

Foreword by the Chair of Council

As the governing body of the University the University Council takes the responsibility for the health and safety of our staff and students very seriously. We embrace our health and safety responsibilities and make every effort to meet our legal duties for the health and safety of employees and others affected by the University's activities.

The Council aims to achieve this by:

- Providing leadership;
- Having a formal role in developing health and safety strategy;
- Ensuring that adequate resources are provided to meet the strategy;
- Ensuring that all its decisions reflect the health and safety policy;
- Encouraging the active participation of all employees in improving health and safety;
- Monitoring health and safety performance; &
- Formally reviewing health and safety performance.

The University Council has set up and empowered the Personnel and Health and Safety Committee to which it has delegated a series of responsibilities. These include the approval of an annual report to Council on Health and Safety performance; the regular receipt and action of reports on progress; and the monitoring of a series of key performance indicators selected by the Council.

Operational responsibility is delegated by the Council to the Vice-Chancellor as Chief Executive Officer of the University. The Vice-Chancellor is responsible for implementing and maintaining a Health and Safety management system and for the organisational arrangements necessary to fulfil the requirements of this policy.

The policy applies to all employees and students, including those travelling in the UK or overseas; to all premises owned by, used by, or under the control of the University; and to all activities related to the functioning of the University.

The University seeks to create and maintain a stimulating and vibrant working environment that promotes excellence in academic and supporting activity. It is a fundamental principle that such a working environment should be safe and without risks to health and it is imperative that all parties follow the requirements of this policy.

The University Council expects all University managers and employees to commit to the achievement of the aims of this policy.

Signed



Denis Burn
Chair of Council

Dated 27 JULY 2011

Statement of Health and Safety Policy

The provision of a healthy and safe working environment is central to the University of Bristol's commitment to the development of a Positive Working Environment that inspires and supports academic achievement. As a part of that commitment the University recognises its legal duty to provide a safe and healthy workplace for staff, students, visitors and others who may be affected by the University's activities.

The management of risks to health and the control of workplace hazards is a responsibility of everyone and, with the support of the Health and Safety Office, all members of the University must be committed to creating a safe and healthy workplace. The senior management team leads by example in communicating and promoting this policy and will seek continuous improvement in health and safety performance.

It is vital that, as part of a positive health and safety culture, managers are equipped with the knowledge, competence, confidence and capacity to deal effectively with health and safety issues in support of the University's wider aims and objectives

Key Objectives

The University is committed to implementing the following objectives:

- To integrate health and safety planning into the University's mainstream planning cycles;
- To support a positive health and safety culture where everyone is aware of, and meets, their responsibilities for the safety and health of themselves and others;
- To ensure mechanisms are in place to prevent work related ill health and support those at work with health conditions or disabilities;
- To define the health and safety responsibilities of all members of the University;
- To ensure that all staff have the knowledge and competence they need to meet their individual and collective responsibilities;
- To provide competent specialist advice to support good decision making;
- To maintain and document an effective health and safety management system;
- To involve, consult and communicate with all staff and students on health and safety issues;
- To work with recognised Trade Unions to secure workplace improvements;
- To work in partnership with other employers where there are shared facilities or activities;
- To measure, monitor and review health and safety performance; &
- To provide the resources necessary to meet the University's Health and Safety obligations.

Organisation

The overall responsibility for this policy lies with University Council which gives delegated authority to the Vice-Chancellor for implementation.

The University will define and keep under review the organisation it needs to implement the policy. This will include defining the specific Health and Safety responsibilities of managers and staff in areas of policy making, line management and advice. Organisational arrangements are detailed in the document "University of Bristol Health and Safety Organisation".

Implementation of the Policy

School and section heads are responsible for the management of Health and Safety of the activities undertaken by their school or section and are therefore responsible for putting policies into practice. That responsibility extends to the safety and health of the staff they line manage, others who may be affected by the undertaking and safety in the delivery of the services provided to the school or section by others. The University Health and Safety Office will provide advice and support in this endeavour and will devise and maintain a Health and Safety management system that informs the University on the standards to adopt.

Review

The University is committed to reviewing and developing its Health and Safety policy and the organisational and other arrangements required to deliver it. It will review the Health and Safety management system at least once every five years and will initiate additional reviews if circumstances so require.

Signed



Professor Eric Thomas
Vice-Chancellor

Dated 27 JULY 2011