



5 December 2025

The Governing Body regards Health and Safety matters to be a priority and an integral part of all its activities including the maintenance of quality and standards.

The Governing Body considers Health and Safety to be a management responsibility equal to that of any other function. It is, therefore, the policy of the College to provide and maintain a working and educational environment that is, so far as is reasonably practicable, safe and without risks to health, adequate as regards welfare facilities and that ensures that persons not in the College's employment are not exposed to risks which may arise from the College's activities.

The Governing Body is resolved to provide and maintain equipment and systems of work which are as far as is reasonably practicable, safe and will provide such information, training and supervision as is necessary to achieve this aim.

The Governing Body will provide such resources as may be necessary to enable it and its employees to meet their Health and Safety responsibilities.

In order to implement this policy the commitment of everyone concerned is necessary and it is a condition of employment that all employees will co-operate with the College by:

- (a) Following instructions in the safety rules or notices displayed on College Property.
- (b) Complying with any code of practice or guidance, which may apply to their work or workplace.
- (c) Taking reasonable care for Health and Safety of themselves and of persons who may be affected by their acts or omissions at work.

The Governing Body stresses its commitment to Health and Safety to the extent that, where disregard of safe working practice by an employee seriously puts at risk the Health and Safety of him or herself or any other person, this will be considered as gross misconduct and may lead to disciplinary action or dismissal.

The policy will be reviewed annually and amended as circumstances and as legal requirements change.

A handwritten signature in black ink, appearing to read 'M Parsons', with a stylized, looped flourish at the end.

Michael Parsons
Bursar

Health and Safety at Work etc Act 1974

Management of Health and Safety Regulations 1999

OBLIGATIONS OF COLLEGE GOVERNING BODIES

Obligations are imposed upon the Governing Bodies of Colleges, partly by virtue of their status as employers. The Health and Safety at Work etc. Act 1974 and related legislation ('relevant statutory provisions') impose general and specific requirements upon College Governing Bodies.

Breaches of Health and Safety Legislation, including any failure to implement a 'risk management strategy' are criminal offences and command unlimited sentences at Crown Court and/or unlimited fines.

In the context of a College, the policy itself and the means of implementing it should be adopted at the highest level within that organisation: the Governing Body. Implementation should encompass all employees i.e. non-academic staff, academic staff including Fellows: whether members of the Governing Body or not.

College Officers may be tasked with implementation of defined requirements, but overall responsibility for Health and Safety cannot be delegated. Whatever arrangements are made for delegating implementation, it is the Governing Body which will be answerable in the case of proceedings.

The most effective way to achieve compliance is through what has come to be known as a risk management strategy. Compliance could be achieved by Governing Body oversight of relevant College Officers and/or by the appointment of a competent external person (i.e. a Health and Safety auditor) providing a report not less frequently than annually.

Governing Bodies need to be able to demonstrate that Health and Safety is being managed effectively. This is a specific requirement of the Management of Health and Safety Regulations 1999. These regulations require Governing Bodies (as employers, but in respect of students, staff, visitors, contractors and members of the public) to:

- Carry out a written risk assessment procedure
- Put in place preventative and protective measures
- Have arrangements for the 'effective planning, organisation, control, monitoring and review of the protective and preventative measures).

The above deals with an institution's obligations under relevant criminal law. Requirements under civil law are based on the duty of care owed to those affected by the institution's activities.

Among the regulations currently relevant to Health and Safety are:

- The Management of Health and Safety at Work Regulations 1999
- The Workplace (Health, Safety and Welfare) Regulations 1992
- The Provision and Use of Work Equipment Regulations 1998
- The Manual Handling Operations Regulations 1992
- The Health and Safety (Display Screen Equipment) Regulations 1992
- The Personal Protective Equipment at Work Regulations 2002
- Control of Substances Hazardous to Health Regulations 2002
- The Noise at Work Regulations 1998
- The Electricity at Work Regulations 1998
- First Aid Regulations 1981
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995
- Safety Representatives and Safety Committee Regulations 1977
- The Furniture and Furnishings (Fire) Safety Regulations 1988/1989
- The Fire Safety (England) Regulations 2022
- The Health and Safety (Consultation with Employees) Regulations 1996
- The Working Time Regulations 1998 and 1999
- Food Safety Act 1990
- Natasha's Law 2019