



OCCUPATIONAL HEALTH, SAFETY AND WELLBEING POLICY

The Court of the University of Strathclyde is fully committed to ensuring, so far as is reasonably practicable, the occupational health, safety and wellbeing of all staff of the University and those affected by its work activities, including students, visitors, members of the public, third parties and contractors.

This Policy supports the Vision 2025 strategy and applies to every aspect of the University's business, including all educational, research and knowledge exchange, commercial, residential, recreational and management activities.

The University's Occupational Health, Safety and Wellbeing (OHSaW) Strategy underpins the Policy and by detailing how the University intends to organise itself in a planned and co-ordinated way to fulfil legal and other requirements, as a minimum, and to promote a positive, sustainable OHSaW culture in which everyone plays their part. The policy recognises that a positive safety culture requires engagement and commitment at all levels.

Our intention is to contribute to supporting the University's people-orientated, bold and ambitious values and through a process of continual improvement to ensure a safe, healthy and secure environment that promotes wellbeing. Primarily, this will be achieved through:

- Recognising that strong leadership at every level of the organisation is fundamental to achieving our principal aims;
- Implementing relevant HSE and sector specific guidance;
- Continually reviewing objectives and improving the management framework to support proportionate risk management;
- Aligning our arrangements with an international occupational health and safety management standard.

The principal aims of this Policy are to ensure:

- All University leaders understand, accept and fulfil their roles and responsibilities for health and safety matters;
- All workplace hazards are identified, assessed, mitigated and controlled in a proportionate manner to reduce associated risks and prevent work-related injury and ill health;
- Effective communication mechanisms are in place to ensure consultation and participation of staff, students, their representatives and third parties on matters affecting their health, safety and wellbeing;
- All staff, including members of Court, leaders and managers are sufficiently trained to enable them to competently discharge their legal duties;
- All staff, students and those who could be affected by the University's work activities take reasonable care of their own health and safety, and that of others who might be affected, and as far as is necessary co-operate and assists the University in complying with its statutory health and safety obligations;
- OHSaW performance standards are monitored and measured against clear, measurable indicators aimed at continuous improvement.

In taking a holistic approach to health, safety and wellbeing, and in keeping with its values and standing as a leading international technological university, the University of Strathclyde commits itself to the highest standards of OHSaW by allocating suitable and sufficient resources, including time, to fully implement the Policy.

This Policy will be reviewed annually and updated as necessary.

Dame Sue Bruce
Convener of Court

Professor Sir Jim McDonald
Principal and Vice-Chancellor