

Conclusions

Health and safety culture has been strengthened and improved across the University this year

The year has seen further improvements in, and strengthening of, our health and safety culture across the University.

We are seeing earlier and more active engagement in the assessment and management of H & S risk as part of decision-making and activity planning across the University. However, early engagement remains a focus for improvement over the coming years as we move towards *making health and safety business as usual*.

The latter half of the year was dominated by COVID-19 and really tested the effectiveness of our health and safety management system. It was encouraging to see that much of our system and supporting processes were used to help manage our response to the pandemic.

Occupational H & S advice continues to grow more accessible to those who need it, when they need it. However, we will continue to drive further improvements in the user experience via our shared platforms and media channels.