

## HEALTH, SAFETY and WELLBEING POLICY STATEMENT – 2023/24

York St John University is bound by and will comply with the Health & Safety at Work Act 1974 and associated legislation. It will establish and promote a positive health, safety and wellbeing culture with high levels of awareness and understanding within its community; effective processes; and active cooperation by staff, students (including those employed to carry out work for the University via workplace Apprenticeships or Placements), contractors and visitors.

This will be people-focused and supported by processes that will ensure that:

- Everyone is clear about their personal responsibilities;
- Information, instruction, training and supervision is provided to ensure staff are competent to carry out their work safely;
- Individuals are pro-active in managing risks in the workplace to prevent injury and work-related ill health and are willing and encouraged to identify opportunities to improve health, safety and wellbeing practices;
- We have sensible and proportionate risk management that meets health and safety standards;
- There are indicators that allow the University to measure and evaluate its performance;
- We adopt a whole University approach to health and wellbeing which emphasises the creation of healthy and sustainable working and learning environments; and,
- University buildings, facilities, equipment and environment support the health, safety and wellbeing of our community.

### Organisation and Arrangements

1. Ultimate responsibility for health, safety and wellbeing within the University rests with the Board of Governors.
2. The Health, Safety and Wellbeing Committee advises the Vice Chancellor and Executive Board (and Board of Governors as appropriate) on relevant policy, strategy and performance.
3. Members of the Executive Board will ensure health, safety and wellbeing procedures and standards within their own areas of accountability by reviewing performance, setting objectives, establishing local structures, and ensuring that necessary actions by their teams are completed.
4. All managers are accountable for the health, safety and wellbeing of the people and activities they direct.
5. Every individual member of staff, student, contractor or visitor will take care of their own health, safety and wellbeing; give due consideration to the health and safety of others; not interfere with or misuse facilities that are there in the interests of health and safety; comply with the University's health, safety and wellbeing procedures and standards; and report issues that they cannot address to their line manager.
6. The University will consult with staff and students on health, safety and wellbeing matters including consultation with recognised local Trade Union representatives, discussion at Health, Safety and Wellbeing Committee and local Directorate School meetings.
7. The University will appoint a Health and Safety Adviser to provide professional advice on health and safety matters and report on health and safety performance.
8. This policy is supported by detailed and robust health, safety and wellbeing guidance made available for staff, students and visitors through the University's website and intranet. It will be kept under review and updated as required by the University Health, Safety and Wellbeing Committee.



Vice Chancellor



Chair of Board of Governors

Date:

30.03.23