



UNIVERSITY OF BRISTOL GROUP HEALTH AND SAFETY POLICY

Foreword by the Chair of the Board of Trustees

The Board of Trustees at the University of Bristol acknowledges and understands that it has the ultimate responsibility for health and safety at the University. The health and safety of the University's staff and students, its visitors and those affected by the activities and operations of both the University and its subsidiaries is of paramount importance and as members of the Board of Trustees we embrace our health and safety responsibilities. We provide leadership in the development of a strong and positive health and safety culture, the delivery of the University's health and safety vision, managing health and safety risks and meeting our legal duties and recognised best practice.

Through engaging, empowering and enabling, our aim is to deliver the University's vision to make health and safety business as usual and will look to achieve this by: -

- Providing visible and active leadership and commitment;
- Championing and promoting the benefits of positive health and safety practices and behaviours;
- Ensuring that adequate resources are available to deliver the vision;
- Ensuring that all our decisions reflect the key objectives of the Group Health and Safety Policy;
- Supporting the active participation of all employees and students in improving health and safety and implementing the H & S Policy;
- Seeking assurance that health and safety is being managed effectively across the University and its subsidiaries.

Operational responsibility for health and safety has been delegated by the Board of Trustees to the Vice Chancellor and President.

The Vice Chancellor and President is responsible for implementing and maintaining an effective health and safety management system and organisational arrangements necessary to fulfil the requirements of this policy.

The policy applies to all staff and students, including those travelling, visiting or working both in the UK and overseas; to all premises owned by, used by or under the control of the University, and all activities related to the operation of the University including those activities undertaken by our wholly owned subsidiaries.

The provision of a safe and healthy workplace, study and research environment and the effective management of health and safety risk is fundamental to the University achieving its Vision and Strategy, creating a stimulating and vibrant community and promoting excellence across all its academic endeavours and professional services.

The Board of Trustees expects all University staff and students and those of its wholly owned subsidiaries, to commit to achieving the aims of this policy.



Chair of the Board of Trustees

Date: 31 March 2023

GROUP HEALTH AND SAFETY POLICY¹

The provision of a healthy and safe workplace and teaching, study and research environment is central to the University of Bristol's commitment to being recognised as leading global/civic university. By reducing the risk of injury or ill health, it will contribute to a first class staff and student experience and enhance the reputation of the University.

To enable the University to deliver its aims and meet the challenges it faces now and in the future, we all need to consider health and safety as a natural and fundamental element of our behaviours, our way of living, working and studying at the University, in all of its activities and operations, and in our planning and decision-making. Our vision is therefore to make health and safety business as usual.

With support from Safety and Health Services, we call on all staff, students and visitors of the University and its subsidiaries to help create a safe and healthy environment.

Key objectives

Through engaging, empowering and enabling, the senior leadership team/executive will lead by example, communicating and promoting this policy, seeking continuous improvement in health and safety performance. As such the University is committed to implementing the following key objectives:-

- To integrate health and safety considerations into the University's and its wholly owned subsidiaries, key planning and decision- making processes;
- To ensure everyone is aware of, and can meet their responsibilities for the health and safety of themselves and others;
- To ensure mechanisms are in place to identify, assess and manage risks to health and safety;
- To ensure mechanisms and services are in place to help prevent, reduce and minimise occupational ill health, and support those in the workplace with health conditions or disabilities;
- To ensure that roles and responsibilities are clearly defined and understood;
- To ensure that all staff have the knowledge and competence they need to be able to work safely and meet their health and safety responsibilities;
- To provide competent advice and subject matter expertise to help the University effectively manage risks and meet its legal duties and recognised best practice;
- To involve, consult and communicate with relevant staff and students, on matters impacting their health and safety;
- To work with recognised trade unions and staff/student representatives to enable improvements in the workplace, teaching and study environment;

¹ The UoB Group Health and Safety Policy now includes its wholly owned subsidiaries within its scope.

- To work in partnership with other employers where facilities are shared or where activities are undertaken in collaboration;
- To seek assurance that health and safety is being managed effectively, through monitoring and reviewing of performance, including that of our wholly owned subsidiaries;
- To support and encourage an open and transparent culture where good practice is shared and accident and near misses are seen as learning opportunities;
- To provide the resources necessary to meet and, where possible, exceed the University's legal duties and recognised best practice

Organisation

The overall responsibility for the Group Health and Safety Policy lies with the Board of Trustees who delegates authority to the Vice Chancellor and President to implement.

The University has defined the organisational arrangements it needs to implement this policy and this is regularly reviewed by University's Executive Board. These organisational arrangements include the specific roles and responsibilities of key leaders, managers, staff and students. These arrangements are set out in the document 'Health and Safety Roles, Responsibilities and Organisation' ([link here](#)).

Implementation

Responsibility for the implementation of the policy cascades via the Deputy Vice Chancellor and Provost and the Registrar, through the Deans and Divisional Heads to Heads of Schools and Services and wholly owned subsidiary boards

Heads of School, Services and Subsidiaries are responsible for the management of health and safety risks within their areas of control and the activities they undertake. This includes the safety and health of staff they line manage or others affected by their activities (including students, contractors, visitors). Safety and Health Services will provide advice and support to help meet these responsibilities and develop and maintain a range of appropriate standards and guidance.

The University will also expect all contractors to undertake their activities and operations in line with this Policy

Review

The University is committed to reviewing and developing its Group Health and Safety Policy and the organisational arrangements required to deliver it. It will review the effectiveness of this Policy and its organisational arrangements every 3 years or earlier if circumstances dictate.



Vice-Chancellor & President

Date: 31 March 2023

Next review due: March 2026