



HEALTH, SAFETY & WELFARE POLICY

Subject:	Health, Safety & Welfare Policy
Date of re-approval:	September 2021
Person responsible:	Executive Director - Corporate Services
Approved by:	SLT
For action by:	Executive Director – Corporate Services
For information to:	All Staff

Policy No. H1/21

Aim

HCUC aims to meet or exceed the minimum specified standards in all matters relating to the health, safety and welfare of its employees, students and visitors to the College premises.

Statement of Intent

The successful management of Health & Safety is considered vital to the efficient operation of the College. It is therefore the policy of HCUC to provide and maintain, as far as reasonably practicable, a safe, healthy, working and educational environment for all staff, students and visitors.

In particular, the College will pay attention to the provision and maintenance of:

- Arrangements to ensure the Health & Safety of children, young people and vulnerable adults within the College and while on work experience, placements or other off-site activities,
- Safe plant, equipment and systems of work,
- Safe arrangements for the use, handling, storage and transportation of articles and substances,
- The need to identify the hazards that its activities present and to assess the risks, to avoid or eliminate them, and if that is not possible to minimize and control them, with the provision of the necessary resources,
- Sufficient information, instruction, training and supervision as necessary to ensure the Health & Safety at work of all employees, students and visitors,
- Any place of work under the College's control in a condition that is safe and without risk to health including means of access and egress.

These arrangements will be documented but may vary from campus to campus.

In addition, the college will consult with its employees and students with a view to making and maintaining arrangements, which will enable the College and its employees to co-operate effectively in preparing and developing measures, to ensure the Health & Safety at work of the employees, students and visitors, and in checking the effectiveness of such measures.

The establishment of robust Health & Safety processes within HCUC will contribute to staff development, morale, and the overall efficiency of the College, as well as demonstrating compliance with legal Health & Safety requirements. In addition, this will provide our learners with a foundation in Health & Safety issues that will enhance their learning experience and provide a basis for social and professional development throughout their lives.

STRATEGIC OBJECTIVES

The Group Principal and Senior Leadership Team will promote the following HCUC Health & Safety strategic objectives throughout all campuses:

- To develop and maintain safe systems of work throughout the College.
- To ensure that an adequate risk assessment process is developed and effectively deployed.
- To ensure facilities are designed to minimise risk.
- To establish clear lines of responsibility and accountability for Health & Safety issues.
- To develop and apply a College system of safety audits, inspections and surveys.
- To investigate the causes of accidents and impairments to health arising in connection with the College activities and to institute all reasonably practicable remedial measures to prevent recurrence.
- To ensure compliance with all requirements of legislation relating to the College activities with respect to Health & Safety.
- To encourage the closest possible co-operation between management, trade unions, safety representatives and employees in all matters that affect Health & Safety.
- To provide the necessary resources for the effective management of Health & Safety.
- To ensure effective communication of the College Health & Safety Policy and objectives.
- To ensure adequate training is undertaken to achieve required competence levels in relation to Health & Safety matters.
- To ensure that Health & Safety systems and standards are adequately monitored and reviewed.
- To ensure that students enrolled at HCUC experience excellent standards in relation to all Health & Safety matters including those experienced in the work place.

Signed:



Group Principal & CEO

Date:

21st September 2021

1. ORGANISATION AND RESPONSIBILITIES

The **Board of Governors** has the overall responsibility to ensure that suitable organisational arrangements are in place for HCUC to comply with its statutory Health & Safety responsibilities.

The **Group Principal/CEO** has overall responsibility for the approval, implementation and organisation of the HCUC Health & Safety Policy and the direction, management and leadership of the employees, contractors, students and visitors.

The policy is monitored, reviewed, resourced and endorsed by the **Senior Leadership Teams**, which includes the Nominated Health & Safety Person. They receive and review information on the implementation of the policy and the overall Health & Safety performance of the College. In addition, they approve and review the progress of the College Health & Safety Action Plan.

The **Nominated Health & Safety Person (NHSP) is the Executive Director - Corporate Services** and is responsible for monitoring the implementation of the policy, progress on the Health & Safety Action Plan and the overall Health & Safety performance of the College; preparing and presenting information and reports for consideration by the Board of Governors, Group Principal and Senior Leadership Teams.

The Designated Senior members of staff with lead responsibility for Child Protection and Safeguarding issues are the **Assistant Principal, Learning Support & Safeguarding** and the Head of Guidance & Student Services (**Harrow**). These persons have a key duty to take lead responsibility for raising awareness amongst staff of issues relating to the welfare and wellbeing of children and young people, and the promotion of a safe environment for the children, young people and vulnerable adults learning within the College.

The HR Director will lead responsibility for the welfare and wellbeing of staff members. He will attend committee meetings and report accordingly.

Responsibility and authority for the implementation of the Policy is delegated to HCUC Managers according to their functional roles.

A **Project Manager** will be appointed by the CEO to manage all aspects of major construction and refurbishment projects on campus property. The Project Manager will report to SLT and be the NHSP for HCUC construction projects. The Project Manager will be responsible for the management of Health and Safety on the construction sites and compliance with the Construction (Design and Management) Regulations 2015 (CDM).

Assistant Principals, Directors, Heads of Schools & Heads of Support Sections are responsible for providing the resources, facilities and infrastructure to enable the implementation of the Health & Safety Policy within their departmental area. They are also responsible for the overall Health & Safety performance of their department and to this end will ensure that appropriate measures and monitoring processes are in place to manage this.

In addition, they are responsible for ensuring that regular maintenance schedules, repairs and legislative checks are in place for those specific pieces of equipment, machinery and hazardous material identified by the departments as falling outside of the remit of the Head of Estates and Security.

Section Managers & Service Area Managers are responsible for providing and maintaining a safe working and teaching environment through an ongoing process of risk assessment and hazard control, incident investigation and remediation, audit and inspection. They are responsible for implementing and maintaining department Health & Safety records, documentation and processes using the College Safesmart H&S Management and Reporting system.

In addition, they are responsible for the immediate application of, and adherence to, safe working procedures and processes, including:

- Ensuring Health & Safety tutorials for students.
- Providing adequate information on the Health & Safety hazards associated with workplace tasks,
- Recognising the need for and implementing protective measures required within their area of control,
- Recognising and reporting new or changed workplace risks.

Employees are responsible, through their own acts and omissions, for the Health & Safety of themselves and others who may be affected by their actions. All employees are expected to familiarise themselves with, and conform to, the College Health Safety & Welfare Policy, Staff Health & Safety Handbook, college procedures and safe working practices. They will report to their manager for investigation and remediation all accidents, incidents and situations that cause, or have the potential to cause, damage or injury.

In addition, **Teaching Staff** are responsible for ensuring that risks and hazards are considered and appropriate risk assessments are in place before a hazardous classroom activity commences. Appropriate controls must be put in place when preparing lesson plans, activities and off site trips must have an accompanying risk assessment available. Students will receive a Health & Safety induction when they start their course about the hazards that may be encountered at College.

Students are responsible, for the Health & Safety of themselves and others who may be affected by their actions. All students are expected to conform to the College Health & Safety rules and instructions given by teaching and support staff.

Head of Estates and Security

The Head of Estates and Security is responsible for organising and progressing a programme of checks, repairs and renewals of the College premises and assets to ensure a safe place of work and study is maintained.

The Head of Estates and Security will ensure that a Fire Risk Assessment is carried out, reviewed annually and that corrective actions identified are progressed.

In addition, the Head of Estates and Security will ensure that only competent contractors are employed to work for HCUC, that they are adequately insured, complete the appropriate risk assessments, receive adequate induction and are periodically checked as to the quality of work in progress and on completion.

Where major projects are approved, separate health & safety reports and risk assessments will be made available by the project review group.

Competent Person

The **Health & Safety Advisor (HSA)** provides expert advice and support to the NHSP, Head of Estates and Security, managers, Health, Safety & Welfare committees, safety representatives and employees on Health & Safety issues. In addition, the post holder will audit, measure and monitor, both formally and informally, the implementation of the Health & Safety Action Plan through the various Departments and Sections reporting findings to the Health, Safety & Welfare Committee and NHSP.

Safety Representation

Each Department and Sub-department will establish a Health, Safety & Welfare Working Group. A Safety Champion should be appointed to each group who will coordinate termly safety inspections and report Health, Safety and Welfare issues to their manager. Health, Safety & Welfare should be a topic at each team meeting & team members should be encouraged to identify any issues of concern in the workplace. Each manager is to prepare a termly report on Health, Safety & Welfare for their Director in time for the end of term Health, Safety & Welfare Committee meetings.

Each Department and Sub-department is represented on the Health, Safety & Welfare Committee by an identified representative who attends meetings, raises safety issues and concerns, plays an active part in the business of the committee, feeds back information to their Schools & Sections and promotes Health & Safety in their workplace.

Health & Safety Representatives appointed under the Health & Safety Committee and Safety Representatives Regulations 1977 have specific rights and responsibilities and provision is made to ensure that these can be exercised. Union representatives meet with the Group Principal and HR Director each term and Health & Safety is an agenda item.

2. PLANNING

In addition to the arrangements outlined below, there are a number of policies and procedures that include specific references to the College Health & Safety Management System (SMS). These are listed at the end of this document.

2.1 RISK ASSESSMENT

Risk Assessment is recognised as a key process in the management of Health & Safety encompassing the identification and control of hazards, as far as reasonably practicable, within the workplace. All tasks and activities carried out by the College, on or off the premises are subject to a Health & Safety risk assessment.

- This includes companies and premises used by the College for work experience and work placements. The Executive Director - Employer Services & Partnership

will manage these Risk Assessments and where significant hazards are identified work experience placement will not be authorised. The Head of Department is responsible for the preparation of the sections risk assessments, for their annual review and the distribution to all members of the team. Copies of risk assessments are held by each department, either electronically or in the Yellow Risk Assessment folders.

The Heads of Department are also responsible to ensure that risk assessments are prepared for all off-site visits and activities in line with each of the College Policy's – UK and Overseas or the Off-Site Activities Policy's. In some cases paper risk assessments are necessary and forms are available on the Policy Library for Off Site Activities Risk Assessment, Generic Risk Assessment and Dynamic Risk Assessments.

2.2 WORK EQUIPMENT

All activities requiring the use of tools and equipment shall be conducted in such a way so as to ensure compliance with the Provision and Use of Work Equipment Regulation 1998. Each Head of Department will ensure that tasks will be properly risk assessed and their risk assessments will be available to all users prior to use. Particular attention will be given to vibrating equipment. Unauthorised and untrained persons will not use powered machinery. Students should not use powered machinery, except as part of a proper lesson.

Workshops and Laboratories will be kept locked at all times when not in use. Students must not be left unattended in workshops or laboratories.

Heads of Department will ensure that all tools equipment within their care are regularly inspected for defects and receive Planned Preventative Maintenance in line with the college PWER procedure and/or manufacture's instruction. All maintenance shall be recorded using the appropriate form.

Heads of Department must also ensure that equipment requiring it receives certification, inspection or calibration from suitably qualified persons. This will especially apply to any lifting equipment which is required to be inspected every 6 months to comply with the Lifting Operation and Lifting Equipment Regulation (LOLER).

The Head of Estates **and Security** is responsible for the maintenance & inspection of fixed items of plant for heating and cooling buildings, person lifts, vehicle hoists (LOLER), compressed air systems under the Pressure Systems Safety Regulations 2000 and Local Exhaust Ventilation systems (LEV).

2.3 CONTROL OF HAZARDOUS MATERIALS

To comply with the Control of Substances Hazardous to Health Regulation 2002 (COSHH), it is essential that where substances that could be hazardous to health are used, a COSHH assessment is carried out by the Head of Department with the assistance of the College HSA and in line with the college COSHH procedures. The COSHH Assessments will be prepared & stored in an appropriate folder or database. Safety Data Sheets must be readily available at 'point of use' for all products classified as hazardous. The college Academy Laboratories maintain a large collection of chemicals and the CLEAPS system is used as an alternative approved management process for these materials specifically.

All Hazardous materials must be securely stored following the COSHH Risk Assessment guidelines with attention to the needs for bund, fire protection and segregation as necessary. The Dangerous Substances and Explosive Atmospheres Regulation 2002 (DSEAR) requires that a risk assessment of the college is conducted each year by the HSA. This process mainly deals with the storage of flammables such as fuel. No one is authorised to bring large quantities of flammable material onto the college without the consent of the Head of Estates. The manufacture of fireworks or the use Pyrotechnics in class is not permitted. The results of the assessment are recorded on the college DSEAR Risk Assessment.

The college has a small stock of radioactive materials stored in the college Academy Laboratory. The material is to be inspected annually by a licenced and certified inspector and records are kept.

2.3.1 Chemicals.

The various college Science Laboratories maintain a large collection of chemicals and the CLEAPS system is used as an alternative approved management process for these materials specifically. Large quantities of chemical products are also used in Hair & Beauty salons and some engineering workshops. In all cases chemicals will be stored appropriately in ventilated facilities with bunds. Different chemicals will be segregated according to their hazard classes.

Each Section/Service Area Manager is responsible for maintaining the COSHH assessments and ensuring that the report is kept up to date.

2.3.2 Flammable substances.

In all instances the storage of flammable liquids is kept to a minimum & bulk storage is not permitted. Products will be stored in locked Flammable cabinets with bunds.

The college maintains the necessary licences for the purchase and storage of fuels & Industrial denatured alcohol.

Each Section/Service Area Manager is responsible for maintaining the COSHH assessment and ensuring that the report is kept up to date.

2.3.3 Explosive substances.

The Dangerous Substances and Explosive Atmospheres Regulation 2002 (DSEAR) requires that a risk assessment is conducted of the college campuses to ensure potential hazards are being safely managed. The Risk Assessment is conducted by the HSA. The results of the assessment are recorded on the college DSEAR Risk Assessment, stored on OSHENS and are reviewed annually.

The HSA is responsible for maintaining the risk assessment and ensuring that the report is kept up to date.

This process mainly deals with the storage of flammables such as fuel and flammable gas. But poor housekeeping of dusty environments can also be a Hazard. Gas bottles are stored outside in designated cages & Dust extraction systems are properly maintained.

No one is authorised to bring large quantities of flammable material onto the college without the consent of the Head of Estates & Security.

The manufacture of fireworks or the use Pyrotechnics in class is not permitted.

2.3.4 Sources of Radiation.

The college has a small stock of radioactive materials stored in the college Physics Laboratories at Uxbridge & Harrow on the Hill. The material is inspected annually by a licenced and certified Radiation Protection Advisor (RPA) and records are kept.

The Senior Science Technician is responsible for maintaining the RPA process and ensuring that the report is kept up to date.

2.3.5 Sources of Radon

The Ionising Radiations Regulations 2017 (IRR17) come into effect where radon is present above the defined level of 300 Bq/m³ (as an annual average) and employers are required to take action to restrict resulting exposures. A Risk Assessment has been prepared for each location of the HCUC campuses and the results of the assessment indicate that HCUC staff are at very low risk of exposure to Radon while at work. The HSA is responsible for maintaining the risk assessment and ensuring that the report is kept up to date.

2.3.6 Sources of Electromagnetic radiation.

The Control of Electromagnetic Fields at Work Regulations 2016 places a duty on employers to assess risks arising from work undertaken and to put in place protective or preventive measures to reduce the risks they identify. EMF are defined as static electric, static magnetic and time varying electric, magnetic and electromagnetic fields with frequencies up to 300 GHz.

A Risk Assessment has been prepared for each of HCUC campuses. The HSA is responsible for maintaining the risk assessment and ensuring that the report is kept up to date. Readings are taken at various locations each year to ensure employees & visitors are not exposed to hazardous levels of EMF. All records to date show the GHz readings well below dangerous frequencies.

2.4 DISPLAY SCREEN EQUIPMENT

The Health & Safety (Display Screen Equipment) Regulations 1992 require employers to minimise the risks in office work by ensuring that workplaces and jobs are well designed. In order to comply with the Regulation, DSE users at HCUC may request a personal assessment carried out by the HSA. Staff requesting an assessment will be able to:

- Have workstations analysed and assess and reduce risks.
- Ensure workstations meet minimum requirements.
- Help to plan work so there are breaks or changes in activity.
- Each college has an arrangement to claim back the costs of eye tests and glasses.

In addition, all new employees will be required to complete an E-learning module shortly after commencing employment. This training programme will also be distributed to all staff on a 3-yearly rotation.

2.5 OFF SITE VISITS

ARRANGEMENTS FOR THE MANAGEMENT OF OFF SITE ACTIVITIES

HCUC has a duty to ensure the Health & Safety arrangements for students participating in activities off campus including educational visits, enrichment activities, sporting activities and cultural events. The local arrangements for these activities are described in the Off Site Visits and Activities Policy & Residential Trips Policy documents. A Risk Assessment will be completed for **all** off-site activities involving College students.

The policy provides guidance on teacher student ratios, funding requirements and necessity to obtain third party risk assessments when students will be engaging in activities on premises and with staff provided by a third party.

Organisers must be alert to and pay special attention to changing circumstances when a trip is imminent. This would include being aware of changes in the forecast weather conditions, travel advice to overseas destination of advice by the police when visiting intercity London or possible terrorist targets.

2.6 YOUNG PERSONS

Safeguarding and Child Protection

The local Safeguarding and Child Protection Policy's apply to all College staff, students and contracted staff, whether they work or study in the main College campuses, outreach centres or other designated areas, volunteers and governors. The intent of the Safeguarding and Child Protection Policy is to ensure that a safe environment is provided for children and students at all times. Children and students who are at risk of and/or likely to suffer significant harm are identified, and appropriate action is taken with the aim of making sure they are kept safe, both at College and at home or elsewhere. It ensures that there exists safe recruitment practices in checking the suitability of staff and volunteers to work with or in proximity to children and students. Also, it ensures that staff are made aware of issues relating to the welfare of children and young people.

The Designated Senior members of staff with lead responsibility for Child Protection and Safeguarding issues are the Assistant Principal, Learning Support & Safeguarding and the Head of Guidance & Student Services (Harrow).

2.7 EXPECTANT MOTHERS

The Management of Health & Safety at Work Regulations 1999 (MHSW) requires employers to protect the Health & Safety of employees who are expectant mothers. On receiving written notification by a member of staff that they are an expectant mother, the Head of Department is required to revisit their original risk assessment/s and the COSHH assessment for the section to identify if they need to do more to make sure the staff member is not exposed to risk and make any reasonable adjustment that may be required. The findings of the assessment will be kept confidential and will be recorded on an Expectant Mothers risk assessment. A copy of the assessment will be provided to the Human Resources Department.

The assessment should pay particular attention to the risk of exposing the expectant mother to chemicals, working at heights, significant manual handling and to Electro-Magnetic Fields.

2.8 FIRE SAFETY

In line with the requirements of the Regulatory Reform (Fire Safety) Order 2005, a Fire Risk Assessment has been carried out for each campus by the Head of Estates **and Security**, and the findings of the assessment implemented. Each site has an appropriate means for raising the alarm in the case of fire or another emergency. Please refer to the college Fire Safety and Evacuation Procedure.

Means of escape are provided and identified. Students, contractors, visitors and employees receive information about Fire Evacuation at induction training. The college evacuation process is outlined in the college Fire Safety and Evacuation Procedure and includes:

- Trained Fire Marshals/Wardens ensure the swift evacuation of the premises;
- Fire Extinguishers are available and training is given to Fire Marshalls/Wardens about how to use them.

All emergency fire equipment is inspected and maintained in line with the Fire Risk Assessment.

2.9 ASBESTOS

An Asbestos Management Plan has been prepared and is reviewed annually by the Head of Estates **and Security**. From the Management plan, an Asbestos register has been developed to identify the actual location of Asbestos Containing Material throughout all college campuses. In compliance with the Asbestos Regulations 2012, a copy of the asbestos register is made available to effected staff and contractors. At any time that extensive works are required to repair or alter college buildings, a specialist contractor is engaged to prepare a 'Refurbishment and Demolition Survey' and all works will follow the advice and guidance of the survey.

2.10 FIRST AID

In line with the requirements of the Health & Safety (First-Aid) Regulations 1981, a First Aid Risk Assessment has been carried out and is reviewed by the HSA each year with the purpose to identify the First Aid cover required by the College. First Aid Cover is provided by trained and qualified First Aiders who have ready access to a First Aid box. First Aiders attend incidents, provide treatment, escalate the incident when required and ensure the Safesmart H&S Management and Reporting system is completed for all incidents. The college First Aid Policy gives further details of the arrangements.

2.11 MANUAL HANDLING

The Manual Handling Operations Regulations 1992 (as amended) apply to work which involves lifting, lowering, pushing, pulling or carrying. Manual handling causes over a third of all workplace injuries. These include work-related musculoskeletal disorders (MSDs) such as pain and injuries to arms, legs and joints, and repetitive strain injuries of various sorts.

Each Section/Service Area Manager must ensure that potential Manual Handling hazards are identified by the Risk Assessment process and that suitable control measures are applied. All employees are responsible to ensure they follow the simple lifting techniques highlighted in Staff Health & Safety Handbook.

Wherever possible use mechanical assistance or equipment to move loads or get assistance from another person. Any staff (technicians) that may need to do regular lifting or moving of loads will be provided with Manual Handling training. Contact the HSA to arrange training. Contact the Facilities Helpdesk for assistance with any projects that may have manual handling issues.

2.12 LONE WORKING

Lone Working should be properly managed. Lone workers are those who work by themselves without close or direct supervision, for example: people working in offices on their own outside normal hours or representatives visiting domestic and commercial premises on their own. All staff must leave the college buildings by no later than 9.30pm Monday to Thursday and by 6pm on Friday evenings.

If it is unavoidable for staff to be working on their own, the Head of Department must be informed and that all possible hazards must have been identified and controlled. Attention will be given to emergency contact arrangements by mobile phone contact with the line manager.

Activities such as working at heights, with electricity, significant manual handling, doing hot works or working with chemicals are prohibited.

2.13 WELFARE

Toilet facilities are located within easy walking distance for all offices, classrooms & workshops. All toilets have hot and cold water with soap provided. All workshops have access to hand washing facilities. A professional cleaning contractor is engaged to regularly maintain the welfare facilities.

All offices & classrooms have heating, lighting & ventilation. The Estates section undertake to provide a service guarantee to heat offices & classrooms to a minimum room temperature of 16°Celsius.

Each campus has dedicated eating facilities for both staff and students. These facilities are regularly cleaned, well lit and comfortable.

Disabled staff, students and visitors have easy access to all parts of the college campuses. DDA inspections are conducted regularly and reasonable adjustment will be made to accommodate access needs as necessary.

The welfare arrangements are regularly audited by the campus estates teams and records are kept.

Staff and student wellbeing is a priority for HCUC. Senior staff are provided with Mental Health First Aid training and all staff have access to private confidential counselling services. Each campus employs trained councillors to assist student with a range of student support issues.

2.14 LOCKDOWN

Follow the Lockdown Policy and Procedure listed on the HCUC Intranet.

2.15 PANDEMIC SAFETY

Follow the Pandemic Illness Contingency Plan listed on the HCUC Intranet.

2.16 DOGS AND PETS BROUGHT TO COLLEGE

As a general rule pets are not permitted at HCUC campuses. Permission may be given in special circumstances but must have the consent of the Executive Director - Corporate Services. Facilities, Security and Health & Safety concerns would need to be considered. If consent is granted the teaching/support section involved would need to complete a suitable Risk Assessment.

2.17 CHILDREN BROUGHT TO COLLEGE

As a general rule the children of staff and students are not permitted on HCUC campuses. Permission may be given in special circumstances but must have the consent of the Executive Director - Corporate Services. Facilities, Security and Health & Safety concerns would need to be considered. If consent is granted the teaching/support section involved would need to complete a suitable Risk Assessment.

2.18 DRIVING ON COLLEGE BUSINESS

HCUC recognise that individuals may need to drive in the course of their work and are committed to reducing the risks that may be created as a result, whether they are using a college, their own or a hired vehicle. Staff driving for work must never drive faster than conditions safely allow and must obey posted speed limits at all times. Before undertaking any journey on college business please ensure that you have provided the Human Resource section with copies of you driving licence & vehicle documentation as required.

Trips that start and end at the same campus in a day are not considered to be driving for business however trips between campuses on the same day are college business.

The HCUC Driving for Work Policy provides Health & Safety advice and should be read in conjunction with this section of the Health & Safety policy.

3. HEALTH, SAFETY & WELFARE ARRANGEMENTS

3.1 INFORMATION, INSTRUCTION, TRAINING & SUPERVISION

3.1.1 Health, Safety & Welfare Committee

The Health, Safety & Welfare Committee is chaired by the NHSP and is the forum for the airing and discussion of safety concerns and issues, accident and incident data analysis, communication of Health & Safety legislation updates and review of progress on the Action Plan and inspection schedules. Minutes of meetings are available on the College intranet.

A Union appointed safety representative(s) is a member of the H Health, Safety & Welfare Committee. Student safety concerns and issues are raised through the Student Voice forum. The Health, Safety & Welfare Committee will meet once at the end of each academic term.

The membership of the Health & Safety committee will comprise:

- Executive Director - Corporate Services (Chair)
- Health & Safety Advisor
- Head of Estates & Security
- Union Representatives
- Head of Security (Uxbridge) & Campus Security Coordinator (Harrow)
- Group Director Finance & Resource Planning
- HR Director
- Executive Director - Employer Services & Partnership
- Assistant Principal – Workplace & Employability Skills (Harrow)
- Assistant Principal – Student Aspiration & Projects (Harrow)
- Assistant Principal – Academic Programmes & Value Added (Uxbridge)
- Assistant Principal – Learning Support & Safeguarding (Uxbridge)
- Assistant Principal – HE, IoT and Vocational (Uxbridge)
- Head of Guidance Information & Student Support (Uxbridge)
- Head of Guidance & Student Services (Harrow)

The Facilities Administrator will be the clerk to the Health, Safety & Welfare Committee.

The Health, Safety & Welfare Committee will give consideration to the following matters:

- Matters arising from previous minutes
- Accident/First Aid Reports.
- Security Incident Reports.
- Health & Safety Action Plan and update.
- Health & Safety Inspections and results of inspections carried out.
- Health & Safety Training Plan
- Health & Safety news update
- Any Other relevant and appropriate Health & Safety matters raised by Committee members

3.1.2 Health, Safety & Welfare Working Groups

Each college Assistant Principal/Director/Senior Manager will appoint Health, Safety & Welfare Working Groups to act as Sub-committees to the Health, Safety & Welfare Committee. Each Section/Service Area Manager must ensure that their teams meet before the end of each term and provide a report to their [Assistant Principal/](#) Director.

A key function of the Working Groups is to conduct Health & Safety inspections of staffrooms, storerooms, laboratories, salons & other workshops within college campuses. An inspection template is available in the policy library or from the HSA.

3.1.3 Health & Safety Information

The college will make every effort to provide Health & Safety Information to all staff, students, contractors, visitors or members of the general public by a variety of methods.

- Health & Safety Law posters are displayed in the reception area of each campus, Revisco at Hayes and the various college workshops.
- All Health, Safety & Welfare policies and procedures are available to staff on the college Intranet site.
- Health, Safety & Welfare Committee members refer back to their teams with information from the committee meetings.
- The HSA will distribute Safety Alerts as appropriated to staff or students through the heads of School or Section Managers.

.Health & Safety information is placed on the college electronic bulletin boards as necessary.

3.1.4 Induction

Health & Safety induction training is a requirement of Section 2(2)c of the Health & Safety at Work Act 1974 and is provided to all new staff, students, contractors and visitors to HCUC. This training is specific to the hazards of our activities and that occur on college sites.

- New Staff induction sessions are conducted at regular intervals throughout the year. The HSA provides advice and instruction and a copy of the HCUC Staff Health & Safety Handbook is provided to all attendees.
- All new students receive Health & Safety Induction as part of their classroom training and in special sessions conducted by tutors. Each student receives a copy of the College Code of Conduct and agrees to abide by the rules including Safety requirements.
- The Head of Estates **and Security** oversees the safety induction of all contractors in accordance with the Management of Contractor Policy. Short term contractors receive and sign a copy of the Contractor Site Safety Rules and records are kept on the college G drive database.
- All visitors to the college receive the Safeguarding for Visitors brochure at the reception desk. This leaflet provides information on what to do in the event of a Fire Alarm and where to seek First Aid assistance.

3.1.5 Health & Safety Training

Training and Information

All employees and students receive instruction and training to ensure their competency to act and work with due regard to the Health, Safety & Welfare of themselves and others and to respond quickly and safely to emergencies.

The HSA maintains a college Health & Safety Training Matrix which details the mandatory training required by each job function and the refresher training frequencies.

Whole College Training Days (WCTD's) are set aside throughout the year to provide the opportunity for necessary training. All staff are required to undertake a range of Health & Safety Awareness courses as prescribed by the training matrix. Some training will be provided on WCTD's and others will be provided via eLearning utilising the Safesmart H&S Management and Reporting system product.

Training records are maintained by the Training and Development Coordinator and on the Safesmart H&S Management and Reporting system eLearning database.

3.1.6 Supervision

Access to the college is managed by an Access Control System. All members of staff, students, contractors and visitors are issued with an Identification Pass and are required to swipe the card at the entrance turnstiles (where available) and carry their card at all times. Building access is closely monitored by the security team

High risk areas such as plant rooms, roof access doors, undercroft doors, lift wells & IT server rooms are kept locked when not in use.

Students must be closely monitored by teaching staff while using equipment or a dangerous substance in line with the specific Risk Assessments for the tasks. For high risk activities, the Risk Assessment will stipulate a suitable teacher to student ratio. When not in use all workshops, studios, laboratories, kitchens & IT classrooms are locked.

3.2 CONTRACTOR MANAGEMENT

3.2.1 Campus Maintenance

HCUC relies heavily on and values the services provided by a range of contractors. All contractors are employed under a rigorous tendering program. The HSA will assist the Head of Finance by reviewing the Safety and Environmental Management Systems of all tenderers and ensure that new contractors receive a Health & Safety induction at start up time. Contractors will meet with the HSA on an annual basis to review their Health & Safety provision and compliance.

The Head of Estates and Security will ensure that contractors receive ongoing supervision and ensure the minimum requirements of the college Management of Contractors Policy is complied with. This is particularly important with regard to the contractors involved with high risk construction & building maintenance works. The Head of Estates and Security will ensure that a Principal Designer is employed as necessary in compliance with CDM 2015 regulation. The Head of Estates and Security will ensure that contractors have necessary access and are provided with Permits to Work & Hot Work permits as requested.

A technical library will be maintained which will include;

- Asbestos Register,
- Legionella Manual
- Lifting Equipment Records
- Fire Alarms Systems Register
- Emergency Lighting Register
- Electrical Installation Test Certification
- Portable and Fixed Electrical Appliance Records
- Ladder inspection register.
- Any other relevant legislative requirements.

3.2.2 Construction Safety

Where construction works or refurbishment takes place on HCUC campuses the College will appoint a Project Manager to be responsible for and coordinate all works. The Project Manager will ensure they are undertaken in accordance with the CDM regulations.

During building works, effected buildings will be closed to college staff and students and come under the management of the Project Manager and/or appointed Building Contractor.

3.3 DISCIPLINARY PROCEDURES FOR NON-COMPLIANCE

HCUC takes its Health, Safety & Welfare responsibilities and obligations very seriously. Any member of staff that wilfully disregards the College Health, Safety & Welfare Regulations will be dealt with under the provisions of the College Disciplinary Procedure. (i.e. returning to the building when the fire alarm is sounding).

Similarly, any student that wilfully disregard of the College Health Safety & Welfare Regulations will be dealt with under the provisions of the college Student Code of Conduct and Student Rules and Regulations.

3.4 EMERGENCY ARRANGEMENT

The college is well prepared for emergencies and emergency preparedness, both for evacuation and for lockdown, is practiced at all sites at least twice per academic year. At the start of each academic year all new students are given an orientation and shown where and how to evacuate the campus in case of an emergency. Within the first few weeks an unannounced Fire Drill will be conducted to reinforce the orientation and improvement opportunities will be noted by the HSA. Following this test a Lockdown drill will also take place. Provision has been made to assist staff and students with mobility issues and to ensure their safety at times of evacuation. Refuge areas have been established in appropriate locations with a means of communicating with the Duty Manager via the college reception. At the start of the academic year the Head of School will identify all persons with a mobility issue. They will then ensure that a Personal Emergency Evacuation Plan is prepared for these individuals and necessary assistance and support is provided. Fire Wardens & First Aid Attendants have been appointed and trained and the arrangement is monitored by the HSA to ensure sufficiency. Duty Managers are appointed from the management group and are rostered to take the lead in the case of an emergency during normal college operation hours. For more information please see the Fire Safety (Procedure), Emergency Evacuation Procedure, Personal Emergency Evacuation Plan (PEEP) Policy, First Aid (Procedure) and the Campus Security Handbook.

3.5 HAZARD REPORTING

All staff, contractors and visitors are advised at the time of their induction to report any safety hazards that they observe. All staff have access to the Safesmart H&S Management and Reporting system which can be found on the college intranet home page.

3.6 ACCIDENT AND INCIDENT REPORTING

All accidents and Health & Safety incidents arising from tasks and activities carried out at the College, on or off the premises, are reported and documented using the Safesmart H&S Management and Reporting system. All college related accidents are reviewed by the Health & Safety Adviser. Accidents and incidents are investigated and analysed to understand the causes and to facilitate actions to prevent future recurrence and/or mitigate any consequences. Accident information and trends are reviewed at the Health & Safety Committee. All Injuries, Diseases and Dangerous Occurrences covered by the RIDDOR Regulations, will be reported to the HSE by the HSA.

Student Accident Reporting The Education Funding Agency (EFA) also requires RIDDOR reportable incidents for young people in their scope (under 19 or under 25 LLDD). These reports will be made to; HSincident@education.gsi.gov.uk along with a copy of the online 2508 Form used for submission to HSE.

3.7 PERSONAL PROTECTIVE EQUIPMENT

Wherever possible the college will endeavour to eliminate hazards within its control. Failing this, attempts will be made to control any remaining hazard by Substitution, Engineering or Administrative control methods.

Wherever there are risks to Health & Safety that cannot be adequately controlled in other ways, the Personal Protective Equipment at Work Regulations 1992 require PPE to be supplied. It is the responsibility of the college to provide any PPE free of charge to employees or agency workers as identified as a necessary control by the Risk Assessment.

Staff, students and visitors should receive suitable and sufficient advice regarding the need for PPE by ensuring warning signs or pictograms are installed or affixed to the equipment.

3.7.1 Selection

The Head of School should ensure that selected PPE provides suitable protection to the wearer from the risks and take account of the environmental conditions where the task is taking place. For example, eye protection designed to protect against liquids may not offer adequate protection when using an angle grinder to cut steel or stone. The selected PPE should not increase the overall level of risk or add new risks, e.g. by making communication more difficult. The PPE should fit properly and should be compatible with any other PPE used at the same time.

Choose good quality products which are CE marked in accordance with the Personal Protective Equipment Regulations 2002 – suppliers can advise you.

3.7.2 Training

The Head of School will ensure that all persons receive suitable instruction on how to use and care for the PPE properly. It is important that users wear PPE all the time they are exposed to the risk. Supervisors will never allow exemptions for those jobs which take 'just a few minutes'. The Head of School will check regularly that PPE is being used and investigate incidents where it is not.

3.7.3 Maintenance

All users of PPE must check it carefully before each use and Technicians are responsible to check items of PPE are in good condition before issuing it to students. Equipment will be well looked after and properly stored when it is not being used, e.g. in a dry, clean cupboard. PPE should not be stored in Chemical or Flammable storage cabinets. Technicians will ensure equipment is kept clean and in good repair and will follow the manufacturer's maintenance schedule (including recommended replacement periods and shelf life). Damaged PPE must be discarded if involved in an incident. e.g. a hard hat that has taken a blow.

3.8 VISITOR SAFETY

HCUC has a legal duty of care to all persons that visit the college whether invited or not. This will include family members of college students, company representatives, visitors from other colleges or institutions and workers providing a service or doing minor maintenance on equipment.

It is the responsibility of the person meeting the visitor to ensure that visitors to the college are properly registered and receive a safety induction. Visitors will be recorded on the OnGuard Visitor Management System prior to their visit. On arrival at the college they will receive an Identification Badge at the reception desk. The person meeting the visitor will draw the attention of the visitor to the college Safeguarding leaflet available at the reception desk. It is essential that the visitor is made aware of:

- What to do in the event of a fire evacuation during their visit.
- Who to contact if they require First Aid attention.
- Who to report any Accidents, Incidents or Safety Hazards.
- Where to find necessary welfare facilities.

The only exception to this arrangement is that of 'Open Days'.

HCUC also has a legal duty of care for the health, safety and wellbeing of all students and staff. This duty of care incorporates the duty to 'safeguard' students from being subjected to any form of harm or abuse. Therefore, all visitors will be escorted by the member of the college staff in attendance when on college premises.

3.9 ACCIDENT AND INCIDENT INVESTIGATION

Accidents, Incidents & Dangerous Occurrences are reported on line via the Safesmart H&S Management and Reporting system. The Head of Security and the HSA review and assess all incidents within 2 working days. The Safesmart recording tool risk assesses each incident according to the level of actual severity, the potential severity and the potential frequency of the incident. Based on the level of risk, the system will advise on the course of action to take regarding the incident investigation.

MINIMAL RISK - No action necessary

LOW RISK – Local Investigation or no action taken.

MEDIUM RISK – The HSA may investigate the circumstances behind the incident and/or assign a responsible person for local investigation.

HIGH RISK - The HSA will notify the NHSP and put together a team to formally investigate the incident.

3.10 ENVIRONMENTAL CONTROLS

HCUC is strongly committed to doing everything in our power to minimise the environmental impacts of our operations. The college Sustainability Policy has been implemented and the colleges Aspects and Impacts have been identified. The Head of Estates and Security with the assistance of the college Sustainability Committee have achieved certification to ISO 14001. Every effort will be made to maintain this important International Environmental Management standard.

4. MEASURING, AUDIT AND REVIEW

4.1 SAFETY INSPECTIONS

In addition to the review of accident and incident data in Safesmart H&S Management and Reporting system and progress against the Health & Safety Action Plan a system of Department inspections is used to monitor and measure the effectiveness of the Health & Safety management system and to ensure compliance.

Safety compliance inspections by the HSA and/or Health & Safety Consultant, Heads of Department or Managers of Sub-departments will take place. Frequency is based on the risk assessment process with those higher risk Departments and Sub-departments undertaking more frequent tours and inspections.

Formal system and compliance audits are scheduled and carried out by the Health & Safety Advisor with the relevant manager/s of the Departments and Sub-departments at least once per college year. The findings of these inspections are fed back to the Head of Department and Sub-Department Managers and reviewed by the Health, Safety & Welfare Committee.

4.2 SAFETY AUDIT

There will be an annual desktop audit of the college Health & Safety Management System. A report on the results of the audit will be completed by the Health & Safety Advisor. A consultant will be engaged and an external report provided in alternate years.

4.3 DOCUMENT REVIEW

This policy will be reviewed as necessary or every two years by the Senior Leadership Teams.

To support the HCUC Health, Safety Policy, a number of Procedures have been developed. These Procedures can be found on the Uxbridge & Harrow policy libraries and are designed to describe in some detail how the Policy objectives are to be carried out. These procedures include:

HCUC Control of Substances Hazardous to Health (CoSHH) Procedure
 HCUC Fire Safety and Evacuation Procedure
 HCUC Personal Emergency Evacuation Plan (PEEP) Procedure.
 HCUC Group Emergency Evacuation Plan (GEEP) Procedure.
 HCUC Lockdown Policy & Procedure.
 HCUC First Aid Policy & Procedure.
 HCUC Provision and Use of Equipment (PUWER) Procedure.
 HCUC Equipment Maintenance form.
 HCUC Portable Appliance Testing (PAT) Procedure.
 HCUC Management of Contractors Procedure.
 HCUC Induction Guide and Site Safety Rules for Contractors.
 HCUC Staff Health & Safety Handbook.
 HCUC Generic Risk Assessment template.
 HCUC Dynamic Risk Assessment form.
 HCUC Office/Staffroom - Safety & Environmental Checklist
 HCUC Workshop/Salon/Studio/Laboratory - Safety & Environmental Checklist
 HCUC Off Site Visits and Activities Policy & Residential Trips Policy
 HCUC Driving for Work Policy

DOCUMENT VERSION HISTORY				
Document Name		Health & Safety Policy		
Version	Description of change	Rational for change	Author	Review date
V1	Original version Change of organisation name following amalgamation of Harrow & Uxbridge Colleges. Changes of key responsibilities & position titles.	Interim single overarching policy required. Both Uxbridge and Harrow policies & Health & Safety procedures to operate as local policies in the short term.	L Scott	Sep. 2017
V2	Added section on specific risks to Expectant mothers in 2.7 and specific prohibited activities for loan workers at 2.12 Add the name & signature of new CEO. The Harrow & Uxbridge policies are to be discontinued. This policy now has an upgraded section 3 - HEALTH & SAFETY ARRANGEMENTS.	Recommendation from UMAL audit. Update policy with new appointment. Increase the scope of the policy to reflect Harmonisation of all Safety Procedures at all HCUC campuses.	L. Scott	Aug 2019
V3	Amendment to include enhanced welfare section. Change from Oshens to Safesmart	To bring more importance to welfare following the pandemic. To recognise the adoption of a new software system	A. Miller	Sep 2021

