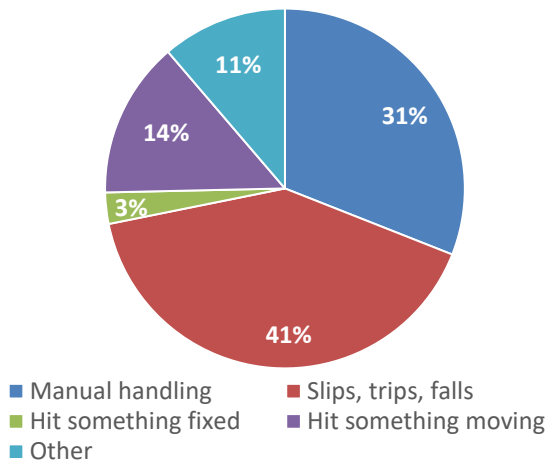
2011	3	0	0	3
2010	3	3	1	7
2009	10	0	2	12

There were **no** Reportable Occupational Diseases or Reportable Dangerous Occurrences in 2024/25.

**INJURY ACCIDENT CAUSATION (all accidents)**

The majority of the **71** injury-accidents (42 staff, 17 students and 12 others) involved:

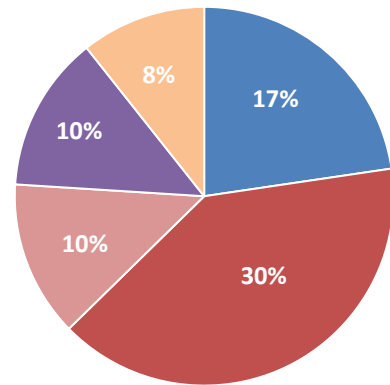
- handling activity **22** (31%)
- hit by a moving object **10** (14%)
- a slip, trip or fall **29** (41%)
- hit something fixed / stationary **2** (3%)
- with other causations featuring in **8** incidents (11%)



Manual Handling injuries increased from 14 in 2023/24 to 22 in this year’s Report. This reflects an identified cluster of handling incidents which were investigated and action taken to improve training and awareness.

**HSE National Data 2024/25**

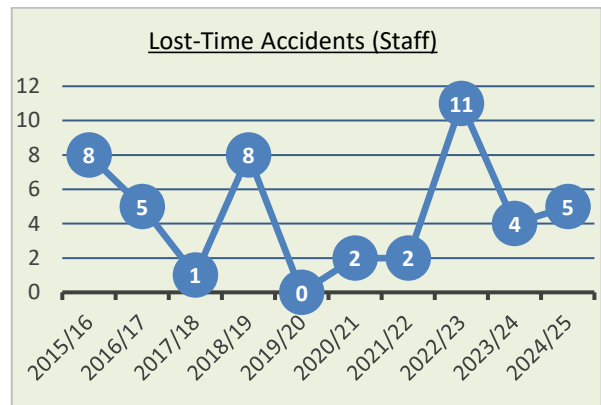
A national injury-accident causation comparator, reported by the HSE (latest available data) for ‘reportable’ (RIDDOR) non-fatal accidents indicates (only) shows the same top 2 causations as the University.



- Manual handling
- Slips, trips, falls
- Acts of Violence
- Hit by something moving
- Falls from Height

**LOST-TIME ACCIDENTS & INCIDENTS TO STAFF**

There were **5** recorded Staff lost-time incidents in 2024/25, a slight increase on the previous year.



The 5 lost-time incidents are as follows:

- 1 – twisted ankle and fell over when carrying a box on a level path.
- 1 – soft tissue damage after a chair rolled backwards and they fell to the floor.
- 1 – bruised head and face after a window swung inwards.
- 1 – soft tissue damage to the hand after trapping it in a door.
- 1 – infected finger after trapping it in a door.

**SPORTS RELATED INCIDENTS**

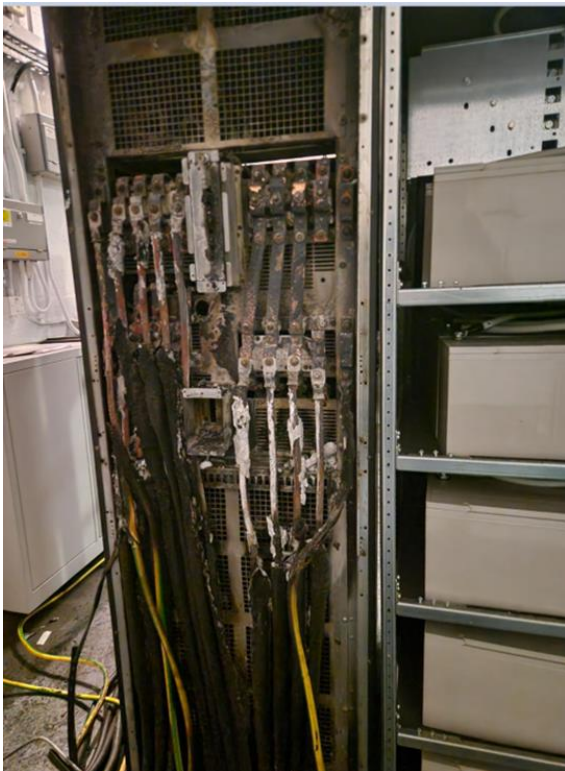
There were **137** (157) sports incident reports received (non-academic activities). These were primarily for injuries which inevitably occur when

participating in some competitive and physically challenging sports.

• MAJOR INCIDENTS (SUMMARY)

**Data Centre 'Fire' and IT Outage**

On the 23<sup>rd</sup> November 2024, a fault with a specialist Uninterruptible Power Supply (UPS) for the main University Data Centre and servers resulted in significant overheating/fire involving the equipment. Smoke was seen to be emitting from an electrical switch room and the North Wales Fire & Rescue Service attended.



During the emergency response all electrical power to the impacted switch room was isolated to allow or the Fire & Rescue Service to deal with the immediate fire risk. This action subsequently electrically isolated the Data Centre, and a number of University IT systems failed.

University staff and contractors responded at speed and with professionalism and most systems were back online by the next working day.

There are many learning opportunities from this incident.

The item of equipment which failed was less than 3 years old and had been serviced 10 days prior to the incident.

**Scaffolding Fall**

On the morning of 29<sup>th</sup> November 2024, Scaffolding contractors were removing an access scaffold from the roof and front elevation of the Library Archive storage building.

During the scaffold removal a member of the Scaffolding contractor's 3-person crew (the Supervisor) fell through a fragile roof sheet, falling approximately 3.5 metres onto a metal rail below, and then onto the concrete floor, which was a further 2 metre fall.



University Security and Paramedics, along with a first responder from the University's Measured Term Contractor who was nearby at the time, attended the scene and the Injured Scaffolder was evacuated by Air Ambulance and taken to Stoke-on-Trent Major Trauma Centre.

Immediately following the accident, the Police and HSE treated the incident as a potential fatal accident.

Remarkably, the incident concluded with the scaffolder suffering only minor internal injuries, which required no intervention treatment, and an ankle injury.

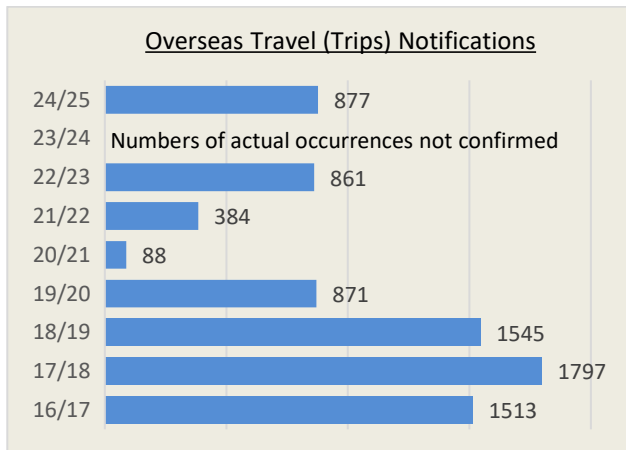
North Wales Police, followed by the Health and Safety Executive (HSE) investigated the incident and, following several weeks of investigation, no action was taken against the Scaffolding Contractor, the Maintenance Contractor which commissioned the scaffolding, or the University who had control of the premises and which had requested the work (The Client).

It is noted that the use of harnesses and lanyards to prevent such an incident was required for this type of work. It was evident that the appropriate equipment was worn and apparently was not used correctly, resulting in the unrestricted fall.

There was no failing of University policy or procedures that may have influenced or attributed to the incident.

**OVERSEAS TRAVEL RATES & INCIDENTS**

Staff and Students recorded **877** University-related overseas trips during 2024/25.



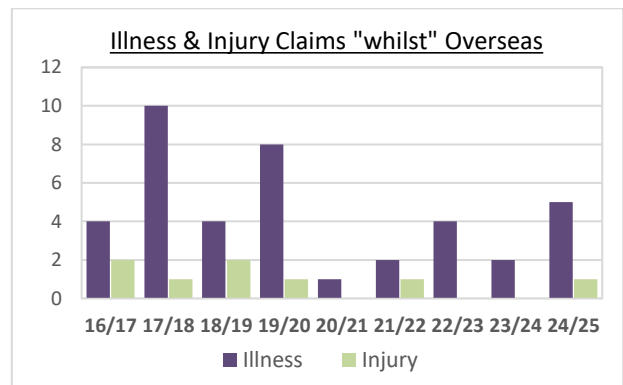
During 2024/25 there were 3 injuries reported whilst on overseas visits:

- i. back injury from a collapsed outdoor staircase at a hotel in Malawi (*University employee overseas on research led by another institution*)

- ii. bruised knee from a road traffic accident in Nigeria
- iii. cut knee in Madagascar after a student walked into a patio door

Travel Insurance Instances

With regards to general insurance incidents, there were **8** Overseas Travel claims filed. **5** of these related to medical or health related issues whilst overseas, including food poisoning, emergency dental treatment, acute appendicitis, and general illness. **1** related to a subsequently rejected claim.



Other claims related to Overseas Travel:

- o 2 associated with medical issues preventing them travelling/cancellation of the trip.

**VEHICLE ACCIDENTS & INCIDENTS**

University (core) Hire Vehicles

This aspect of vehicle use is evaluated as a risk indicator of ‘work-related driving’ using hire vehicles.

During 2024/25, there were **228** (284 in 2023/24) separate car hires, over a total of **580** (1,059 in 2023/24) days.

Distance travelled totaled **58,937 miles**<sup>8</sup> (114,258 in 23/24 and 123,801 miles in 22/23) and there were no road traffic accidents reported.

Core Hire Vehicle Provider: Incident Rate <sup>9</sup>					
2022/23		2023/24		2024/25	
Total Days	Total Miles	Total Days	Total Miles	Total Days	Total Miles
1,124	123,801	1,059	114,258	580	58,937

<sup>8</sup> Data provided by the main University car hire supplier, Aberconwy Car Hire

<sup>9</sup> Using total incidents (4) per **hire days and mileage** for one (hire) vehicle provider, Aberconwy Car Hire

Insurance Claims Made					
Inc./ Days	Inc./ Miles	Inc./ Days	Inc./ Miles	Inc./ Days	Inc./ Miles
3.56/ 1000 days	3.23/ 100k miles	4.7/ 1000 days	4.4/ 100k miles	6.9/ 1000 days	6.8/ 100k miles
TOTAL INJURIES		TOTAL INJURIES		TOTAL INJURIES	
0		0		0	

**Note:** this table relates only to the primary hire vehicle provider.

University Vehicle Fleet

Campus Services is the single largest vehicle operator at the University, operating **34** road-going vehicles in 2024/25. The remaining Colleges and Professional Services operated a further **10** vehicles (this excludes the Students’ Union).

These **44** University owned/ leased vehicles travelled **127,955** miles during the year.

Insurance Claims (all vehicles hire and fleet in the UK)

During this period, **7** vehicle insurance claims were made, 3 of these for University fleet vehicles and 4 for hired vehicles used on University business.

2 of the 7 claims related to cracked windscreens whilst driving, 1 rear window was smashed in vandalism, and 2 vehicles suffered minor vehicle damage whilst driving.

2 claims involved collision with other vehicles, both were University fleet vehicles.

No persons were hurt as a result of the 7 incidents.

Non-Insurance Incidents

In addition to the incidents summarised above, there were a further 6 incidents involving the use of vehicles.

- 2 road traffic accidents resulting in minor injuries to staff members.
- 1 vehicle collision, not resulting in injury.
- University vehicle handbrake failed resulting in the vehicle rolling into a wall.
- A contractor’s ‘cherry picker’ hit a parked car on site.
- A driver maneuvering their car park reversed by mistake and hit another car pushing that car into the front of the building causing further damage.

Students’ Union (SU) Vehicles

The SU is a separate legal entity with different insurers. The SU no longer leases minibuses, it now only owns 2 MPV’s and 1 van.

There were **no** road traffic incidents recorded in 2024/25. There was **one** insurance claim made for a dent on a side of a vehicle. This occurred whilst driving a vehicle out of a University car park. No injuries were sustained.

Total mileage for the 2 MPVs and van was 10,513.

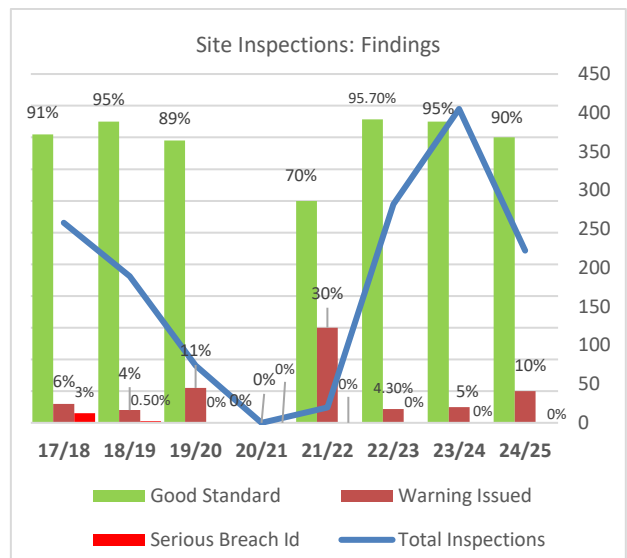
**SITE-MONITORING (CONSTRUCTION & MAINTENANCE) & CONTRACTOR TRAINING**

Site Monitoring

In addition to day-to-day supervisory management activity, Campus Services staff undertake formal Site H&S Site Inspections to confirm and monitor Contractors and University maintenance staff are working in a safe manner. In addition, the appointed Measured Term Contractor undertakes Site Inspections of Contractor activities they engage or manage.

Inspections seek to confirm no person is placed at risk because of Campus Services Contractor or Maintenance activity.

During 2024/25 **222** recorded site inspections were carried out, a decrease on the 405 in 23/24.



The above chart indicates the total number of Site Inspections carried out, and the % of these which recorded that Good Standards were evident, that a warning was issued & where a serious breach was Identified.

Contractor Training:

During 2024/25, **112** Contractor Induction sessions were provided by Campus Services, a 49% decrease on the 220 provided during the previous year. *It is highlighted that fewer new contractors were engaged during 2024/25, and therefore fewer courses were required.*

Contractors (companies), and in many cases their key supervisory staff, are also required to undertake a specific Campus Services safety and operating standards Induction, which would then be shared with a Contractor’s own employees, and their sub-contractors.

**6. HEALTH SURVEILLANCE**



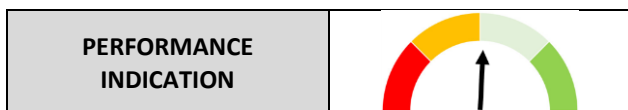
**No adverse work-related health-impacts were identified.**

Health Surveillance and Health Monitoring was undertaken for around **102** members of Staff to confirm work is not causing harm to their health.

Surveillance, of various types, is provided to Staff who are regularly exposed to vibrating equipment and high intensity noise levels, and to several research scientists, technical and grounds staff, shift workers, contracted drivers, and animal handlers.

Health Surveillance is primarily provided to confirm certain workplace risks are not adversely impacting their health.

**7. FIRE ALARM ACTIVATIONS**

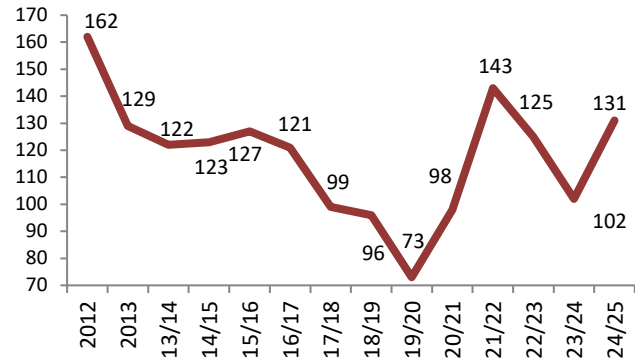


**There was an increase in ‘unplanned’ fire alarm activations, particularly within Halls of Residences where a 10-year high is recorded.**

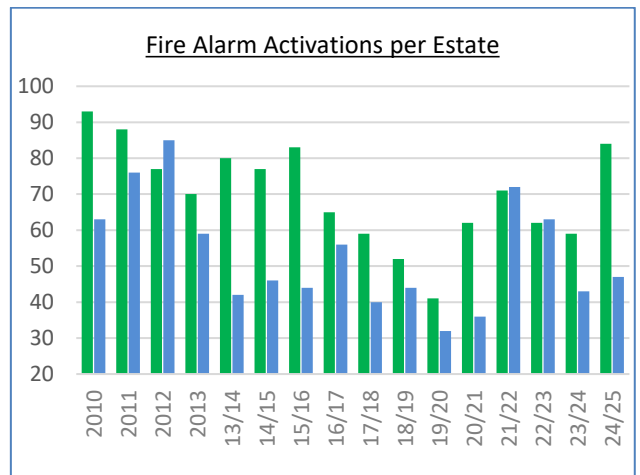
The University’s estate consists of more than a hundred buildings, with most of these protected by automatic fire detection and alarm systems. There are approximately 9,000 smoke/heat detectors installed across the estate.

During 2024/25 there were 131 fire alarm activations in University buildings, a **28.4%** increase on the 102 in 2023/24.

Unplanned Fire Alarm Activations 2012 – 24/25



Total unplanned activations of fire alarms (131) are sub-divided to identify activation rates for both the Residential and the Academic/Admin estates.



— Halls of Residences  
— Academic & Admin

Fire alarm activations within Academic and Admin buildings increased slightly to **47** in 2024/25, from 43 in 23/24.

Fire alarm activations within Halls of Residences increased significantly to **84** activations, from 59 in 2023/24.

There were **0** malicious activations in 2024/25 (3 in 2023/24).

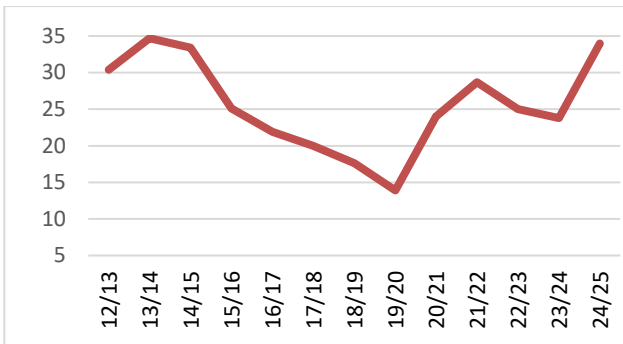
Fire alarm activations are further evaluated and reported per the number of Smoke/Fire Detectors in place and per the number of study bedrooms available for use. This provides an indicator of

performance that is not directly impacted by increases in the number of detectors, or a decrease in student study bedrooms available.

Fire Alarm Activations per 1000 Detectors

Estate	24/245	23/24	Trend
Halls of Residences <sup>10</sup>	<b>19.4/1000</b>	13.6/1000	<b>Notable Increase</b>
Academic & Admin <sup>11</sup>	<b>10.2/1000</b>	9.3/1000	<b>Slight Increase</b>

Fire Alarm Activations per 1000 Study Bedrooms<sup>12</sup>



Year	15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25
Activations	25	22	20	17.6	13.9	24	28.7	25	23.8	34

\*National comparator data is no longer available.

Fire Service Attendance

North Wales Fire & Rescue Service attended **28 incidents**, a decrease on the 30 attendances in 23/24.

**27** of the incidents attended by the Fire & Rescue Service (*26 in 23/24*) were to Halls of Residences during the evening and early hours (8pm and 8am).

**• FIRES**

There were **4** fires in 2024/25, an increase on the 2 in 2023/24.

**2** ‘small’ fires were to external bins on the Ffriddoedd Residential site, both possibly due to unextinguished cigarettes. A further fire (scorched carpet) in a student’s study bedroom was deemed to be caused by a faulty iPad charger.

The fourth incident related to the server room ‘fire’ in Deiniol building (*See Major Incident Summary, page 11*)

There were 2 (9) ‘near-miss’ fires, which are defined as an incident “involving only smoke and without flames”. Both of these were in Halls of Residence, 1 due to a dirty cooker/grill, the other because of a cooking incident.

**8. CIVIL CLAIMS (H&S / INCIDENT RELATED)**

In 2024/25 there was **1** settled Public Liability Claim, relating to a member of staff being hit on the head by a window and damaging personal property.

**9. WEBSITE STATISTICS**

In 2024/25 there were 16,686 (**-30.18%**) unique page views to the publicly available Health and Safety Webpages, with the top 5 most popular pages:

- Risk Assessments
- Laser Calculators
- Overseas Travel
- Home Page
- A-Z Directory

In addition, there were 7,125 visits to the MyBangor H&S Webpages (9,133 in 2023/24), which is only accessible to Bangor staff and students.

**End.**

<sup>10</sup> Based on 4335 detectors in Halls

<sup>11</sup> Based on 4630 detectors in Academic Buildings

<sup>12</sup> Based on 2471 study bedrooms