

Foreword by the Chair of the Board of Trustees

The Board of Trustees at the University of Bristol has the ultimate responsibility for health and safety at the University and takes its role in this regard very seriously. The health and safety of the University's staff, students and visitors is of paramount importance and the members of the Board embrace our health and safety responsibilities. The Board provides leadership in the development of health and safety strategy, and makes every effort to meet our legal duties for the health and safety of employees and others affected by the University's activities.

The Board of Trustees' aim is for a continually improving system of health and safety management that drives the University ever closer to zero reportable accidents through the "Towards Zero" strategy. The Board 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 Statement of Health and Safety Policy;
- Supporting the active participation of all employees in improving health and safety;
- Monitoring health and safety performance; and
- Formally reviewing health and safety performance.

The Human Resources Committee of the Board of Trustees has been formally delegated a series of responsibilities relating to health and safety. These include the review of an annual report on Health and Safety performance; the setting of health and safety objectives; the regular receipt and action of reports on progress; and the monitoring of a series of key performance indicators selected by the Board.

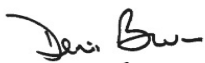
Operational responsibility for health and safety is delegated by the Board of Trustees to the Vice-Chancellor as Chief Executive Officer of the University. The Vice-Chancellor is responsible for implementing and maintaining a health and safety management system and for the organisational arrangements 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 activity and its professional services. 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 Board of Trustees expects all University managers and employees to commit to the achievement of the aims of this policy.

Signed



Denis Burn
Chair of the Board of Trustees

Dated

07/12/2015

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 '*Positive Working*' that inspires and supports academic achievement. As a part of that commitment the University has the aspiration of working "Towards Zero", aiming towards zero reportable accidents which is fundamental to achieving its 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 are responsibilities of everyone and, with the support of Safety and Health Services, 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 injury and 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, document and continually improve an effective health and safety management system, including the encouragement of near-miss reporting to facilitate improvements;
- 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; and
- To provide the resources necessary to meet the University's Health and Safety obligations.

Organisation

The overall responsibility for health and safety lies with the Board of Trustees which gives delegated authority to the Vice-Chancellor and President 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 "Health and Safety Roles, Responsibilities and Organisation".

Implementation of the Policy

Heads of schools and services are responsible for the management of health and safety of the activities they undertake 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 service by others. Safety and Health Services 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 Statement of 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 Hugh Brady
Vice-Chancellor and President

Dated 20/11/15