

HEALTH, SAFETY & WELFARE POLICY

Document Control

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3.0	June 14	Dave Walker	
4.0	April 15	Debbie Vagg/Dave Walker	A number of arrangements have been removed as they are covered by other SDC policies and procedures
5.0	April 16	Debbie Vagg/Dave Walker	Review of current policy with changes to appointment names, College Nurse, ref to PEEPs and communication to external authorities.
6.0	March 17	Debbie Vagg	Review and updating to accommodate the College's revised Health and Safety support mechanism.
7.0	May 18	Mike Curtis	Minor responsibility changes
8.0	June 19	Mike Curtis	Reflects new leadership team structure
9.0	June 20	Mike Curtis	Considers COVID-19
9.0	June 21	Mike Curtis	Minor amendments

PURPOSE AND SCOPE

The purpose of this Health & Safety Policy is to set out the college's statement of intent, organisation, arrangements and safety management system for health and safety and to provide staff with clear guidance on their roles and responsibilities in relation to health and safety.

RELATED POLICIES AND FURTHER GUIDANCE

Risk Assessment Guidance
 Lone Worker Guidance
 Off-Site Activity Policy
 Child Protection and Safeguarding Policy
 Bully and Harassment Policy - Guidelines for Students
 Whistleblowing Policy
 Emergency Evacuation Procedures
 Personal Emergency Evacuation Plan Guidance
 Administration of Medicine Management
 Safe Working During the COVID-19 Pandemic Policy
 Incident Management and Business Resumption Plan

MONITORING OF POLICY

This policy will be monitored by the Health & Safety Committee in accordance with paragraph 3.4 and Safety Management Structure at Appendix 1.

Actions	Date
Signed off - H&S Committee	09/06/21
Approved - Full Governing Body	15/07/21
Next Review due	June 2022

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1. HEALTH AND SAFETY POLICY STATEMENT

- 1.1. The College recognises that people are a key resource within the organisation and therefore fully accepts its responsibilities with regard to the health, safety and wellbeing of its staff, students within its care and where appropriate, visitors to its premises, and others who could be affected by its activities.
- 1.2. The College will provide and maintain, so far as is reasonably practicable, working and learning environments, on and offsite, and systems of work, which are safe, without risks to health, and as a minimum satisfy the Health and Safety at Work etc. Act 1974 and associated legislation.
- 1.3. As employer the Board of Governors also understands the need to work in partnership with its leaders and staff in the creation and promotion of the positive health and safety culture necessary to support the College in achieving its overall aim of providing an education of the highest quality and allowing all students to achieve their potential.
- 1.4. In recognising that staff have an important and beneficial contributory role to play in the management of health and safety arrangements, their participation in the consultation process will form an integral part in the planning and development of the safety management system. To assist in this process, effective arrangements for the communication of appropriate information will be formulated.
- 1.5. It is recognised that the control of health and safety is a management function with each level of management/supervision accountable to the one above and responsible for the one below.
- 1.6. Risks will be minimized by forward planning using competent staff trained and resourced to an appropriate extent whilst working to attainable standards.
- 1.7. The College recognises that the effective management of health and safety plays an important role in its overall performance as an educational establishment by;
 - 1.7.1. reducing injuries and ill health
 - 1.7.2. safeguarding students
 - 1.7.3. protecting the environment and by the avoidance of unnecessary losses and liabilities.
- 1.8. Health and safety performance will be subject to regular and routine monitoring, the results of which will be reviewed at least annually in order to maintain and improve where necessary the required standards.
- 1.9. The Organisation section of this document defines the duties and responsibilities of the Board of Governors, Principalship, Senior and Operational management and staff who will implement this Policy in the manner detailed in the Arrangements.
- 1.10. The Board of Governors require each member of staff, as well as all students and visitors to the College to exercise their individual responsibility under health and safety legislation to ensure their acts or omissions do not adversely affect themselves or others; and to cooperate fully with the College and its management.

- 1.11 Without affecting the generality of the above statement, the College will pay particular attention to the implementation of the requirements of the Health and Safety at Work Etc Act 1974 and associated legislation in so far as;
- 1.11.1 The provision and maintenance of plant and systems of work, which are safe, and without risks to health.
 - 1.11.2 The production of arrangements in connection with the handling storage and use of any article or substance to ensure safety and an absence of risk to health.
 - 1.11.3 The provision of suitable and sufficient information training and supervision necessary for health and safety purposes.
 - 1.11.4 The provision and maintenance of workplaces which are safe and without risk to health.
 - 1.11.5 The provision and maintenance of working environments and adequate arrangements for welfare at work.
- 1.12 This policy will be subject to review on at least an annual basis so as to ensure it continues to lead the development of standards of health and safety, which reflect the needs, and aspirations of the College.



Signed Date: 21/07/2021
Jane Viner MBE
Chair of Governors



Signed Date: 21/07/2021
Laurence Frewin
Principal and CEO

2. ORGANISATION

The following section details how South Devon College (SDC) is organised for the management of health and safety by the establishment of responsibilities, accountabilities, duties and relationships which are designed to promote a positive health and safety culture. It will aim to ensure that all within the organisation are committed to the continued development of the safety management system and thereby the health, safety and wellbeing of all staff, students and visitors. This will be achieved by setting expectations and the allocation of responsibilities, accountabilities and duties with regard to the management of health and safety to individuals or groups.

2.1 The Board of Governors

The Board has a responsibility to ensure that:

- 2.1.1. SDC produces a Safety Policy that is appropriate to its activities, and that this policy is reviewed annually;
- 2.1.2. An effective organisation is created for the management of health and safety;
- 2.1.3. SDC devises appropriate arrangements for addressing health and safety;
- 2.1.4. SDC promotes the correct attitude towards health and safety in both staff and students and visitors;
- 2.1.5. SDC management plan and implement the Safety Policy and the supporting safety management system;
- 2.1.6. SDC establishes appropriate financing arrangements to cover the cost of implementing the Safety Policy;
- 2.1.7. Targets for improving the College's health and safety performance are set annually with the aim of ensuring continuous improvement;
- 2.1.8. The Board through its Monitoring Committee routinely and regularly monitors and evaluates the College's health and safety performance, including reviewing the minutes and reports from the Health & Safety Committee, the results of which will form part of the annual review.
- 2.1.9. The Board through its Monitoring Committee receive and review any other audit or inspection commissioned or received by the College.

2.2 Principal and CEO

The Principal and CEO has overall strategic responsibility to the Board for ensuring the planning and implementation of the College's Safety Policy and associated management system. They will ensure that a suitable organisation is created to establish arrangements for satisfying the Safety Policy and thereby the aims and objectives of the Board. In particular, as well as the general staff responsibilities, they are to:

- 2.2.1 In conjunction with college leaders and advisors, devise the Health and Safety Policy and produce the College's general statement of intent;

- 2.2.2 Identify the means by which the policy will be planned, implemented, measured, audited and reviewed;
- 2.2.3 Establish strategies to implement the policy with regard to themselves and others and integrate these into the College's activities;
- 2.2.4 Establish suitable and sufficient arrangements are in place for ensuring competent advice (the competent person) on health and safety related aspects of College management are available;
- 2.2.5 Ensure that all relevant Senior Leaders are capable and competent in their given roles and are provided with suitable and sufficient information and instruction and training;
- 2.2.6 Ensure that all relevant Senior Leaders understand and accept their responsibilities for health and safety;
- 2.2.7 Regularly liaise with the nominated Senior Leaders for Health and Safety and the Competent Person on matters relevant to health and safety;
- 2.2.8 Establish in conjunction with the Senior Leaders and the Competent Person, organisational management arrangements, risk control measures and workplace standards, together with associated performance standards; and thereby assist leaders and staff to carry out their duties and satisfy their responsibilities.

2.3 Vice Principal Quality and Curriculum and Deputy CEO

The Vice Principal Quality and Curriculum and Deputy CEO is responsible to the Principal and CEO for ensuring that the College's Safety Policy and associated arrangements are implemented under their respective areas of control, and in the absence of the Principal and CEO takes overall responsibility for health and safety related issues. They will achieve this by satisfying the general staff responsibilities and by:

- 2.3.1 The provision of the necessary physical and human resources;
- 2.3.2 Ensuring the effective flow of information relevant to health and safety;
- 2.3.3 The provision of the necessary means of supervision and control of staff;
- 2.3.4 Ensuring all relevant staff for which they are responsible are capable and competent in their given roles and provided with suitable and sufficient information and instruction and training;
- 2.3.5 Ensuring suitable and sufficient risk and other assessments as required are undertaken within each curriculum and other areas for which they are responsible;
- 2.3.6 Establishing suitable and sufficient arrangements for ensuring all educational visits are properly planned and undertaken in accordance with current standards and expectations;
- 2.3.7 Ensuring that all relevant leaders for which they are responsible understand and accept their responsibilities for Health and Safety;

- 2.3.8 Providing timely feedback on the performance of the plans, standards, procedures, personnel and systems appropriate to the premises and activities under their respective control.

2.4 Vice Principal People and Resources

The Vice Principal People and Resources is responsible for the day to day management of the policy and all associated arrangements throughout the College on behalf of the Principal and CEO, and has routine responsibility for ensuring that the College's Safety Policy and associated arrangements are implemented within their respective areas of control. This will be achieved by:

- 2.4.1 Monitoring the College's performance with regard to the implementation of the Safety Management System by arranging the annual (or more frequently as required) Safety Audit and Inspection of the College and report findings to the Board of Governors, Senior Leadership and to the College Health & Safety Committee;
- 2.4.2 The provision of the necessary physical and human resources;
- 2.4.3 Ensuring the effective flow of information relevant to health and safety;
- 2.4.4 The provision of the necessary means of supervision and control of staff;
- 2.4.5 Ensuring that all relevant Senior Leaders for which they are responsible are capable and competent in their given roles and provided with suitable and sufficient information and instruction and training;
- 2.4.6 Ensuring that all relevant Senior Leaders for which they are responsible understand and accept their responsibilities for Health and Safety;
- 2.4.7 College Health and Safety committees are conducted according to the College's procedures.
- 2.4.8 Providing timely feedback on the performance of the plans, standards, procedures, personnel and systems appropriate to the premises and activities under their respective control;
- 2.4.9 In the role of Chairperson of the College Health and Safety Committee ensure the participation and involvement of all staff within the organisation;
- 2.4.10 To correspond with Health and Safety Executive (HSE)/Environment Health Officer (EHO) or OFSTED or other relevant external organisations regarding reportable H&S incidents at SDC.

2.5 Assistant Principal

The Assistant Principals (AP's) are responsible to the Principalship for the implementation of the College's Health and Safety Policy in their respective areas of control. They will achieve this by satisfying the general staff responsibilities and by:

- 2.5.1 The provision of the necessary physical and human resources;
- 2.5.2 Ensuring the effective flow of information relevant to health and safety;
- 2.5.3 The provision of the necessary means of supervision and control of staff;

- 2.5.4 All relevant staff for which they are responsible are capable and competent in their given roles and provided with suitable and sufficient information and instruction and training;
- 2.5.5 All relevant staff for which they are responsible understand and accept their responsibilities for Health and Safety;
- 2.5.6 All relevant arrangements regarding the management of Student health and safety in the College, for which they have control, are implemented;
- 2.5.7 All hazards presented by their activities are identified and the risks created are fully assessed and controlled in accordance with the College's procedures;
- 2.5.8 They provide timely feedback on the performance of the plans, standards, procedures, and systems appropriate to the premises and activities in their control;
- 2.5.9 Ensuring all students are familiar with, and practice the College's emergency evacuation procedures;
- 2.5.10 They oversee the general safeguarding, care and wellbeing of all students in accordance with the College's procedures.

2.6 Heads of Curriculum

The Heads of Curriculum or equivalent leaders are responsible to their Assistant Principal for the implementation of the College's Health and Safety Policy in their areas of control. They will achieve this by satisfying the general staff responsibilities and will also ensure that within their area of responsibility;

- 2.6.1 All teaching and curriculum support staff are capable and competent in their given roles and provided with suitable and sufficient information, instruction and supervision;
- 2.6.2 Suitable and sufficient training programmes are introduced and maintained for both staff and students to ensure appropriate levels of competency are achieved and maintained;
- 2.6.3 All teaching and curriculum support staff understand and accept their responsibilities for Health and Safety;
- 2.6.4 All students understand and accept their responsibilities for Health and Safety and are subject to proper supervision;
- 2.6.5 All hazards presented by their activities are identified and the risks created are fully assessed and controlled in accordance with the College's procedures, where appropriate the relevant information should feature in the lesson plans / schemes of work;
- 2.6.6 No new curriculum or other activity, operating system, plant or equipment will be introduced until all risks have been identified and adequate risk control measures put in place;
- 2.6.7 All work equipment is maintained in an efficient state, in efficient working order and in good repair with regards to Health and Safety, with suitable and sufficient maintenance records being produced and retained;

- 2.6.8 Any workplace or activity outside the College's premises is properly assessed for Health and Safety;
- 2.6.9 The College's accident and incident reporting procedures are followed.
- 2.6.10 Formal audits of each area for which they have responsibility will be undertaken at least once each year by the College H&S Advisor who will record the visit and agree any actions with the Section Head who will be responsible for ensuring these actions are completed within the agreed timescale.

2.7 College Leaders

The College Leaders or equivalent leaders are responsible to their Assistant Principal or appropriate Vice Principal for the implementation of the College's Health and Safety Policy in their areas of control. They will achieve this by satisfying the general staff responsibilities and will also ensure that within their area of responsibility;

- 2.7.1 Suitable and sufficient training programmes are introduced and maintained for both staff and students to ensure appropriate levels of competency are achieved and maintained;
- 2.7.2 All behavioural and pastoral care staff understand and accept their responsibilities for Health and Safety;
- 2.7.3 All students understand and accept their responsibilities for Health and Safety and are subject to proper supervision;
- 2.7.4 All hazards presented by their activities are identified and the risks created are fully assessed and controlled in accordance with the College's procedures;
- 2.7.5 Their staff, where appropriate, incorporate relevant Health and Safety standards in the design, installation and operation of new systems, buildings plant and equipment. The standards are properly documented, effectively monitored, updated or amended as necessary;
- 2.7.6 No new activity, operating system, plant or equipment will be introduced until all risks have been identified and adequate risk control measures put in place;
- 2.7.7 All work equipment is maintained in an efficient state, in efficient working order and in good repair with regards to Health and Safety, with suitable and sufficient maintenance records being produced and retained;
- 2.7.8 Any workplace or activity outside the College's premises is properly assessed for Health and Safety;
- 2.7.9 The College's accident and incident reporting procedures are followed.
- 2.7.10 Monitoring of their areas health and safety performance is routinely and regularly undertaken with appropriate records being produced and retained;

2.8 Head of Human Resources

The Head of Human Resources is responsible to the Vice Principal People and Resources for the implementation of the College's Health and Safety Policy in their areas of control. In particular, as well as the College Leaders and general staff responsibilities, they are responsible for:

- 2.8.1 Ensuring that appropriate arrangements are planned and implemented for addressing the Occupational Health and Welfare needs of the College's employees and ensuring the effective management of sickness absence;

2.9 Head of Further Education Quality & Learning Resources

The Head of Further Education Quality & Learning Resources is responsible to the Vice Principal Quality and Curriculum and Deputy CEO for the implementation of the College's Health and Safety Policy in their areas of control. In particular, as well as the College Leaders and general staff responsibilities, they are responsible for:

- 2.9.1 Establishing effective strategies for ensuring suitable levels of competence of staff are maintained by planning and maintaining suitable and sufficient training by the use of organisational wide risk assessments and training needs analysis;

2.10 Head of Estates and Facilities

The Head of Estates and Facilities is responsible to the Vice Principal People and Resources for the implementation of the College's Health and Safety Policy under their areas of control, and as well as the general staff responsibilities, has specific responsibility for:

- 2.10.1 Ensuring that the College's building stock is properly designed, modified and maintained so that it is suitable for its use and provides a safe working and learning environment without risks to health;
- 2.10.2 Coordinating the work of the College's Health and Safety Advisor;
- 2.10.3 Developing in conjunction with the College's Board of Governors and Senior Leadership the Safety Management System;
- 2.10.4 Assisting in the implementation of the arrangements contained in the Safety Policy by the provision of appropriate advice and guidance;
- 2.10.5 Ensuring suitable and sufficient arrangements are established with regard to any contracts entered into, to ensure that effective arrangements exist for cooperation between the parties and coordination of the work;
- 2.10.6 Conduct routine safety inspections to assess progress on the results of the Safety Audits and Inspections with any reports being forwarded to the Health and Safety Committee;
- 2.10.7 All hazards presented by their activities are identified and the risks created are fully assessed and controlled in accordance with the College's procedures;
- 2.10.8 No new activity, operating system, plant or equipment will be introduced until all risks have been identified and adequate risk control measures put in place;
- 2.10.9 All work places and work equipment are maintained in an efficient state, in efficient working order and in good repair with regards to Health and Safety, with suitable and sufficient maintenance records being produced and retained;

- 2.10.10 Any workplace or activity outside the College's premises is properly assessed for Health and Safety;
- 2.10.11 Receive all RIDDOR reportable accident information, and take appropriate action in accordance with the College's accident and incident reporting procedures;
- 2.10.12 Monitor and record Health & Safety issues, including collation and recording of accident statistics;
- 2.10.13 Assist in the maintenance and update of all relevant Health & Safety documentation and policies.
- 2.10.14 Conducting generic risk assessments for all areas of the College not addressed by specific activity or area risk assessments.
- 2.10.15 The control of building related contractors on the College site with regard to Health and Safety
- 2.10.16 Ensuring sufficient arrangements for the management, supervision and control of the College's Estates and Facilities Team's activities when employing third party service providers;

2.11 The College Health and Safety Advisor

The College's Health and Safety Advisor is responsible to the Head of Estates and Facilities and will be responsible for ensuring that the College's Safety Policy and associated arrangements are implemented across their area of control. They will be responsible for advising SLT on the College's Safety Policy and associated management system and as well as by satisfying the general staff responsibilities this will be achieved by:

- 2.11.1 The mitigation of hazards presented by the College's activities and the risks created by its operations. These are to be fully assessed and controlled in accordance with the College's procedures.
- 2.11.2 Audits to assess that statutory compliance is being met by inspection of records of, for example, but not exhaustively:
 - a) Electrical testing including PAT and fixed wire tests
 - b) Gas compliance and certification
 - c) Lifting equipment (including passenger lifts)
 - d) Boilers, compressors, pressure vessels
 - e) Fire prevention systems
 - f) Water hygiene and legionellosis
 - g) Asbestos risk assessments, surveys and controls
 - h) Fire risk assessments, fire protection measures
- 2.11.3 Providing independent and authoritative advice on all relevant aspects of the college's activities as regards the management of health and safety;
- 2.11.4 Assist in the planning, development, implementation and review of the College's Safety Management System;

- 2.11.5 Assist in the coordination of the College's fire and emergency response procedures, including recruitment and training of fire marshals;
- 2.11.6 Organise and assist in the annual and termly Health and Safety Audit and Inspection schedules, and monitor progress arising from action points;
- 2.11.7 Conduct routine safety inspections and report findings to appropriate leaders;
- 2.11.8 Ensure that investigations are carried out in regard to RIDDOR accidents and incidents;
- 2.11.9 Assist in the provision of health and safety training programs for all College staff
- 2.11.10 Assist on the provision of first aid trained staff and the best ways to respond to emergency, injuries and ill health at College sites

2.12 College Nurse

The College Nurse is responsible to the relevant AP and will be responsible for advising on the health and medical needs of students and where appropriate staff. As well as by satisfying the general staff responsibilities this will be achieved by:

- 2.12.1 Ensure that sufficient first aid equipment and resources are available for emergency injuries and ill health at all College sites;
- 2.12.2 Assist in the provision of medical, medicine and other health related support of students;
- 2.12.3 Assist in the promotion of health related campaigns.

2.13 Staff

All staff are required to ensure that they:

- 2.13.1 Are familiar with the College's Health and Safety Policy and associated arrangements;
- 2.13.2 Carry out their duties in accordance with the Health and Safety Policy and where appropriate any information and training provided;
- 2.13.3 Cooperate with management on matters of Health and Safety;
- 2.13.4 Do not misuse anything provided for their or others health and safety;
- 2.13.5 Use plant, equipment and substances correctly and use the appropriate safety equipment;
- 2.13.6 Inform their appropriate Line Manager of any defective equipment, safety hazard or damage in their area;
- 2.13.7 Report all accidents and incidents, whether serious or not, to their Line Manager;
- 2.13.8 Take reasonable precautions to ensure their own safety and the safety of all persons within their charge;

- 2.13.9 Ensure that before assigning any task or activity to persons within their charge that all significant hazards have been identified and appropriate measures taken to eliminate or control them;
- 2.13.10 Ensure adherence to any specific personal protective equipment (PPE) where a risk assessment has identified a requirement.
- 2.13.11 Any formal correspondence received from the HSE/Environmental Health Officer (EHO), OFSTED other relevant external organisations with regards to a reportable H&S incident will be forwarded to VP People and Resources on the day of receipt. Staff are not to directly reply or speak external organisations about any H&S incident without VP People and Resources being informed.

2.14 Students

Students are required to:

- 2.14.1 Take all reasonable care for the Health and Safety of themselves and all other persons who may be affected by their acts or omissions;
- 2.14.2 Co-operate with College staff in order that any statutory regulation orders, etc. may be fully carried out;
- 2.14.3 Comply with all Safety Instructions issued by teaching and other staff with responsibilities for supervision;
- 2.14.4 Report defects and dangers;
- 2.14.5 Behave in an orderly manner at all times;
- 2.14.6 Not misuse any item provided by the College in the interests of Health and Safety.

2.15 Visitors/Contractors

Visitors are required to:

- 2.15.1 Take all reasonable care for the Health and Safety of themselves and all other persons who may be affected by their acts or omissions;
- 2.15.2 Co-operate with College staff in order that any statutory regulation orders, etc. may be fully carried out;
- 2.15.3 Comply with all safety related instructions issued by the College; ensure that they are familiar with the emergency evacuation procedure, safe route and nearest fire exit
- 2.15.4 Report defects and dangers;
- 2.15.5 Behave in an orderly manner at all times;
- 2.15.6 Not misuse any item provided by the College in the interests of Health and Safety.
- 2.15.7 Contractors are to sign in at the Estates and Facilities Support Desk where if required they will be issued relevant permits to work. Contractors on completion of that days works will sign out to confirm that they have left site and that any work has been left in a safe condition.

3. ARRANGEMENTS

Planning is an essential part of the implementation of the College's Health and Safety Policy and thereby achieving its overall aim and objectives with regard to the health, safety and wellbeing of staff, students and others who may be affected by the operation of the College.

3.1. The purpose of the plan is to ensure that:

3.1.1. Suitable and sufficient management arrangements, risk control measures, and workplace precautions are designed, developed and installed;

3.1.2. The safety management system is and remains effective by operating, maintaining and improving the system to accommodate and reflect changing needs, priorities and the risks presented by the activities of the College.

3.1.3. To ensure that the generic organisational hazards affecting the College are properly managed, risk assessments will be carried out and policies, procedures and guidelines produced for implementation by the appropriate leaders.

3.1.4. The areas covered by these arrangements to date are:

- Risk Assessments
- Display Screen Equipment
- Legionella
- Manual Handling
- Personal Protective Equipment
- Asbestos
- COSHH
- Offsite Working
- Disabled Access/Special Needs
- Permit to Work
- Working at Height
- Provision and use of minibuses
- Waste Management
- Personal Emergency Evacuation Plan
- Lone Working
- Electrical Safety
- Noise and Vibration
- Radiation Monitoring

3.1.5. These procedures will be subject to routine and regular review to ensure they remain valid and effective in addressing their specific risk areas.

3.1.6. Additional procedures identified as being required either by the risk assessment process or by the monitoring system will be produced and incorporated in the safety management system on a prioritised basis.

3.1.7. Certain other issues relevant to the management of health and safety such as the procedures for behavioural management, selection and recruitment, staff training etc can be found in other cross College policies and procedures.

- 3.1.8. Where appropriate operational information on these and other associated areas will be included in the series of Health and Safety Guidance Documentation. These can be accessed from the College intranet, under the heading of 'Health and Safety'

3.2 Monitoring

To ensure the effectiveness of the Health and Safety Policy in providing and maintaining environments and systems of work which are safe and without risk to health and where appropriate to the environment, the following procedures for monitoring have been established.

- 3.2.1 The Board of Governors will be presented with an annual Health, Safety and Environment report detailing the levels of compliance achieved on the standards set by their Policies.
- 3.2.2 Annually (or more frequently as required) College management and its activities will be audited to confirm that the overall organisation and its systems are effective with regard to the planning and implementation of its Safety Management System.
- 3.2.3 Annually (or more frequently as required) College premises and its activities will be inspected to confirm that Leaders and Staff are satisfying their operational responsibilities and duties.
- 3.2.4 All leaders are required to routinely and regularly carry out safety tours and inspect the areas within their control and where appropriate carry out operational risk assessments on the hazards identified, the results of which will be recorded and retained for the purpose of review.
- 3.2.5 All staff are required to routinely and regularly inspect the areas in which they are working and report any health and safety concern to their line manager.
- 3.2.6 Records of incidents and accidents are routinely assessed to assist in the risk assessment process and in the setting of priorities, where appropriate the manager responsible will carry out suitable and sufficient investigations to determine the cause/s and any remedial measures necessary.
- 3.2.7 The Head of Estates and Facilities or College Health and Safety Advisor will analyse the accident/incident data and prepare statistical information to assist the annual review.
- 3.2.8 The Health and Safety Policy will be reviewed annually to ensure it continues to satisfy the aims and objectives of the College.

3.3 Health and Safety Committee

The Health and Safety Committee will meet termly within the College to provide a forum for joint consultation on health and safety matters.

Membership comprises appropriate senior and line management including Governor representation, and staff representatives. The Health and Safety Committee, as well as fulfilling the statutory requirements, will:

- 3.3.1 Monitor and review the general working arrangements for Health and Safety including the College's Health and Safety Policy;
- 3.3.2 Act as a focus for joint participation in the prevention of accidents, incidents and occupational ill-health;

- 3.3.3 Assist in the development of safety procedures and systems;
- 3.3.4 Monitor the effectiveness of Health and Safety training, communication and publicity;
- 3.3.5 Consider reports and information from the enforcement agencies;
- 3.3.6 Consider accident statistics and trends;
- 3.3.7 Consider the circumstances of individual accidents and causes of reportable diseases;
- 3.3.8 Examine Safety Audit reports and inspections.

3.4 Record Keeping

Record keeping is acknowledged by the College as a means of providing documentary evidence where a need may arise to co-operate with any person or organisation in respect to Health & Safety.

- 3.4.1 Adequate records will be kept on all matters relating to health and safety in College activities.
- 3.4.2 All persons who are nominated to have responsibility for aspects of Health and Safety will have a responsibility for accurate record keeping and monitoring within their own area of activity and responsibility.
- 3.4.3 Where records are required to be kept as a statutory requirement, a provision to maintain these records will be maintained by the Health and Safety Advisor within the Head of Estates and Facilities support area detailed within the particular arrangement procedure.

4. APPENDIX Safety Management Structure

Governing Body

Through its Monitoring Committee approves the Health & Safety Policy and monitors its implementation.

Principalship

Has responsibility for ensuring the implementation of the Health & Safety Policy and associated documents and procedures and the organisational arrangements across the College. Chairs the Health & Safety Committee.

Health & Safety Committee

Provides a forum for joint consultation on Health & Safety matters and monitors and reports on the implementation and effectiveness of the Health & Safety policy.

Assistant Principals

Are responsible for the discharge of the Health and Safety Policy and associated documents and procedures and organisational arrangements including risk assessment within their departments.

Members of the College Leadership Team

Are responsible for the discharge of the Health and Safety Policy and associated documents and procedures and organisational arrangements including risk assessment within their sections.

Teaching Teams

Are responsible during class contact hours for the safety of students. At other times for his/her personal safety and the safety of others within the college.

Support Teams

All staff are responsible for their own safety and for the safety of other persons in College including students and visitors.

Students

Are responsible for their own personal safety and for that of other students.

Visitors/Contractors

Are responsible for reporting, as directed, on arrival.

Note: The Head of Estates and Facilities, College Nurse, First Aiders, Fire Marshalls and H & S Representatives of the recognised Trade Unions have particular and defined additional responsibilities.

Note: Posts shaded comprise the Senior Leadership Team (SLT)