



## GENERAL STATEMENT OF HEALTH AND SAFETY POLICY

*The General Statement of Health and Safety Policy applies to all areas and aspects of University activity and all staff, students and all other persons affected by it.*

Approved by the University Council on:	11/12/2015
Approved by H&S Committee on:	11/11/2015
Date of Implementation	01/04/2016
Reference	HS/GeneralPolicy/2016

## 1.0 GENERAL STATEMENT OF HEALTH AND SAFETY POLICY

- 1.1 It is the policy of Bangor University, so far as is reasonably practicable, but in accordance with the relevant legislation, statutory requirements and good practice, to ensure the health and safety of staff, students and visitors to the University.
- 1.2 This statement sets out the full commitment of the Council and the senior management of the University to implementing this policy, provide leadership in health and safety and ensure that proper consideration and support are given to health and safety provisions, as appropriate.
- 1.3 In practical terms the responsibility for ensuring the safe performance of any activity rests with those who have, to any degree, the management, stewardship, supervision or control of it, or, who arrange and direct it, as well as with those who carry it out. Everyone must have regard for health and safety and the importance of maintaining appropriate standards.
- 1.4 The University considers that health and safety procedures are about the management of risk and not necessarily about the ~~complete~~ elimination of risk. Their purpose is not to prevent activities on the grounds that an element of risk exists, but to enable activities to be undertaken in a reasonable and safe manner.
- 1.5 The University is also committed, as far as is reasonably practicable, to:
- i. Ensuring the prevention of injury and health impairment to all those affected by its activities;
  - ii. Achieving and maintaining good practice in health and safety;
  - iii. Promoting positive health and safety behaviour and culture;
  - iv. Seek continued improvement in overall health and safety performance;
  - v. **Enable and promote inclusivity and safeguard those with additional needs.**
- 1.6 In pursuance of these commitments, the University's objectives are to:
- i. Promote the use of good health and safety practices in both existing and proposed activities and managerial systems;
  - ii. Appropriately resource health and safety risk management and the implementation of this Policy Statement through the provision of adequate personnel, support, expert assistance, competent advice, time and funding;
  - iii. Supplement this Policy with more detailed Policy Standards, management systems and information on particular hazards and risks;
  - iv. Provide and maintain premises and equipment that are operated without significant risk to health and safety;
  - v. Identify hazards that may arise through the activities of the University, to assess the risks arising and to implement effective control measures to eliminate, minimize or manage any significant risks and thereby enable the activities to occur safely;
  - vi. Implement safe systems of work that eliminate or control all significant hazards and risks to health and safety;
  - vii. Provide such information, instruction, training and supervision as is necessary to ensure the health and safety of staff, students and others;
  - viii. Implement a monitoring, inspection and auditing procedure to ensure effective management of health and safety throughout the University;
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- ix. Consult and work with employees and employee representatives on health and safety matters;
- x. Encourage staff to set good standards of health and safety by personal example;
- xi. Make arrangements for the dissemination of relevant information, co-ordination of policy and practice and cooperation with other employers or establishments where University employees or students share premises or facilities with them and where other employees and contractors work on University premises;
- xii. Monitor the overall health and safety position of the University via a regularly reviewed and annually reported Health and Safety Risk Profile;
- xiii. Critically evaluate relevant data on the health and safety performance of the University;
- xiv. Report annually on Health and Safety Key Performance Indicators (KPIs) and compare these against relevant sector norms, where possible and with due regard to other contextual information;
- xv. Keep all Health and Safety Policies, Policy Standards and procedures under regular review so that important and relevant legislation, Codes of Practice and appropriate guidance are taken into account;
- xvi. Utilise health and safety risk assessments and controls to promote inclusivity and support reasonable adjustments that, where reasonably practicable, enable participation and safeguards those with additional needs.

This Policy Statement is supported by a Responsibilities and Arrangements document that details the roles, responsibilities, organisation and arrangements that are established to fulfil the requirements of this Policy.

#### Declaration

This statement has been approved and adopted on behalf of the University by:

**Signed (Chair of Council)**

**Date:**

**Signed (Vice-Chancellor)**

**Date:**

Date of implementation of this Policy Statement, which is hereby referred to as the Bangor University Health and Safety Policy, is 1<sup>st</sup> March 2019

Date of the next formal review of this Policy by the University Health and Safety Committee shall normally be within three years

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