



Health, Safety & Wellbeing Policy Statement

The University of Glasgow recognises that its employees are core to its ambition to be a world-class, world-changing university.

We acknowledge health, safety and wellbeing as integral components of all University management and operational functions, supporting excellent performance. We aspire to an empowering work culture, which goes hand-in-hand with our commitment to minimise risks to the health, safety and wellbeing of those in our community - our staff, students, contractors, visitors and all others affected by our work. We will ensure the provision of expert specialist advice by a team of competent professional occupational health and safety advisers, as well as the development of health and safety competency across the institution to support high quality management of our activities. We strive towards continual improvement of our health and safety management systems and the supported, enhanced mental health and wellbeing of our community.

This policy statement, and all other associated policies, procedures and guidance documents, reflect both our legal duties as an employer, as well as sector best practice guidance. Thereby, the University seeks not only to comply with the relevant statutory provisions, but also to establish a University health and safety culture in which all employees have the knowledge and skills to work safely, protecting themselves and the wider community, where safety concerns can be easily raised, and where each member of staff understands and is competent to deliver their health and safety responsibilities. We acknowledge the huge benefit, towards this ambition, of the strong collaboration we enjoy with Trades Union Safety Representatives and the Student Representative Council.

We recognise the real personal and economic benefits gained through reduction of workplace injuries and ill health. The resulting improved health, morale and attendance at work maximise the resources directed into education, research and pro-active health and safety management systems, facilitating efficient use of public money, improved working conditions and public recognition.

This policy, and its procedures, are all regularly reviewed and form the framework through which the University aims to protect the organisation, its employees and others from the consequences of occupational injury and ill health.

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 professional services. The Chief Operating Officer, who is Convenor of the University Health, Safety & Wellbeing Committee, has devolved responsibility to oversee this process through the Director of University Safety and Resilience. The review of these documents will be through the Health, Safety & Wellbeing Committee and as such will be monitored and overseen by the Convenor of this committee.

Signature:

Principal

Signature:

Convener of Health, Safety & Wellbeing Committee

Date: December 2025

Review Date: March 2026