



HEALTH AND SAFETY POLICY

The Court of the University of Strathclyde is fully committed to promoting and protecting the occupational health, safety and wellbeing of all staff, and everyone affected by the University's work and learning environment. This includes students, contractors, visitors, members of the public and other third parties. We will do this so far as is reasonably practicable, ensuring a safe, healthy and supportive place to work and study.

This Policy supports our Strathclyde 2030 Strategy and applies to every aspect of University life, including our teaching, research, knowledge exchange, commercial activities, residences, recreation, and management functions.

Our approach reflects the University's Culture of Care Strategy, which values people and promotes a compassionate, inclusive and preventative approach to safety, wellbeing and resilience. This Policy supports an environment where our staff and students can thrive and where everyone is encouraged to play their part in building a strong and caring safety culture.

The Occupational Health, Safety and Wellbeing Policy sets out how we will organise our activities to meet our legal responsibilities and continuously improve our practices.

Our goal goes beyond meeting legal requirements—we want to create a culture where health, safety, and wellbeing are embedded into everything we do, and where everyone has a role to play. We believe that building a strong, positive safety culture takes meaningful engagement, collaboration, and commitment from everyone across our University community—staff, students, and leaders at all levels.

Our approach is based on continuous improvement, supporting the University's people-oriented, bold and ambitious values. We are committed to ensuring that our environment is safe, healthy and secure and promotes wellbeing for all who work and study here.

To achieve this, we will:

- Deliver on the objectives set out in our Culture of Care Strategy;
- Recognise that strong and visible leadership at every level of the organisation is essential to achieving our health, safety and wellbeing aims;

David Clark
Convener of Court

- Comply with all applicable health and safety legislation by following relevant guidance from the Health & Safety Executive and other bodies;
- Regularly review our risks and priorities and strengthen our management systems to support proportionate and preventative risk management;
- Align our practices with internationally recognised occupational health and safety management standards.

The principal aims of this Policy are to ensure:

- All University leaders understand and carry out their responsibilities for health, safety and wellbeing;
- Workplace hazards are identified, assessed and managed in a proportionate and preventative way to reduce risk and avoid work-related injury and ill health;
- Clear and effective communication and consultation channels are in place, enabling staff, students, their representatives and third parties to be involved in decisions that affect their health, safety and wellbeing;
- All staff, including members of Court, leaders and managers, receive the training and support needed to fulfil their health and safety responsibilities competently;
- Staff, students, and anyone affected by University activities take reasonable care for their own health and safety and that of others, and cooperate with the University to support compliance with our legal obligations;
- Our performance in health, safety and wellbeing is regularly measured and reviewed using clear, meaningful indicators to support ongoing improvement.

By taking a holistic approach to health, safety and wellbeing, we are supporting the University's values and its standing as a leading international technological university. The University of Strathclyde commits itself to the highest standards of health, safety and wellbeing by allocating suitable and sufficient resources to deliver this Policy effectively.

This Policy will be reviewed annually and updated when necessary to reflect changing needs, developments in best practice, and our continued commitment to improvement.

Professor Stephen McArthur
Principal and Vice-Chancellor