The University of Glasgow’s ongoing vision is to enhance its world-leading calibre by promoting excellence, through our four core values of integrity, credibility, openness and success. We recognise that this goes hand-in-hand with our responsibility to minimise the risk to the health, safety and wellbeing of staff, students, researchers, contractors and all others affected by our work activities. This commitment recognises our staff, as our key resource and our students as our valued customers and partners.

We acknowledge health and safety as a core management and operational function, supporting business performance. This policy is in line with current Strategies of the Health & Safety Executive and the Scottish Government. It similarly emphasises the real personal and economic benefits gained through reduction of workplace injuries and ill health. The resulting improved health, morale and attendance at work enable minimisation of resources spent on managing absence and maximise such resource direction into education, research and pro-active health and safety management systems, facilitating efficient use of public money, and improved working conditions and public recognition.

This policy and its associated procedures, which will be regularly and frequently reviewed, form the framework by which the University of Glasgow aims to protect the Organisation, its employees and others from the consequences of occupational injury and ill health. The Framework is built on the following key principles:

1. Aspiring to Best Practice in health and safety performance

2. Enacting the Duties imposed by the Health & Safety at Work (etc.) Act 1974 and other relevant legislation on all employers to implement suitable health and safety management systems and on all their staff to utilise such systems and associated plant, equipment etc. appropriately in order to protect their own and other persons’ health and safety.

3. Recognition of the status of Health & Safety & Wellbeing as a core and integral dimension of good business management, prioritising the responsibility for competent health and safety management and awareness at all levels within the organisation and supporting this through an appropriate health and safety training and development programme.

4. Prioritisation of those issues recognised both locally and nationally to be high risk; and suitable allocation of resources to minimise risk in these areas
   - Fire Safety
     Co-ordination of fire safety management through clearly defined local fire safety operational procedures for all areas.
   - Stress
     Implementation of a policy for management of stress with provision of associated competent advice and support mechanisms.
   - Radiation Safety
     The management of risks associated with radiation in accordance with a Radiation Protection Policy authorised by the Principal.
• Occupational Health risks
  Implementation of a comprehensive programme of health surveillance, screening and immunisation, as appropriate, that reflects both statutory requirements as well as the variety and intensity of the work, study and research activities within the organisation.
• Biological Safety
  Provision of bio-safety management regimes, to ensure appropriate containment of hazardous infectious agents and genetically modified organisms, and the protection of ecological systems consistent with legislation, recognised “best-practices” and in line with our peers.
• Chemical Safety
  Supporting the implementation of competent, safety management systems to control the potential effects on health and associated infrastructure costs relating to activities encompassing the use, handling, storage, transport and disposal of chemical substances throughout all areas of the University.
• Construction Safety
  Maintenance of comprehensive safety management systems for our buildings, and all employees and contractors, carrying out work on those buildings on our behalf that take into consideration the risks to workers, building occupiers and legitimate visitors.

5. Development of Health and Safety Strategy and supporting Action Plans designed to address the key health, safety and wellbeing priorities and ensure adequate resourcing of control measures, monitored through a comprehensive audit programme.

6. Development and maintenance of a robust and inclusive framework of corporate and local health and safety committees to consult and engage the whole workforce and our students on how health, safety and wellbeing are managed.

7. Supporting all employees through the provision of competent occupational health and safety advice, and training, helping them to identify hazards and assess and control risk.

8. Providing support services that respond to the Health, Safety and Wellbeing needs of the University Court, managers, employees and students, helping them to resolve problems.

9. Ensuring an equitable service that respects rather than discriminates against diversity.

10. Supporting all employees and students in their desires to commence, remain at or return to their work or studies, in a safe and supportive environment, after or whilst experiencing injury, ill health or other disability.

11. Exploring adverse incidents in order to identify corporate and broader learning opportunities and ways of preventing re-occurrences.

As Principal I am responsible for the implementation of this Policy on behalf of the University Court. The members of the Principal’s Senior Management Group drive the operational implementation of this policy and associated procedures throughout the Colleges and University Services. The Secretary of Court has devolved responsibility to oversee this process through the Director of Health, Safety & Wellbeing. The review of these documents will be through the Health, Safety & Wellbeing Committee and as such will be monitored and overseen by the Convenor(s) of this committee.

Signature: [Signature]
Principal

Signature: [Signature]
Convener of Health, Safety & Wellbeing Committee

Date: June 2014

Review Date: May 2016