

Health, Safety & Welfare Policy



Reviewed:

October 2026



Next review due:

October 2027



Approving Body:

Corporation Board



Owner:

Director of Estates & Facilities



Date Approved:

12 October 2026



Author:

Health & Safety Manager

*This procedure may need to be reviewed before the review date stated, to reflect changes in government and other agencies' advice, guidance and legislation

Revision Log

Date	Version No.	Brief detail of change
Sept 24	1	New policy
Sept 25	2	References to the Chief Financial Operations Officer updated to the Director of Estates and Facilities Management throughout the document. References to the Head of Estates updated to Estates Operations Manager throughout the document. Additional section on Martyn's Law (pages 40-41). Paragraph included on Hand Arm Vibration – HAVs (page 37). Paragraph included on H&S training (page 38).
Sept 26	3	Full Review - no changes

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1. Introduction

City College Plymouth (the 'College') is a leading provider of vocational, professional and technical training in the South West, that strives to provide a learning environment and organisational culture that impacts positively on the health, wellbeing and sustainability of our community, to enable all our students and staff to achieve their full potential.

The term 'College Community' includes all staff, governors, students, parents/carers, volunteers and visitors.

Our vision:

- The learning destination of choice.

Our core values:

- Respect
- Ownership
- Integrity

2. Section 1 - Policy Statement

The Health and Safety (H&S) Policy is divided into four distinct sections as follows:-

Section 1 - Policy Statement

General aims and objectives of the Health and Safety Policy. At the end of this policy is **Appendix 2** - 'Corporate Health, Safety and Welfare Policy Statement' signed by the Chair of the Corporation and Chief Executive/Principal.

Section 2 - Organisation

The organisational Roles and Responsibilities in place for implementing the aims and objectives by staff, students, visitors and contractors.

Section 3 - Arrangements

Specific procedures adopted by staff, students, visitors and contractors in order to ensure the provision of a safe, healthy and supportive environment.

Section 4 - Pandemic Procedures

COVID-19 or any subsequent pandemic - summary of current items and arrangements in place to support the College throughout and beyond the COVID-19 pandemic.

The system in place for the management of health and safety at the College follows the guidance laid down in the HSE publication HSG65 'Successful Health and Safety Management'.



The way in which the College manages these four elements is laid out below and in Section 3 of this policy ('Arrangements' section).

3. Definitions and Acronyms

ACM	Asbestos Containing Materials
CDM	Construction (Design and Management) Regulations 2015
CMIOSH	Chartered Member of the Institution of Occupational Safety and Health
CLDO	Curriculum Lead Development Officer
COSHH	Control of Substances Hazardous to Health
CPD	Continuing Professional Development
dB	Decibels
DBS	Disclosure and Barring Service
DSE	Display Screen Equipment
EAP	Emergency Action Plan
ELT	Executive Leadership Team
EVC	Educational Visits Coordinator
EWC	European Waste Catalogue
FRA	Fire Risk Assessment
HACCP	Hazard Analysis and Critical Control Point
HAV	Hand Arm Vibration
HSE	Health and Safety Executive
IOSH	Institution of Occupational Safety and Health

IPAF	International Powered Access Federation
ISO9000	International Organisation for Standardisation - Quality
ISO14000	International Organisation for Standardisation - Environmental
ISO45000	International Organisation for Standardisation - Health and Safety
LA	Local Authority
LEV	Local Exhaust Ventilation
LOLER	Lifting Operations and Lifting Equipment Regulations 1998
OP	Operational Plan
PAT	Portable Appliance Testing
PASMA	Prefabricated Access Suppliers and Manufacturers Association
PEEP	Personal Emergency Evacuation Plan
PPE	Personal Protective Equipment
PTW	Permit to Work
PUWER	Provision and Use of Work Equipment Regulations 1998
RAMS	Risk Assessment and Method Statement
RHI	Run Hide Tell
RIDDOR	Reporting of Incidents Diseases and Dangerous Occurrences Regulations
SAR	Self-Assessment Report
SDS	Safety Data Sheet
SLA	Service Level Agreement
SSOW	Safe System of Work
SSSI	Site of Special Scientific Interest
WRULD	Work Related Upper Limb Disorders

4. Plan

Determining the Policy (H&S)

The Corporate Health, Safety and Welfare Policy Statement (Section 1) and the organisational arrangements (Section 2) are reviewed annually or as required by the Health and Safety (H&S) Manager, and reviewed and signed off by the relevant staff. The associated procedures (detailed in Section 3) are reviewed every 3 years (as a minimum).

Electronic and hard copies of documents are available. Please contact us if you require a different format.

Planning for Implementation

The College has adopted various procedures which complement the aims and objectives of the H&S policy. These associated procedures can be found in Section 3. They include procedures to ensure legal compliance (e.g. risk assessment), as well as procedures for dealing with emergency situations (e.g. fire).

5. Do

Risk Profiling

The varied nature of the College premises and the learning programmes delivered result in a variety of specific H&S issues. As a result, the College engages in a proactive manner for identifying, evaluating and assessing risks. Risk assessments are routinely completed, reviewed and stored electronically on the Shield Safety Group, Riskproof online platform.

Risk assessments are regularly reported on to ensure the approval process is completed and there is an active training programme in place to ensure the quality and consistency of risk profiling.

Organising Activities to Deliver the Plan

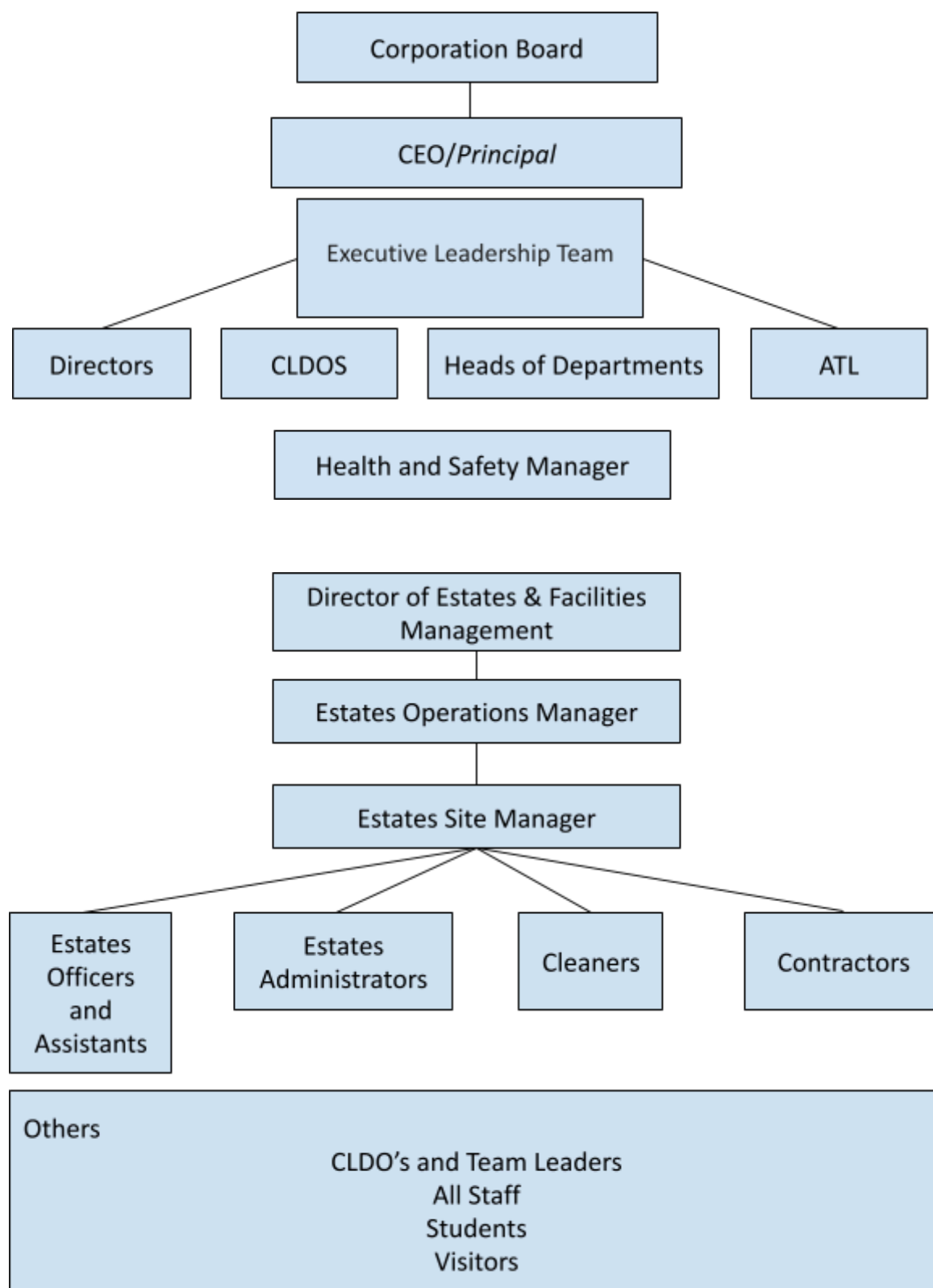
The management of the organisation of College activities is essential to the successful delivery of our management system and, as such, is a key focus for the College. The College will ensure that all personnel know what is expected of them, personnel are communicated with, issues can be discussed and a proactive approach to developing and maintaining a positive H&S culture.

Health and safety is owned by all College Staff and everyone is expected to ensure continuous improvement in the provision of a safe, healthy and supportive environment. Staff are expected to address hazards which they identify and must actively seek rectification or temporarily make those situations safe until a suitable solution can be determined.

To better support the organisation of H&S, communication methods and a positive culture is maintained, the following organisational structure is in place (figure 1). The structure provides the clear distribution of responsibilities for health and safety and has been designed to assist the delivery of health and safety throughout the organisation.

Figure 1 – Organisation for Health and Safety

Health and Safety Organisation Structure



Section 3 of this policy lists the arrangements for health and safety (e.g. risk assessment procedure), most of which is underpinned by legislation and/or contractual obligations set by the College's funding bodies. The specific duties and responsibilities of staff in relation to these arrangements are also laid down in each of the procedures listed within Section 3.

6. Health & Safety Organisation – The 4 C's

Control

Managers must identify key objectives for H&S within their area and must review progress made against them as part of their Self-Assessment Report (SAR) and Operational Plan (OP). Managers must provide clear direction and take responsibility for their area, together with leading by example in order to ensure a positive safety culture for staff, students, visitors and contractors.

Staff must ensure that they display best practice at all times and set a good example to students and visitors. Should any employee be found to be negligent and/or in any serious breaches of their health and safety duties, disciplinary action will be taken against them.

Co-operation

The College encourages cooperation by all staff, contractors and students to help ensure the development of a positive health and safety culture throughout the College.

Formal consultation regarding the H&S policy and associated procedures is via the Health, Safety and Welfare Committee. Where local changes are required, staff that are directly affected will be consulted via focus groups with the appropriate managers. Issues can also be discussed at staff forum meetings.

Communication

Effective communication is key to ensuring that the H&S policy (and its associated procedures) is implemented within the College. The College provides staff, contractors, students and visitors with information about the hazards, risks and preventative measures relevant to them.

Managers are tasked with passing on relevant information to their staff and acting on any feedback that may arise from such communication.

Health and safety matters will be communicated by the following methods:

- Staff bulletin items
- Health, Safety and Welfare Committee meetings
- Union Safety Representatives
- Mandatory staff H&S training sessions
- Internal College publications (e.g. H&S reports, meeting minutes etc.)
- Email
- H&S notices
- H&S section available through Staff Central
- Staff forum

All managers must ensure that H&S is a fixed agenda item for all team meetings

Competence

Competence is achieved through a combination of elements, including training, skills, experience and knowledge. All Staff must be aware of relevant legislation, Approved Codes of Practice and HSE Guidance and how to manage health and safety effectively. All Staff need to be able to work in a safe manner and all students need to be taught to do so by competent people. Competency is a mandatory element of the recruitment process. Details of health and safety training requirements for staff and students are given below.

7. Staff H&S Training – Competency Pyramid

Tier 1 – All staff must complete the mandatory H&S training package outlined in the corporate Health and Safety Policy. Staff within the department would also need to complete any and all relevant training for their specific role and the following departmentally required training; review of risk assessments, safe systems of work, a suitable health and safety qualification and complete the department specific induction. This is required on the first day of their employment at the college, and then repeated every year thereafter.

Tier 2 – All staff that have role-specific duties will have a range of training packages available to them to build their 'H&S Personal Profile'. Topics covered in these individual packages will include, but not be limited to, risk assessments, first aid, off-site activities, COSHH and working at heights. It is the responsibility of line managers to ensure that all staff within their area complete the required course(s) within a reasonable timeframe to satisfy the requirements of the role. Packages will be delivered by an appropriately qualified and competent person or via a third-party organisation as appropriate. Any Staff member completing Risk Assessments or the review of Risk Assessments will be required to complete IOSH Managing Safely or similar Qualification.

Tier 3 – All staff with management responsibilities (CDLO/Support Department Managers, etc.) and aspiring middle leaders must successfully complete the IOSH Managing Safely qualification (or equivalent), this should be renewed every 3 years. In high-risk areas the manager and senior technician should complete NEBOSH general certificate (the version most relevant to their area).

Tier 4 – The appointed competent person will have, or be working towards, recognition as a chartered Health and Safety professional, achieving CMIOSH (or equivalent).

Tier 5 – All members of ELT and aspiring senior leaders must successfully complete the IOSH Safety for Executives and Directors qualification (or equivalent).

All persons should have their skills, training and qualifications recorded in a training matrix or similar. A template is available from the health and safety department. This should include any technical and vocational qualifications a person holds, any training they have completed or anything they are deemed competent to use. This should also include the qualification dates and the expiry date. Competency in a skill will either come from a technical qualification, a skills test or the CLDO stating they are competent (the latter will need to be competent to do this and will therefore take on any liability if the individual proves not to be competent).

Evidencing an individual's qualifications and competency are key to the quality process and a complete and updated departmental training matrix will help facilitate this. This should be applied to both staff and students and updated periodically as skill sets change.

8. Staff Health and Safety Induction

All new Staff are inducted on health and safety matters in accordance with mandatory new employee procedures. This involves arranging and attending an induction (running once a month) and a departmental H&S induction delivered by the line manager on the first day of employment. The final stage of induction is to ensure that all the policy and procedures, SSOW, EAPs and Risk Assessments are read and understood and subsequently signed up to.

9. Student Health and Safety Induction

All students receive the general College health and safety induction presentation as part of their induction process.

It is important and necessary for students to be aware of the relevant policies and procedures for the course they are completing, this will include the sign up to specific work-related RAMS on an annual basis (or more frequently, when there are major changes), the review and understanding of the colleges policy and procedures, EAPs and SSOW.

Finally, students need to receive appropriate training in relation to the activities they will be performing including but not limited to Fire Awareness, Manual Handling, COSHH.

For short courses, it is the responsibility of the course tutor to provide a health and safety briefing at the start of the first session, covering the basics such as location of fire exits, evacuation procedures and location of toilet and hand washing facilities.

It is also necessary for a further, more specific health and safety induction to be delivered to students in certain working areas (e.g. kitchens, labs, machine shops, workshops etc.) to ensure that they are informed of the following (as a minimum):

- Emergency arrangements (fire, accidents and first aid)
- Any significant risks that may affect them (e.g. machinery and equipment, manual handling, hazardous substances, slips, trips and falls)
- Control measures for the above (e.g. risk assessments, safe systems of work, supervision, protective and preventive measures)
- Supervision arrangements, who is responsible for them and the contact for any H&S concerns
- Any restrictions or prohibitions that apply to the students
- Any personal protective equipment (PPE) or clothing that they must, or must not, wear and the manner in which it is to be worn and used
- Location of welfare facilities
- General dos and don'ts
- All current, relevant guidance in relation to COVID-19 and social distancing

Each time a student is introduced to a new hazardous activity (e.g. use of a machine/tool, use of a hazardous substance etc.), it is the responsibility of the lecturer to ensure that all the hazards and control measures are explained to them (i.e. the key points from the relevant risk/COSHH assessment). The lecturer must be confident that the student has understood the risks before they are permitted to commence the activity. It is the responsibility of the lecturer to ensure that all student inductions are recorded and kept on file.

10. Section 2 - Roles and Responsibilities

Board of Governors

The Board of Governors should adopt the guidance provided in INDG417(rev1) 'Leading Health and Safety at Work: Actions for Directors, Board Members, Business Owners and Organisations of All Sizes (HSE, 2013).

The Board operates a policy governance model providing a systematic approach to governance to ensure that:

- There is strong and active leadership from the top, with visible, active commitment from the Board;
- There are effective 'downward' communication systems and management structures in place;
- There is an integration of good H&S management with business decisions;
- The workforce is engaged in the promotion and achievement of safe and healthy conditions;
- There is effective 'upward' communication in place;
- The College has access to competent H&S advice;
- The College has a H&S policy in which management responsibility for H&S is clearly defined;
- The appropriate organisational arrangements relating to the management of H&S exist and are monitored and reviewed (including the identification and management of H&S risks);
- Sufficient resources are allocated within the College budget to allow for the effective implementation of the H&S policy and all related procedures.

The Chief Executive/Principal

The Chief Executive/Principal has overall responsibility for H&S within the College and ensures that the College is fully compliant with relevant legislation and that the H&S policy is implemented and disseminated. The Chief Executive/Principal, through the management structure, ensures that safe working and learning conditions are implemented and maintained across all aspects of College provision. This is achieved through the College's Executive Leadership Team (ELT) and The Drivers for Change Groups.

The Executive Leadership Team (ELT)

The Executive Leadership Team (ELT) is responsible for ensuring that managers fulfil their specific responsibilities for implementing the College's H&S policy and associated procedures. As the College is committed to achieving a measurable, progressive improvement in health and safety performance, the primary responsibility for implementing the policy lies with senior managers.

The Director of Estates and Facilities Management

In addition to the responsibilities set out in Section 7, the Director of Estates and Facilities Management is also responsible for:

- Formulating and implementing the College's H&S policy to comply with ethical and legal requirements;
- Ensuring that the Board of Governors receive regular reports on H&S;

- Acting as a link between the broad strategic aims of the Board and the implementation of the College H&S policy and its associated procedures;
- Ensuring that, within the resources provided for the College, there are adequate staff, funds and materials to support the effective implementation of the H&S policy and its associated procedures;
- Managing the Health and Safety Team;
- Managing the College legal service;
- Leading on H&S and safeguarding, proposing and implementing policy;
- Ensuring the provision of a high-quality occupational health service.

ELT, Drivers for Change Groups, CLDOs and Team Leaders

All senior staff have direct responsibility for all H&S matters within their area and ensure the implementation and operation of the College H&S policy and associated procedures within their area(s) of responsibility and are expected to lead by example. A summary of their main H&S responsibilities is as follows:

- CLDOs have the responsibility for health and safety within their designated area, with support being provided by programme managers.
- Ensuring that appropriate resources are allocated to ensure that effective H&S measures are introduced and maintained;
- Ensuring that suitable and proportionate controls are in place including subject specific policies, procedures and risk assessments;
- Bringing to the attention of the Health & Safety Manager any high-risk activity which cannot be adequately controlled by use of departmental resources;
- Ensuring that all staff fully understand their responsibilities as outlined in this H&S policy and its associated procedures;
- Ensuring that all staff and students within their area of responsibility are provided with a suitable H&S induction;
- Ensuring that safe methods of working exist in accordance with recognised procedures;
- Ensuring that written procedures and codes of practice exist (where necessary) and are applied effectively. These must be reviewed annually or when there has been a significant change;
- Ensuring that staff and students are instructed in safe working practices and corrective action taken where necessary. In particular, ensuring that there are adequate levels of supervision in place for students, especially for practical activities;
- Ensuring that all plant, machinery and equipment is in good and safe working order, maintained as appropriate, adequately guarded and that all reasonable steps are taken to prevent unauthorised or improper use;
- Ensuring that appropriate protective clothing and equipment (PPE) is available and used as instructed at all times;
- Ensuring that hazardous substances are recorded with an accompanying COSHH assessment and are correctly used, stored securely and labelled;

- Ensuring that hazards are identified with appropriate signage and all H&S information is communicated to relevant persons;
- Ensuring that risk assessments exist for all areas, equipment/machinery and activities, where significant risks have been identified and that they are reviewed and revised as necessary;
- Ensuring that all incidents that occur within their area are promptly brought to the attention of the Health & Safety Manager by reporting them on the Riskproof online platform and are, in turn, reviewed promptly and appropriately;
- Setting standards for their area for the improvement of H&S (this should be incorporated in the SAR and OP for the area);
- Ensuring that any H&S concerns that they are unable to remedy are formally reported to the Health & Safety Manager;
- Ensuring that H&S is a fixed agenda item for team meetings;
- Communicating H&S matters to the staff within their area as soon as they become aware of them;
- Notifying a member of ELT immediately of any serious H&S concerns;
- Ensuring that their staff attend mandatory H&S training in line with College requirements;
- Identifying any specialist H&S training that may be required and ensuring that staff receive adequate H&S training for their role and needs; and
- Ensuring that staff co-operate with fire drills.

The Health & Safety Manager

The Health & Safety Manager reports to the Director of Estates and Facilities Management on health, safety and welfare matters. The Health & Safety Manager is responsible for:

- Providing on-site expert H&S advice and support to all personnel and strategic advice to ELT and the Board;
- Managing incident/accident reporting and investigation through the Riskproof online platform;
- Supporting the College and Legal Officer in defence of liability claims;
- Developing and reviewing the H&S policy and its associated arrangements;
- Undertaking regular H&S inspections and audits across College sites;
- Developing an active and engaging H&S training programme and delivering induction and developmental training on H&S matters;
- Training staff in the use of the Riskproof risk assessment system and providing advice and support on completion and approval of risk assessments;
- Managing the Riskproof online platform;
- Managing the Evolve online platform and act as 'Head' to approve off-site activities;
- Liaising with regulators;
- Ensuring the reporting of H&S matters under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) and assisting, where appropriate, with

the investigation of accidents/incidents, near-misses and any complaints originating from designated site safety representatives;

- Reviewing H&S procedures and assisting with the implementation and monitoring of specific H&S objectives;
- Supporting Managers to establish a positive H&S culture; and
- Overseeing first aid systems.

Director of Estates and Facilities Management

The Director of Estates and Facilities Management has direct responsibility for the management of all the College sites and premises in accordance with the relevant Acts, H&S legislation and the Occupiers Liability Acts, in particular the Workplace (Health, Safety and Welfare) Regulations 1992; this includes fire precautions and the maintenance and repair of buildings, including maintenance contracts.

The **Director of Estates and Facilities Management** is responsible for:

- Ensuring that the College's real estate and transport is efficiently and effectively managed to a high standard;
- Supporting the Estates team in providing quality advice to the ELT and the Corporation in related matters;
- Providing cross-College H&S management and support to achieve compliance with H&S legislation;
- Planning and managing arrangements for the proper maintenance, repair and development of College premises, including the preparation of specifications and contracts, the oversight of specialist advisers and consultants;
- Advising upon and implementing systems appropriate for efficient and effective maintenance and management of College premises and property interests, having regard in particular to environmental aspects;
- Ensuring that the College fulfils its statutory and other legal obligations relating to its premises, including waste management;
- Leading on H&S management to achieve legislation compliance and work towards the College having exemplary systems that enhance student employability;
- Managing the provision of contracted services overseen by the Estates function, including cleaning, catering and other retail services, to ensure that they achieve contractual standards;
- Liaising with appropriate external services, agencies and building contractors to fulfil the preventative and emergency security, safety, and maintenance requirements;
- Managing the College's Transport Strategy and in particular to lead on the negotiation and management of contracted transport services in support of that strategy and to oversee the management of the College's vehicles;
- Raising tender documents and specifications for contracted work which complies with the relevant H&S legislation and BS/EN standards;
- Controlling and supervising the work of contractors in line with the Construction (Design and Management) Regulations 2007 (CDM);

- Compiling and implementing policies and procedures for site security, site safety, emergency evacuation procedures and emergency callout procedures for Estates staff;
- Managing emergency procedures and ensuring regular inspection of all safety and security aids and alarm systems, and maintaining the appropriate records, for inspection by the appropriate bodies;
- Retaining appropriate documents relating to the H&S regulations and Approved Codes of Practice (e.g. thorough examination reports for passenger lifts etc.);
- Maintaining a reactive maintenance system (via the online Estates Maintenance email) for defects found within College buildings or around College grounds and prioritise any hazardous defects for early action;
- Maintaining fire safety procedures throughout the college in line with the Regulatory Reform (Fire Safety) Order 2005 and other related legislation;
- Supervising the implementation of precautions to reduce the risk of exposure to legionella bacteria from work activities and water systems on the premises;
- Supervising the implementation of procedures and precautions in relation to the control of asbestos for all College premises.

Employee Responsibilities (all staff)

Staff are reminded of their legal obligations under the Health and Safety at Work etc. Act 1974 and Management of Health and Safety at Work Regulations 1999 as summarised below:

- To take reasonable care of the H&S of themselves and of other persons who may be affected by their actions or omissions;
- Cooperate with the College so far as is necessary to enable compliance with all H&S matters;
- Not to interfere with or misuse anything provided in the interests of H&S.

Any employee must inform the College of:

- Any work situation which a person would reasonably consider represented a serious and immediate danger to health and safety; and/or
- Of any matter which a person with the employee's training and instruction would reasonably consider represented a shortcoming in the employer's protection against arrangements for H&S.

Staff are also responsible for:

- Attending mandatory H&S training sessions in line with College requirements;
- Attending any other H&S training as directed by their line manager;
- Co-operating with fire drills;
- Where necessary, in the event of an evacuation, using the contents of the fire evacuation box, clear the associated zone and notify the senior staff of any issues with the evacuation;
- Familiarising themselves with the College Health, Safety and Welfare policy and associated arrangements relevant to their role;
- Promptly reporting any accidents/incidents/near misses via the Riskproof system;

- Ensuring that unauthorised or improper use of plant and machinery does not occur in their area of work;
- Using the correct equipment and tools for the job and any protective clothing and safety equipment supplied in the proper manner. This includes the wearing of appropriate clothing and footwear that is appropriate for the work being undertaken. This will include but is not limited to open toe shoes, sandals and flip flops, as these would be potentially hazardous in high-risk areas such as construction, engineering, hospitality or any other area where manual handling or food prep type activities are carried out;
- Ensuring that any hazardous substances are correctly used and stored;
- Reporting immediately to the Estates office any defects in the premises, plant, equipment and facilities which they observe and take an active part in promoting H&S;
- Wearing their College ID lanyard at all times when on site and challenging personnel not wearing a recognized lanyard; and Ensuring that any visitors to the site that they are responsible for:
 - Sign in and are issued with a visitor lanyard;
 - Are adequately supervised at all times;
 - Receive a health and safety induction (where necessary, i.e. for contractors and/or other visitors that may need to be left unsupervised);
 - Sign out and return their visitor lanyard.

Teaching Staff (including Any Instructors, Assessors and Technicians)

The H&S of students is the responsibility of the person teaching them whilst they are in the learning environment. It is imperative that teaching staff set an example with regards to H&S and that they demonstrate best practice in H&S at all times. In addition to the responsibilities of all staff (as detailed above), teaching staff are also responsible for:

- Ensuring that all students receive the College Induction presentation (available via Tutorial);
- Ensuring that students receive training in the College fire and emergency procedures (and more specifically for the building(s) in which they will be taught);
- Ensuring that students are informed of H&S regulations, rules and procedures and that students and other staff in their area of work apply these effectively;
- Briefing students on the key points of all relevant risk/COSHH assessments prior to the start of practical sessions;
- Ensuring that students are wearing appropriate personal protective equipment (PPE), where issued and in the manner in which they have been instructed;
- Ensuring that all students that will be learning in a high-risk area (e.g. workshops, labs, kitchens etc.) receive an area specific induction before being permitted to work in the area. The induction must be recorded and must cover the following elements as a minimum:
 - Emergency arrangements (fire, accidents and first aid);
 - Any significant risks that may affect them (for example, machinery and equipment, manual handling, hazardous substances, slips, trips and falls etc);
 - Control measures for the above (for example, safe systems of work, supervision, protective and preventive measures, training and instruction, signs and notices etc);

arrangements (and who is responsible for them) and the contact (if not the supervisor or instructor) for any H&S concerns;

- Any restrictions or prohibitions that apply to the students (for example, equipment, processes, areas, systems);
- Any personal protective equipment or clothing that they must wear, why this is so, and when and how they should wear it;
- Location of welfare facilities (toilets, drinking water etc.), and;
- General do's and don'ts;
- Each time a student is introduced to a new hazardous activity (e.g. use of a machine/tool, use of a hazardous substance etc.), it is the responsibility of the tutor/lecturer to ensure that all the hazards and control measures are explained to them. The lecturer must be confident that the student has understood the risks before they are permitted to commence the activity.

Student Responsibilities

It is the responsibility of each individual student to take reasonable care of their own H&S and not to act in a manner that places others in danger. In particular, all students must:

- Be familiar and comply with, fire and emergency evacuation procedures;
- Assist teaching staff and technicians in maintaining good standards of housekeeping;
- Use plant, machinery and equipment only when authorised to do so and in accordance with instructions;
- Use the correct equipment and tools for the job;
- Wear the appropriate personal protective equipment for the task (as directed by their tutor/lecturer);
- Report immediately to their lecturer, any defects in the premises, plant, equipment and first aid facilities which they observe;
- Report immediately to a member of staff, any accidents, incidents or near misses and take an active interest in H&S;
- Not interfere with or misuse anything provided in the interests of health, safety or welfare (e.g. misuse/discharge of fire extinguishers) and/or engage in horseplay that could put themselves and/or those affected by their actions at risk. Such behaviour should be dealt with appropriately in line with the Student Behaviour Management Procedure.

The College will provide an induction covering H&S aspects (and area specific H&S induction where appropriate) to ensure that students are aware of their health and safety responsibilities.

Visitors

It is the responsibility of all visitors to take reasonable care of their own health and safety and not to act in a manner that places themselves and/or others in danger.

In particular, visitors must:

- Comply with instructions given by members of staff;
- Not tamper with emergency equipment;

- Sign in at reception upon arrival;
- Wear a visitor lanyard;
- Bring to the attention of staff any H&S issues;
- Wear personal protective clothing/equipment where indicated; and
- Sign out and return their visitor lanyard prior to leaving the site.

Information on emergency procedures and the necessity to report any illness, injury or accident is provided on the reverse of the visitor pass.

Sub-contractors

It is the responsibility of the sub-contractor to ensure that the provision of services is provided in a safe, healthy and supportive environment which meets the needs of the College, its students, staff and other members of the public. Where part of learning takes place in an environment outside of the direct control of the sub-contractor, the sub-contractor shall take all reasonable steps to ensure that arrangements are in place to protect and promote the health, safety and welfare of the students.

The Sub-Contractor must inform the College of any injuries or diseases to College staff within the scope of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013 and shall investigate or assess the circumstances of all Student incidents within the scope of RIDDOR and follow all relevant HSE guidance on investigating accidents and incidents.

Prior to all works they will be required to supply suitable RAMS for consideration and approval. This ensures the practices are in line with the college and therefore does not place any of our staff and students at risk of harm.

Functions of Safety Representatives (both union and non-union)

The functions of Safety Representative are defined in the Safety Representatives and Safety Committees Regulations 1977 (as amended) and as laid down in locally negotiated agreements. These functions include:

- To represent Staff in consultation with the College under section 2(6) of the Health and Safety at Work etc. Act 1974;
- To investigate potential hazards and dangerous occurrences at the workplace (whether or not they are drawn to their attention by the Staff they represent) and to examine the causes of accidents at the workplace;
- To investigate complaints by any employee they represent relating to that employee's health, safety or welfare at work;
- To make representations to the College on matters arising out of the above;
- To make representations to the College on general matters affecting the health, safety or welfare at work of the Staff at the workplace;
- To carry out workplace inspections in accordance with Regulations 5, 6 and 7 of the Safety Representatives and Safety Committees Regulations 1977 (as amended);
- To represent the Staff they are appointed to represent in consultations at the workplace with inspectors of the Health and Safety Executive and of any other enforcing authority;

- To receive information from inspectors in accordance with Section 28(8) of the Health and Safety at Work etc. Act 1974, and;
- To attend meetings of safety committees where they attend in their capacity as a safety representative in connection with any of the above functions.

Health, Safety and Welfare Committee

The College Health, Safety and Welfare Committee will form the main basis for formal consultation on H&S matters with staff and student representatives. Membership of the Committee will consist of ELT and Drivers for Change Group members, Health & Safety Manager, Estates Operations Manager, Safeguarding Coordinator, Union Safety Representatives, Student Representatives and selected co-opted members as invited.

Frequency of meetings will be quarterly. The main function of the Committee is to enable the College to discuss with its employee and student representatives the general matters about which it must consult the workforce. The Terms of Reference for the Committee is included in Section 3 on page 55.

The core objectives of the Committee are to:

- Monitor progress/completion of the Health, Safety and Welfare Development Plan;
- Review and discuss statistics on accidents, incidents, ill health, and sickness absence;
- Review and discuss the outcome of serious accident/incident investigations and agree on any subsequent action;
- Review and discuss the significant findings of safety inspections of the workplace by enforcing authorities, external agencies, management or employee health and safety representatives;
- Discuss completion of risk assessments;
- Review and discuss health & safety training;
- Review, discuss and grant approval of the Health, Safety and Welfare Policy and its associated procedures; and
- Discuss any changes in the workplace that may affect the health, safety and welfare of Staff and/or students.

11. Implementing the Plan

Planning is key to ensuring that the College's H&S efforts really work. Planning for H&S involves setting objectives, identifying hazards, assessing risks, implementing standards of performance and developing a positive safety culture.

Risk Control – The aim is to eliminate risks where possible, or to reduce the risk to as low as is reasonably practicable where elimination is not possible. Risk assessments are used to decide on priorities and to set objectives for eliminating hazards and reducing risks. Wherever possible, risks are eliminated through the selection and design of facilities, machinery/equipment and working/learning processes. If it is not possible to eliminate the risk completely, the risk will be minimised through the use of physical controls (e.g. machine guarding) or, as a last resort, through safe systems of work and personal protective equipment.

Department Planning – Directors, Heads of Department and CDLO/Support Department Managers ensure that their risk assessments are up to date and cover all areas/activities within

their area of responsibility. Heads of Department and CDLO/Support Department Managers also ensure that departmental budgets include any resource proposals for dealing with any high-risk activities identified that are not already adequately controlled. Consequences of failure to provide the required resources must be made clear to ELT.

Self-Assessment Reports (SARs) and Operational Plans (OP) – Directors, Heads of Department and CDLO/Support Department Managers are responsible for identifying weaknesses within their H&S performance/risk control systems and providing details of how they plan to make the necessary improvements within the SAR and OP completed for their department.

Reporting Defects – Any defects to College buildings, fabric of buildings and external areas on College premises must be reported to the Estates department via email (go to the global address list and select 'Estates Maintenance'). For any defects that require urgent attention (i.e. whereby delay could result in serious danger) please contact the Estates office. If the Estates office is closed (i.e. outside of normal working hours) please contact Site Services by telephone.

With regards to defects in equipment/machinery, it is the responsibility of the Directors, Heads of Department and CDLO/Support Department Managers to ensure that they have a reporting and rectification system in place for the equipment/machinery that they are responsible for.

Reporting Hazards – It is the responsibility of all Staff to report any item/situation that they believe to be hazardous to the relevant Directors, Heads of Department or CDLO/Support Department Manager. Hazards that cannot be dealt with that pose an immediate risk must be reported by telephone to the Estates office immediately on extension 5302 (or 01752 305302). For any long-term low risk hazards, a Near Miss/Hazard Observation report must be completed via the online Riskproof accident/incident reporting system (accessible via Staff Central) or directly to the Health & Safety Manager.

Insurance – It is the responsibility of the Chief Executive/Principal to ensure that the College (and its subsidiaries) has adequate Employee and Public Liability insurance cover in place. Copies of the Certificate of Employers' Liability Insurance will be made available on request to the Legal Officer.

Risk Assessment of students with medical/behavioural conditions, disabilities and/or special needs etc. – Students with medical/behavioural conditions, disabilities and/or special needs etc. that may affect their safety (or the safety of those affected by their actions) whilst learning will need to be risk assessed. It is the responsibility of staff to report the need for such an assessment to the Student Journey Management team as soon as they are made aware of any potential issues (i.e. following receipt of application form, during interview etc.). This student individual risk assessment process will be fair and will look at what reasonable adjustments can be made in line with the requirements of the Equality Act 2010.

Risk Assessment of staff with medical/behavioural conditions, disabilities, and/or special needs etc. – Staff with medical/behavioural conditions, disabilities and/or special needs etc. that may affect their safety (or the safety of those affected by their actions) whilst working will need to be risk assessed. It is the responsibility of staff to report the need for such an assessment to the People Management team as soon as they are made aware of any potential issues. This individual risk assessment process will be fair and will look at what reasonable adjustments can be made in line with the requirements of the Equality Act 2010.

Implementation – where necessary, specific procedures will be compiled to assist persons in implementing the H&S policy. A list of these procedures is provided in Section 3 of this policy under the 'Arrangements' section.

12. Check

Measuring Performance

H&S performance needs to be measured to find out if the College is being successful. We need to know:

- Where we are
- Where we want to be
- What is the difference and why

The two key components of H&S monitoring systems are active monitoring and reactive monitoring.

Active Monitoring (before things go wrong) involves regular inspection and checking to ensure that standards are being implemented and management controls are working. The College will carry out active monitoring through:

- Workplace Inspections – each area of the College is subject to a periodic H&S inspection undertaken by the Health & Safety Manager. Areas are prioritised based on the level of risk and fed into an inspection schedule. Following each inspection, a full report is produced and Managers are expected to ensure that all items on the action plan are carried out within the agreed timescales.
- Health & Safety Update Reports – H&S update reports will be produced for Corporation meetings as per the annual schedule (minimum of 2 update reports per academic year).
- Annual Report to the Board of Governors – An annual report is produced on the College's H&S performance and is presented at the next available Board meeting at the end of the academic year.
- Health Surveillance – the College provides a health surveillance programme which is managed through the People Management department.

Reactive Monitoring (after things go wrong) involves investigating injuries, cases of work-related illness, property damage and near misses in order to identify in each case whether performance was substandard, and if so, why. The College carries out reactive monitoring through:

- Investigating Accidents, Incidents and Near Misses – the Accident Reporting procedure can be found within the 'Arrangements' section of this policy (Section 3). All accidents, incidents and near misses must be reported to the H&S office via completion of an online form using the Riskproof system (accessible via the College intranet site – homepage). For any serious accidents/incidents/near misses, the H&S office should be notified immediately by telephone.
- Accident/Incident/Near Miss statistics will be submitted for discussion during Health, Safety and Welfare Committee meetings. Statistics will also be compiled and included in H&S reports to the Board of Governors.
- Work related ill health and sickness/absence figures will be submitted by the People Management department for discussion during Health, Safety and Welfare Committee meetings.

Benchmarking – where possible, benchmarking will be used to compare the H&S performance of the College with that of other, similar organisations.

13. Act

Reviewing Performance

Monitoring provides the information to let you review activities and decide how to improve performance. Audits, by staff or external parties, complement monitoring activities by looking to see if the College's policy, organisation and arrangements are actually achieving the right results.

External auditing will be carried out by the local authority Environmental Health Officers (for food hygiene visits to catering departments), Fire Officer inspections, Insurance Company inspections, other providers of work-based learning/work experience where the College is the employer, HSE inspections and external auditors (where appointed). Other ways in which the College will review its H&S performance are as follows:

Workplace Inspections – each area of the College is subject to a periodic H&S inspection undertaken by the Health & Safety Manager. Areas are prioritised based on the level of risk and fed into an annual schedule. Following each inspection, a full report is produced and Managers are expected to ensure that all items on the action plan are carried out within the agreed timescales.

Risk Assessment Review and Audit – Directors, Heads of Department and CDLO/Support Department Managers are responsible for ensuring that all areas/activities presenting any significant risk within their area of responsibility have been risk assessed and that such assessments have been recorded, approved, and are reviewed at least annually (please note that reviews should take place more frequently where the activity/area is deemed as either medium or high risk). Directors, Heads of Department and CDLO/Support Department Managers ensure that any new activities that are being considered for the forthcoming academic year are risk assessed before the activity commences to ensure that suitable control measures are in place. Please refer to the College's written Risk Assessment procedure for further information.

Self-Assessment Reports (SARs) and Operational Plans (OPs) – The College is required to conduct and record a SAR. As part of that process, the H&S performance of each department should be considered and compared against the standards set for that year. New standards by which H&S performance can be measured for the forthcoming year must also be set. These must then be reviewed as part of the SAR/OP review process.

External H&S Audits – External audits to review the College's H&S arrangements are organised periodically. Any recommended actions will be fed into the H&S development plan, with progress on completion monitored by the Health, Safety and Welfare Committee.

14. Learning Lessons

Learning lessons involves acting on:

Findings of accident investigations and near miss reports – each accident/incident/near miss reported via the Riskproof system is investigated at a local level (as a minimum). For more serious accidents/incidents/near misses, a full investigation is completed. Findings of the investigations are communicated to relevant staff, and discussed at Health, Safety and Welfare Committee meetings.

Organisational vulnerabilities identified during monitoring, audit and review processes, where any potential vulnerabilities/shortcomings are identified, an action plan with SMART targets will be put into place.

15. Related Policies

- Control of Substances Hazardous to Health (COSHH) Procedures
- Disciplinary Procedure for Staff
- Disciplinary Procedure for Senior Post Holders
- Emergency and Continuity Plan
- Equity, Equality Diversity and Inclusion Policy
- Fire Safety and Evacuation Procedures
- Healthcare Policy and Procedures
- Learning Teaching Policy
- Manual Handling Procedures
- Safeguarding Policy
- Safeguarding Procedure
- Serious incident Management Plan - including EAPs
- Staff Code of Conduct
- Staff Training and CPD Policy
- Student Behaviour Management Procedure
- Student Induction Procedure
- Students with Learning Difficulties and/or Disabilities
- Substance Misuse – Staff
- Sustainability Policy
- Trade Union Recognition Procedure

16. Section 3 – Arrangements

This section provides a list of procedures that will assist managers and staff in complying with this H&S policy. All procedures are available via Staff Central. A summary of key points for each arrangement is provided below.

- Accident/Incident/Near-Miss/RIDDOR Reporting
- Control of Substances Hazardous to Health (COSHH)
- Driving at Work: Minibus Procedures and Personal
- Equipment: PUWER; Machinery; Electrical Safety and PAT; DSE
- Fire Safety and Evacuation
- First Aid & Medical: First Aid; Control of Infections; Sharps; Student MRA; Sunshine
- Health & Safety Training
- Lifting Equipment and Lifting Operations (LOLER)
- Local Exhaust Ventilation (LEV)
- Lone Working
- Manual Handling
- Noise at Work
- Hand Arm Vibration
- Off-site Activities
- Office Safety
- Risk Assessment
- Student Medical Risk Assessment

- Working at Height
- Nuclear Emergency
- Food Hygiene
- Health, Safety and Welfare Committee Terms of Reference

All accidents/incidents/near-misses must be alerted to the Health & Safety Manager as soon as possible. This can be done either by reporting them on the Riskproof online platform or by completing an electronic or paper accident form (these need to be sent to the Health & Safety Manager on completion) at the soonest possible opportunity. Any occurrence involving a student must be reported within 24-hours. Any occurrence off-site must be suitably recorded at the time and then reported on to the Riskproof at the soonest possible opportunity.

Near-misses can either be reported on the Riskproof system or directly to the Health & Safety Manager by phone or email.

All reported occurrences will be initially reviewed by the Health & Safety Manager and the appropriate reviewer then assigned to carry out an investigation. Investigations must be commenced within 48 hours and completed within 7 days of the occurrence. Where additional actions or management reviews are required, this deadline will be extended and passed on to the Health & Safety Manager to complete the investigation.

All RIDDOR reportable occurrences will be dealt with and reported to by the Health & Safety Manager in conjunction with ELT. Where students on Trainee/Apprentice placements the appropriate reporting procedures will be followed.

Further guidance on this topic is available in the College document: Accident Reporting Procedures.

17. Access and Egress

- All workplace access and egress routes are kept clear at all times.
- Where this is flouted, physical barriers will be installed to stop people blocking access and egress routes
- Emergency escape routes are unobstructed; stores or materials shall not be left alone nor obstruct access or egress routes where they may hinder escape in an emergency.
- If staff are unable to access their working area safely, they must inform their line manager and not take personal risks.

18. Asbestos Management

The Control of Asbestos Regulations 2012, requires the duty holder to control the exposure of workers and others to asbestos in the workplace. The College acknowledges the health hazards arising from exposure to asbestos and will protect staff, students, visitors, contractors and other persons potentially exposed as far as is reasonably practicable. To achieve this, the College will ensure that;

- Asbestos-containing materials within the College are managed to prevent the release of asbestos fibres into the air that can be inhaled by staff and others who may be present in the workplace.
- The premises are surveyed to determine whether asbestos-containing materials are present and are recorded on the asbestos management plan.

- The amount and condition of the asbestos-containing material are assessed and measures will be identified to ensure that airborne asbestos fibres are not present or formed in the workplace.
- There is a written plan that sets out the location of the asbestos-containing material and how the risk from this material is managed,
- The written plan and arrangements are reviewed at six-month intervals, or when there has been a significant change to the College or staff.
- Access to asbestos-containing materials in the premises is controlled to prevent inadvertent disturbance of the material and the release of asbestos fibres.
- Systems are put in place to ensure that anyone liable to disturb asbestos containing materials is made aware of its location.
- The condition of all asbestos-containing materials or materials suspected of containing asbestos are inspected at agreed intervals to ascertain that there has been no damage or deterioration. Where damage or deterioration is found the asbestos-containing material will be reassessed and repaired or removed as appropriate.
- There are procedures to deal with asbestos-related incidents (including the provision of information and warning systems), unless there is only a slight risk to the health of staff, students, visitors and contractors.
- Any work on, or removal of, asbestos-containing materials is controlled to ensure that adequate precautions are taken to prevent the release of asbestos fibres.
- Work with asbestos and asbestos-containing materials is to be carried out by a licensed contractor (licensed by the HSE), unless the work is exempted from the requirement for licensing.
- All works associated are to be done by appropriately qualified subcontractors as specified by the college insurers. No work should be carried out by college staff in any circumstance.
- Emergency procedures can be found in EAP 25 - Release of Asbestos.

City College Plymouth has the following key contacts for asbestos;

- Director of Estates and Facilities Management - Duty Holder
- Estates Operations Manager - Deputy Duty Holder
- Health & Safety Manager - Responsible person (Audit function)
- Estates supervisor - Responsible person
- Head of IT - Responsible person

19. Commercial Lettings

All commercial lettings are subject to the approval of Estates, Health and Safety and Safeguarding and only when the prescribed requirements are met can the letting can take place. As such all bookings must be made via the Estates department to ensure due diligence can take place.

All bookings must provide or adopt the following;

- Complete the College SLA

- Provide suitable public liability insurance
- Have a safeguarding policy
- Have appropriate risk assessments in place, or agree to adopt the College's risk assessments if the activity is carried out by the College
- Failure to provide these documents will mean the booking cannot go ahead

All bookings must also consider the;

- Fire Routine and Nuclear Emergency Action.
- Facilities/Layout form - please complete and return with the contract documents and indicate if you wish to bring any equipment on site.
- Electrical equipment being brought on to site must be supported by a PAT test certificate.

20. Contractor Management

Contractors are formally assessed to ensure that they are competent to conduct the required work and determine whether their systems for managing H&S meet the standards and requirements of the College, including where appropriate, subcontractor management.

A list of approved contractors (and their subcontractors) authorised to work for the College is compiled and maintained; this will be the College finance system supplier database.

The use of contractors who are not on the approved list is prohibited.

Contractor performance is assessed on completion of work and approved status is reviewed/updated accordingly. Where contractors are deemed to have breached health and safety standards, the College may request that associated works are stopped pending investigation/review. Stopped works may only proceed with permission from the Estates Operations Manager and the Health & Safety Manager. Management will ensure that:

- Only contractors on the Approved Contractor List and who are competent to perform the work are subcontracted to undertake work on behalf of the College.
- Contractors receive suitable information, instruction and training to ensure their competence for the work they are to undertake.
- An appropriate level of supervision is provided to contractors working on College premises.
- College risk assessments include measures to protect contractors.
- Contractors provide risk assessments and method statements (RAMS) and, where appropriate, Safe Systems of Work (SSoW) and Permits to Work (PtW) for approval or signature prior to commencing work, making certain that their risk assessments have taken into account how their activities may affect College staff and other persons.
- In addition, all contractors must provide a suitable safeguarding policy, insurance and DBS. This along with the RAMS, SSOW etc will need to be reviewed periodically.
- Electrical appliances to be used by contractors have been tested and are safe to use.
- The quality of the contractor's work is monitored to ensure that it is being conducted safely.
- All contractors on College premises are accounted for in the event of an emergency.

21. Control of Legionella

The Control of Substances Hazardous to Health (COSHH) Regulations 2002, require employers to control the risks to its staff and others from exposure to biological agents such as Legionella. The College will take all reasonable steps to identify potential legionellosis hazards in the workplace and to prevent or minimise the risk of exposure. Legionellosis is a serious and potentially fatal disease in susceptible persons therefore the College will ensure that:

- Suitable and sufficient legionellosis risk assessments are carried out by competent persons.
- All systems in the workplace that could be a potential source of infection are identified and assessed.
- A control scheme is implemented to ensure the risk of exposure is minimised.
- Special instructions are issued to maintenance staff.
- Persons carrying out control measures associated with the management of legionellosis receive appropriate in-depth training so they are able to perform their duties competently.
- Safe Water Systems - the College is committed to providing a safe and healthy work environment for its staff, students and visitors and this extends to the design, management and maintenance of safe water systems.
- The water system within the premises is formally assigned to the Estates department who shall ensure compliance with this policy and best current practice. The system shall be assessed and evaluated to ensure that there is a low risk to staff, visitors and others coming into contact with very hot water.
- Where practicable, temperature controls shall be used to reduce hot water temperatures at outlets to 50°C (55°C in healthcare premises). Where this is not practicable, signs shall be affixed warning of higher temperatures.
- Pipework runs shall be inspected and wherever practicable hot water pipes at temperatures above 60°C shall be either secured in inaccessible positions such that there is little risk of coming into contact with the pipework inadvertently, or else the pipework shall be boxed in or otherwise made safe.
- Water systems shall be assessed, maintained and checked to ensure that the system is microbiologically clean and action taken to implement guidelines for microbiological safety.
- Drinking water supplies shall be maintained in a good, clean and reliable condition and labelled as appropriate.
- Records shall be kept of the actions taken to ensure and maintain safety in water systems.

22. Control of Substances Hazardous to Health (COSHH)

All staff must complete the mandatory online training package relating to COSHH and any job specific COSHH training required including introduction to the chemicals and the relevant risk assessments. It is the responsibility of departmental managers to ensure that all substances hazardous to health are appropriately transported, handled, used, mixed, processed and stored. This will be achieved through identifying competent, responsible personnel to undertake COSHH Awareness training and complete COSHH Assessments recorded on the Riskproof platform.

Hazardous substances can take many forms, including chemicals, fumes, dusts, vapours, mists, gases and germs.

All substances must be recorded, itemised and have the correct SDS and COSHH Assessment available to all personnel with the potential to be affected by the hazard they present. Substances must be used in accordance with product label instructions and kept in their original containers. 'COSHH Cabinets' must be clearly identified, secured and based on impervious flooring. The management of cabinet contents is essential and care must be taken to ensure containers are secure and specific hazards are collected with no transference, such as flammable and oxidising to remain separated.

Appropriate risk assessments and safe systems of work must be in place and (where required) PPE must be provided with appropriate fitting, training and supervision to ensure that it is used and stored properly. Specific disposal procedures must be adhered to, with assistance from the Estates Team. Emergency procedures, including spillages, must be displayed and communicated in areas where they are routinely used.

Health surveillance is provided to all staff considered to be at risk of exposure to substances hazardous to health following pre-employment occupational health surveying, conducted by People Management.

Asbestos

- An asbestos register is maintained and stored with the Estates Team, recording all locations, interactions and updates.
- Arrangements are in place to ensure that contractors are made aware of any asbestos on the premises and that it is not disturbed by their work.
- Staff are briefed on the hazards of asbestos, locations and actions to take if they suspect they have disturbed it.
- Contractors will be advised that if they discover what they suspect to be asbestos containing materials (ACM) they are to cease work immediately until the area is declared safe.

Legionella

- A water risk assessment is in place and the Director of Estates and Facilities Management is responsible for ensuring that the identified operational controls are conducted and recorded.
- The water risk assessment and written scheme will be reviewed every 2 years or as required dependent on significant changes.
- Risks from legionella are controlled through temperature checks, heating of water, disinfection of showers and start of term procedures.

Gas Safety

- Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer.
- Gas pipework, appliances and flues are regularly maintained.
- All rooms with gas appliances are routinely checked to ensure adequate ventilation is installed.

Further guidance on this topic is available in the College document: Control of Substances Hazardous to Health Procedures.

23. Dangerous Substances and Explosive Atmospheres (DSEAR)

The Dangerous Substances and Explosive Atmospheres Regulations, 2002 requires employers to ensure the health and safety of its staff and others at work where explosive atmospheres may be present. The College will take all reasonable steps to secure the health and safety of staff, students and contractors who are required to work in potentially flammable atmospheres. The College acknowledges that an explosion and fire incident can occur from the exposure of a flammable atmosphere to an ignition source. It is the intention of the College to ensure that any risks are reduced to as low as reasonably practicable. To achieve this the college will ensure that;

- Where there is the potential for an explosive atmosphere to occur, an investigation will be done to find alternative means by which the tasks can be carried out in order to eliminate the formation of flammable atmospheres or provide less hazardous alternatives if the tasks cannot be avoided.
- Risk assessments on the potential formation of flammable atmospheres in the workplace are carried out by competent persons.
- Adequate control measures are implemented for the identified risks.
- Where there is the potential for an explosive atmosphere to form, the location will be designated a hazardous area and classified in zones considering the likely frequency and duration of occurrence.
- Suitable warning signs are displayed as appropriate in identified DSEAR areas in the College.
- Potential sources of ignition within the hazardous areas will be identified and electrical equipment and protective systems will be selected considering the hazardous area classification. Other sources of ignition will only be introduced under the safe working practices of a hot work permit.
- Systems, training and any information required are put in place so that staff are able to manage and control any unwanted events if they occur.
- Emergency evacuation procedures are practised on a regular basis together with unscheduled rehearsals.
- Warning systems are tested on a regular basis and in line with installers' and suppliers' instructions and other recommendations.
- Suitable, sufficient and appropriate training is provided to all staff and students who work in potentially flammable atmospheres.

24. Disabled Persons (including Temporary Disabled)

The Equality Act 2010 requires the employer to make reasonable adjustments to the workplace and work to accommodate the needs of disabled staff members/students and The Regulatory Reform (Fire Safety) Order, 2005 requires the responsible person to provide a personal emergency evacuation plan for disabled people.

Where we employ/educate persons with disabilities, or where existing staff and students are disabled, the College will ensure that the workplace/learning area is adapted for individuals' needs, including arrangements to ensure their health, safety and welfare so far as is reasonably possible. In the case of temporary disability such as a broken limb, etc. it may be necessary to

exclude the individual from the workplace if adaptations are not reasonably practicable in the short timescales involved.

When individuals have been issued with a fit note by a doctor, they are not permitted to work unless either the date to which they have been signed as unfit to work has been reached or, if the fit note indicates they may be fit to work subject to conditions, that those conditions have been assessed and relevant changes have been made to meet them, if necessary, seeking advice from occupational health.

We ensure that the needs of disabled staff/students are taken into account within risk assessments and, if necessary, undertake an individual risk assessment for the work of the particular staff member/student, considering their abilities and disabilities. The risk assessment covers not only the risks to the individual but also any additional risks which may be created if the individual is unable to assist in anticipated emergency situations.

As a College, we will also develop where applicable, Personal Emergency Evacuation Plans (PEEP) to cover emergency and/or evacuation situations. Relevant risk assessments (and the PEEP) will be reviewed at frequencies which take account of any new disabled personnel that come to work at the College.

25. Driving at Work - Minibus Procedure and Personal Driving

It is the responsibility of the staff member to ensure they adhere to the Driving at Work policy and Minibus procedures where they are required to drive either a College or personal vehicle under the requirements of their role with the College. Key points of these policies include, but are not limited to:

- Submitting their driving licence for annual review
- Reporting any driving violations, points or bans to the Estates or People Management Teams
- Ensuring drivers hold the correct licence for the vehicle they intend to use
- Minibus drivers have completed minibus training and attend refresher courses
- Driving no longer than 2-hours and ensuring adequate rest time
- Zero tolerance attitude towards driving under the influence of drugs or alcohol

It is the responsibility of all registered minibus drivers to adhere to the procedures as set out within the College document, managed by the College Estates Team. Failure to comply with any aspect of the Minibus Procedures will result in the staff member being removed from the approved drivers list.

Any staff member interested in becoming a registered driver, or has been at a previous establishment, may register their interest with the Estates Team.

Further guidance on this topic is available in the College document: Driving at Work Procedures

26. Environmental Management

- Any complaints in connection with environmental issues shall be investigated and action taken accordingly.
- Current UK environmental legislation will be regarded as the minimum standard of acceptable environmental performance for the College.

- The College will implement measures to ensure that the business makes the most economic use of transport. The sharing of College vehicles will be optimised and travel to College premises will be minimised to reduce use of fuel.
- The College will attempt to eliminate or reduce the use of ozone depleting chemicals and timber sourced from forests that have not been independently certified as sustainable.
- The College will attempt to reduce energy and water consumption and to minimise carbon dioxide emissions. The College will also promote the use of energy efficient products and source its energy from safe and sustainable sources.
- The College will ensure that its operations do not cause a nuisance to the community through the generation of dust, noise or odour.
- Paper will be used sensibly with increased use of electronic communication to reduce the need for paper consumption.
- The College will check work sites for endangered species, protected plant species, trees subject to a tree preservation order and protected archaeology, before work starts.
- The College aims to complete ISO 14001 Environmental management in the next 5 years
- Control measures will be introduced to reduce the environmental impact of work activities at the College to a minimum and to comply with all required environmental safeguards.
- Sub-contractors will be selected on the basis that they comply with these environmental commitments and agree to be bound by the College's Environmental Policy.
- Procedures and facilities shall be put in place to manage any foreseeable spillages of liquids related to work activities at the College.

27. Equipment - PUWER, Machinery, Electrical Safety and PAT

DSE Provision and Use of Work Equipment (PUWER)

It is the responsibility of all departmental managers to ensure that all equipment used is suitable, maintained, inspected and all specific associated risks are identified and activities risk assessed with the appropriate control measures put in place. Suitable information, instruction, training and supervision in the safe use, storage, maintenance and inspection of work equipment must be provided and monitored.

It is the responsibility of all staff and students utilising work equipment to adhere to all risk assessments, training and the use of PPE as provided and to inspect prior, during and after use of the safe condition of equipment and report any defects or damage.

Machinery Safety

It is the responsibility of department managers to ensure that all machinery that falls under their remit is set, cleaned, used and maintained appropriately as determined by manufacturer's instructions and that all operatives receive the required information, instruction, training and supervision.

Risk assessments and safe systems of work must be in place and distributed amongst operators to ensure they are familiar with safe working procedures. No persons under the age of 18 years are permitted to use machinery without strict supervision. All defaults, defects or points of concern must be reported immediately to the respective department manager or the Estates Operations Manager.

Protection against specific hazards and dangerous parts of machinery must be controlled to pose no threat of risk to personal or property damage or loss. Guards and protection devices must be in use, with isolation and emergency devices clearly located, accessible without causing further harm and fully operating.

Health surveillance is provided to all staff considered to be at risk of exposure to hand arm vibration (HAV) and work-related upper limb disorders (WRULD) following pre-employment occupational health surveying, conducted by People Management.

Electrical Safety and Portable Appliance Testing (PAT)

It is the responsibility of all departmental managers to ensure that portable appliances are made available for routine periodic testing as required, liaising with the Site Manager to coordinate testing routines.

It is the responsibility of all staff to ensure they make safe use of all electrical appliances and accessories, including (but not limited to):

- Not overloading plug sockets, extension leads or 'daisy chaining' leads together.
- Assessing the use of high-wattage appliances, especially simultaneous use.
- Ensuring appliances are PAT tested and are of a good standard by visual inspection.
- Remaining aware of the location of emergency cut-off and isolation switches.
- Avoiding trip hazards from trailing leads and maintaining good housekeeping practices.

For the avoidance of doubt, no electrical devices should be brought on to site without the formal written consent of the Estates Operations Manager. This is due to the necessary PAT requirements and fire regulations.

Display Screen Equipment (DSE)

It is the responsibility of all staff to complete a DSE training and assessment module through the College's online platform, which is managed by the training team. If staff feel the training has highlighted any potential issues or have become aware of conditions/injuries that may be affected by their current DSE set up, they will need to contact the Health & Safety Manager. The Health & Safety Manager will make a subsequent referral to occupational health to assess the needs of the individual and their conditions/injury/illness etc. This advice will then be followed including getting a specialist DSE assessor to visit and do an in-person desk assessment.

Further guidance on this topic is available in the College document: Equipment Procedures.

28. Fire Safety and Evacuation

It is the responsibility of all staff, students, contractors, visitors and members of the public to comply with the College's evacuation procedures. Key information is provided to all personnel by displaying blue 'Fire Routine' notices in every classroom, office and beside every exit route. Staff and students receive this information as part of their H&S induction. Visitors and contractors are provided with this information upon signing-in and it is the responsibility of those they are visiting to ensure that they are attended to during an evacuation.

A fire safety response team is in place consisting of the Health & Safety Manager, Director of Estates and Facilities Management, Estates Operations Manager, Facilities Manager, Estates and Site Services Teams and Fire Wardens/First Aiders. Any directions provided by an identified

member of these teams must be followed. Special arrangements are in place for all personnel with PEEPs.

The fire alarm is tested weekly and additional fire protection media tested routinely. The fire risk assessment is reviewed every 3 years, or as required following alterations to the premises. Evacuation drills take place routinely throughout the academic year. All personnel to only use designated smoking or vaping shelters when partaking in either activity.

Fire assembly points are clearly identified for each block. It is the responsibility of all personnel to report to the appropriate muster for the area in which they have evacuated from and await further instruction. No personnel are to leave the site by any means to ensure that all personnel can be accounted for and safe knowledge that a full evacuation has been completed.

Further guidance on this topic is available in the following College documents:

- Fire Policy and Procedures
- Serious Incident Management Plan
- EAPs

29. First Aid and Medical - First Aid, Control of Infections, Sharps and Working in Sunshine

The College takes an active approach to providing first aid facilities to staff, students, contractors, visitors and members of the public. Assessments have been carried out to ensure that the appropriate amount of provision is made available to all activities at all times. A dynamic list of available first aid trained staff can be accessed via Staff Central, Reception, Site Services or the Health & Safety Manager.

As per the accident reporting procedures, any occurrence requiring first aid attention must be reported to the Health & Safety Manager via the Riskproof online platform. Any first aid incident that requires professional medical attention must be reported to the Health & Safety Manager immediately.

First Aid Provision

Details of the College's first aid procedures will be clearly displayed on Staff Central and locally within each department, including signage on every door throughout the College premises.

Each department is responsible for assessing its own first aid requirements and ensuring that an adequate number of trained first aiders are available to meet those needs. Departments should therefore be self-sufficient in providing basic first aid support.

In the unlikely event that no departmental first aider is available, assistance can be requested by dialling **6000** from an internal College telephone.

The College recognises the importance of mental health and has trained **Mental Health First Aiders** who can be contacted as required. Contact details will be made available through Staff Central and departmental notice boards.

For serious medical emergencies, defined as life-threatening or potentially life-changing incidents, the College has a team of **Advanced First Aiders**. These staff members are trained to **FREC 3 & FREC 4** level and operate on a rota system. They may be contacted by departmental first aiders or College managers when advanced assistance is required. It is essential that this team is contacted **only** in cases of serious medical need.

Control of Infections

It is essential that all spillages of blood, faeces, saliva, vomit, nasal and eye discharges are cleaned immediately using the appropriate PPE. All first aid kits contain blue nitrile gloves and bodily fluid waste disposal kits and where there is a known risk appropriate PPE must be issued and worn, such as aprons.

The disposal of fluids is managed by the Cleaning and Estates Teams, who must be contacted immediately to assist in the safe disposal of waste. Appropriately marked bins and kits are provided and first aiders are instructed in the safe processes of disposing of such materials.

The College follows the recommended exclusion periods outlined by the UK Health Security Agency. In the event of an epidemic/pandemic the College will follow advice from the UK Health Security Agency about the appropriate course of action and enact the Emergency Incident and Continuity Plan and use the Serious Incident Management Plan as required.

Safe Handling of Sharps

Upon discovering a discarded syringe or needle staff are to view the area to ensure no others are present to avoid harm or injury. Staff must contact Site Services immediately to assist. The sharps container and disposal kit must be taken from the First Aid room to the location of the sharp, utilising the gloves and tongs provided to appropriately dispose of the sharp(s). The sharps container must be fully closed before returning it to the First Aid room and the Health & Safety Manager informed of the incident.

30. Food Hygiene

The College is responsible for the production of food that is sold to its staff, students and members of the public on a regular and organised basis. It is important that appropriate food hygiene practices are followed and that the College is registered with the local authority. Furthermore, the College will be required to undergo regular inspections from the Local Authority Environmental Health Team.

The legal position in relation to food sold to the public: In order to comply with the requirements of the Food Standards Agency, the College has in place the following:

- A Food Safety Management System that is passed as compliant by the Local Authority Environmental Health Team.
- A Food Hygiene Certificate following a food hygiene inspection having taken place.
- Appropriate Food Handling Qualifications in line with the Food Safety Management System (Section 5 Management) for all staff working with food.
- Appropriate food handling systems in operation that are based upon the principles of Hazard Analysis and Critical Control Point (HACCP).
- Food safety logs and diaries that are maintained in compliance with the Safer Food Better Business system.
- At least one senior member of the College staff team that has attained a Level 3 Managing Food Safety certificate and who will ensure that their knowledge is kept up to date in line with food safety requirements.
- A minimum of Level 2 Food Safety in Catering (from a recognised accrediting body) for all other staff preparing or serving food.

- At least one member of staff that has attained a Level 2 Allergy Awareness Certificate.

In addition to the above and where the following legislation is relevant to any of the College's business operations, all reasonable precautions will be taken, as well as appropriate due diligence exercised, to ensure that all catering activities comply with relevant food safety legislation and where appropriate in accordance with the provisions of the Food Hygiene (England) Regulations 2006 and the Food Safety Act 1990.

For the avoidance of doubt, the above legal position does not apply to food brought onto College premises by staff (and other individuals) for their own consumption, nor does it apply in relation to communal kitchen and food preparation/storage facilities made available to College staff.

The College's duties in relation to communal kitchen and food preparation/storage facilities:

Only in as far as the following kitchen and food preparation/storage facilities apply to the College premises, will the College undertake and ensure the following:

- Kitchen facilities, including as appropriate cupboards, ovens, hobs, fridges, freezers, microwaves, kettles and toasters etc. will be kept in good order, clean and hygienic by being maintained via the daily and weekly cleaning schedule in place.
- Staff are not to provide any form of cooking equipment without the prior written consent of the Estates Operations Manager, this includes but is not limited to; kettles, toasters, microwaves and fridges.
- Maintain food areas free from pests and other infestations.
- Communal fridges and freezers will have their temperature checked daily to ensure that they achieve the minimum acceptable temperature ranges, this is the responsibility of the individual departments and must be recorded appropriately and be available for review.
- All gas appliances will be gas safety checked and maintained in line with the College's equipment maintenance schedules.
- All electrical appliances will be PAT tested and maintained in line with the College's equipment maintenance schedules.

Staff duties:

Where staff bring food onto College premises for personal consumption the following, good food hygiene practices should be followed in relation to facilities and equipment provided for personal food preparation and storage:

- Perishable food should be stored in the refrigerators that are located throughout the college.
- Non-perishable food should be stored in College refrigerators for no longer than two days.
- All personal food must be kept in sealed containers and/or properly packaged.
- Non-perishable food can be stored in the cupboards in the designated kitchen areas.
- Light snacks such as crisps, chocolate bars and sweets can be stored in desk drawers.
- All personal food brought onto College premises should be consumed before its expiry date.
- Personal food items stored in communal College areas should be clearly marked with the staff members' name.
- The CLDO or relevant nominated person will check communal cupboards within their department monthly.

- College fridges (found in departments) will be checked weekly by department staff to maintain appropriate hygiene standards and to keep them fit for purpose.
- Any item found in College cupboards or fridges that has reached its expiry date (or shows obvious signs of perishing) will be disposed of immediately.
- All food left at the end of the week must be removed and disposed of.

In addition to the above duties, College staff are asked to:

- Report any structural or equipment defects to their line manager/or via the Estates Maintenance link on Staff Central.
- Ensure that high standards of personal hygiene and safety are maintained at all times, which includes cleaning microwaves and relevant preparation areas following use.
- Ensure food is protected from contamination.
- Report any signs of pests within food preparation and storage areas, or other parts of College premises via the Estates Maintenance link on Staff Central.
- Report any food poisoning occurrences via Riskproof and the helpline function.
- Cover any cuts or wounds with blue plasters.
- Report any illness, such as infected wounds, skin infections, diarrhoea or vomiting, to their line manager immediately.

31. Hand Arm Vibration - HAVs

The College takes hand-arm vibration seriously and works closely with staff to ensure the potential for injury is minimised. This comes from a combined approach of SSOW, PPE and monitoring. Hand arm vibrations come from the use of hand-held power tools and is the cause of significant ill health (painful and disabling disorders of the blood vessels, nerves and joints). This condition is serious and can be disabling; it affects around 2 million people.

The issues associated with HAVs however, are completely avoidable and 100% preventable if managed appropriately. The main concern associated with HAVs is that once the damage is done the effects are permanent and irreversible.

Equipment that may result in HAVs are located across the college and will not be limited to Engineering or Construction areas; the traditional areas associated with this kind of injury.

It is therefore important that all managers monitor the use of any tool that results in vibration, and understand that the use of some tools may need to be limited. Some tools may develop vibrations over their lifespan or in the event of them being dropped or damaged.

The College is committed to improving the management of HAVs by way of investing in technology and periodical testing of equipment to understand the risks associated to that specific tool/piece of equipment.

All areas must keep a clear and concise register of any and all exposures to staff and students, this is due to the long-term and lasting effects these can have. Failure to do so could result in civil penalties. Record sheets can be requested from the Health and Safety Department.

32. Health & Safety Training

An active H&S training programme has been developed in conjunction with the College H&S Strategy to support the development of staff competency, knowledge and positive culture

throughout the College. This is represented in the 'Competency Pyramid', a 5-tiered structure that establishes the required levels of competency throughout the organisation.

Tier 2 of the pyramid focuses on 'H&S Personal Profiles' and contains a range of bespoke training modules delivered internally and externally to provide individuals with the role-specific training they require.

Training should be reviewed and updated periodically as recommended, with necessary CPD being completed annually if not more frequently. This training will also include job-specific CPD training, to ensure staff are suitably qualified and up to date with all relevant techniques, rather than generic health and safety training.

33. Lifting Equipment and Lifting Operations (LOLER)

It is the duty of all departmental managers to ensure that all lifting equipment and lifting operations within their remit is appropriately tested, examined, maintained, stored and operated by competent individuals. Information, instruction, training and supervision must be provided.

The department manager, in conjunction with the Estates Operations Manager, must ensure that all equipment is thoroughly examined by a competent third-party organisation every 6 or 12 months, as required under LOLER. If further information as to the frequency of examinations is required, please contact the Health & Safety Manager.

Under no circumstances can any equipment be used by non-competent personnel or if out-of-date for inspection.

Further guidance on this topic is available in the College document: Lifting Equipment and Lifting Operations Procedures.

34. Lift Safety

The Lifting Operations and Lifting Equipment Regulations 1998 and The Provision of Work Equipment Regulations require employers to manage and control risks associated with lifting equipment at work. Therefore, the College shall ensure that;

- All passenger lifts under its control are subject to a maintenance contract with a specialist contractor and also receive a thorough examination and test by a competent person every 6 months. Improvements identified through inspections are undertaken and any defects repaired as required.
- When defects in the lift's operation become apparent, we will take immediate action to take the lift out of service and call our specialist maintenance contractors. Should there be any concern that a defect recurs despite this expert attention or in the event of any doubt whatsoever over the ongoing safety of the lift, we will arrange for an additional thorough examination prior to allowing the lift back into service.
- We monitor to ensure so far as is reasonably practicable that our lift maintenance contractors operate safe systems of work for the protection of building users including the use of barriers at lift landings when the doors are open to the shaft and warning signs when lifts are out of use.
- We also expect contractors to operate safe systems of work for their own protection and ensure periodic monitoring takes place to check that they are working safely, including use

of props or other safety devices when working beneath the lift car and work at height controls when working above lifts.

- Lifts clearly display safe working loads and the maximum number of passengers and we will ensure that when building works take place the lift is not used inappropriately and safe load limits are adhered to.
- Lifts are also equipped with emergency lighting and with a passenger alarm/emergency telephone.

Only College staff trained in lift rescue will attempt to open or restart the lift. If anyone else attempts this they may face disciplinary action or even criminal proceedings due to the potential risk of harm it may cause.

35. Local Exhaust Ventilation (LEV)

It is the duty of all departmental managers to ensure that all Local Exhaust Ventilation (LEV) installations are appropriately tested, examined, maintained and operated by competent individuals. Information, instruction, training and supervision must be provided.

The department manager, in conjunction with the Estates Operations Manager, must ensure that all equipment is thoroughly examined by a competent third-party organisation every 12 months, or as required.

Any defects or conditions affecting the correct operation of LEV installations must be reported to the Estates Operations Manager immediately.

Further guidance on this topic is available in the College document: Local Exhaust Ventilation Procedure.

36. Lone Workers

It is the responsibility of department managers to identify staff members that are considered to be lone working and ensure that they are supported through consulting the College risk assessment and policy for lone working and acting as dictated by the responsibilities of their role. Strong communication procedures must be in place between managers and staff.

It is the responsibility of all staff members that qualify as lone workers to consult the College risk assessment and policy for lone working and acting as dictated by the responsibilities of their role. Strong communication procedures must be in place between staff and managers.

Lone working is defined as when staff are engaged in work activities (either indoors or outdoors) where there are no other people who could reasonably be expected to come to their immediate aid in the event of an incident or emergency.

Categories of lone workers include:

- Staff required to work alone for all or most of the time, such as site or cleaning staff working in the evening or early mornings.
- Staff staying on to finish work after others have left, those who arrive early, or those who attend work during non-teaching leave periods.
- Staff who are key-holders engaged in opening/locking routines and setting alarms after the premises has been vacated.
- Staff engaged in working activities off-site, such as travelling to meetings or visiting students in work placements or off-site assessments.

Further guidance on this topic is available in the College document: Lone Working Procedures.

37. Manual Handling

It is the responsibility of all line managers to ensure that any staff role that has been identified as regularly engaging in manual handling must complete an online assessment and attend training with the Health & Safety Manager. All staff engaging in manual handling operations must be aware of their own limitations and the physical demands of the task and should look, where possible, to assist in the planning of manoeuvres and either eliminate or reduce the risk of manual handling tasks.

All operations in which staff are engaged in manual handling must be appropriately assessed by utilising the HSE assessment tools and filters, and applying the mnemonic TILE:

- Task
- Individual
- Load
- Environment

Further guidance on this topic is available in the College document: Manual Handling Procedures.

38. Martyn's Law

Martyn's Law, also known as the Terrorism (Protection of Premises) Bill, is UK legislation aimed at improving public safety and counter-terrorism preparedness. This has been on the horizon for the last few years and has now been enacted into law as of April 2025. Due to the College's forward-thinking approach to safety, there are existing systems, procedures and technologies already in place and working in the background e.g. Lockdown procedure, Alertus system and Run, Hide, Tell (RHT) drills.

This provides the College community with a level of safety and security that can now be built on as the guidance documents are produced. The health and safety department and College as a whole, are committed to developing these systems as the regulatory bodies and government produce guidance documents.

The key requirements of the legislation are:

- Risk assessment and planning
 - Specific terrorism risk assessments
 - Preparedness planning
- Training and awareness
- Security measures
- Collaboration
- Enforcement
 - An Inspectorate will be formed to monitor compliance
 - Non-compliance could lead to civil penalties, improvement notices or further legal action
 - However, the focus is support, not punishment

The College is committed to developing this policy over the next 18 months, in line with the changes and guidance.

Further guidance on this topic is available in the College document: Lockdown Procedures, Terrorism Risk Assessment.

For further information consult the Martyn's Law and Lockdown policies.

39. New and Expectant Employees

The Management of Health and Safety at Work Regulations 1999 requires employers to protect new and expectant employees from the risks in connection with the work environment. As a College by law our responsibilities for new and expectant employees start once the employee notifies us in writing that they are pregnant, have given birth within the previous six months or are breastfeeding. We recognise the extra vulnerability of pregnant and nursing employees, therefore risk assessments will be carried out when an employee notifies their manager that they are pregnant and additional measures will be applied for six months after the birth of the child. The findings from the risk assessments shall be communicated to the expectant and nursing employees and additional controls shall be implemented to protect them.

The College will also ensure that the workstations of expectant and breastfeeding employees are properly assessed and controls implemented. Additional risks to pregnant and nursing employees will be minimised where reasonably practicable, including their working hours, manual handling, sitting/standing for extended periods, working in extreme temperatures, the use of hazardous substances, working on surfaces with higher risk of slips, trips and falls and other workplace hazards. If additional risks to expectant and nursing employees cannot be reasonably reduced to safe levels, their manager/the College will find alternative work (with no loss of terms or conditions), or authorise paid leave if alternative work is not available.

40. Noise at Work

It is the responsibility of departmental managers to ensure that no member of staff or student is exposed to dangerous levels of noise in the working/teaching environment. The following guideline decibel levels must be adhered to and, where required, appropriate PPE must be made available or mandatory.

Departmental managers and the Health & Safety Manager must monitor the levels of exposure to staff and students regularly to ensure appropriate action is taken at the exposure action values, as dictated under the Control of Noise at Work Regulations 2005, Regulation 4:

- Lower exposure action value: 80dB (A-weighted)
- PPE must be made available
- Upper exposure action value: 85dB (A-weighted)
- Mandatory PPE must be worn
- Exposure limit value: 87dB (A-weighted)
- Mandatory and appropriate PPE must be worn to reduce the exposure to beneath 87dB

Health surveillance is provided to all staff considered to be at risk of exposure to noise at work following pre-employment occupational health surveying, conducted by People Management.

Further guidance on this topic is available in the College document: Noise at Work Procedure.

41. Nuclear Emergency

Planning for a nuclear emergency has much in common with other potential hazards, however there are some features of nuclear emergencies that need special consideration.

The instruction to take shelter is based on a potential emergency at the dockyard, specifically the potential crisis should fire breach the containment and the subsequent release of nuclear material into the atmosphere. As a result, you would be sheltering from nuclear fallout.

It is highly recommended that all staff and students remain inside and keep all doors and windows closed until further information is provided.

The college has a full emergency action plan, EAP 19 Nuclear Emergency, which sets out the full roles and responsibilities of all staff and students in the event of a nuclear emergency. This EAP should be followed to ensure the safety of the College community.

Immediate emergency information can be found on the back of all doors throughout the college. Further information will be communicated via Alertus.

42. Occupational Health

The Health and Safety at Work Act and the Management of Health and Safety at Work Regulations 1999, require the employer to ensure the health, safety and welfare of its employees (which includes the provision of health surveillance where the risk assessment identifies the need). To achieve this the College will ensure that;

- The risks to the health of its staff and students are assessed by competent persons for all aspects of their work and control measures implemented.
- Risk assessments also identify health risks to visitors and contractors and control measures implemented.
- Specific risk assessments are carried out for staff under 18 or vulnerable (including those with existing health issues) in order to reduce the risks to their health and safety.
- Risk assessments are recorded and appropriate steps are taken to reduce the risks at work as low as reasonably practicable.
- The findings of the risk assessments are communicated to the affected staff, students, contractors or visitors.
- Suitable training, instructions and information is provided to staff and students to enable them implement the risk control measures.
- Regular monitoring of the control measures is carried out to ensure that it is effective and improvements done where necessary.
- Occupational health services are available to all staff and can be sought via People Management.
- Occupational health surveillance is provided where the risk assessment identifies the need for health surveillance.
- Health surveillance is carried out by competent persons. In addition, The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) requires the reporting of certain major injuries, diseases and dangerous occurrences to our enforcing authority. Therefore, any member of staff who notices any of the symptoms of, or is diagnosed by a

doctor as having any relevant occupational disease, must report this to their line manager/supervisor or the Health & Safety Manager or People management immediately, to allow appropriate investigations and reporting to be completed.

- Staff should be aware that non-reporting of occupational diseases may result in disciplinary actions. All student-related infectious diseases should be reported to Student Services who may contact the UK Health Security Agency if the diseases are notifiable.

43. Off-Site Activities

All off-site activities involving students must be logged on the Evolve online platform and receive approval by the EVC, Head and LA where required. All Evolve forms must be completed and submitted no later than 3 weeks prior to the event and contain the following documentation as attachments as a minimum to be reviewed:

- Risk assessment completed in Riskproof
- Itinerary/programme of events
- Student list, including known medical conditions and emergency contact details
- Transport booking details (minibus, travel provider, etc.)
- Suitable ratios based on the number of students, the location of the trips and any additional needs

Further items may be requested of trip leaders, such as route cards and documentation from external venues or providers. The EVC and Head will receive confirmation from the relevant line manager and Director to ensure authorisation of a trip going ahead before final approval or submitting to the LA where necessary.

If the Evolve is not done the trip cannot take place.

Further guidance on this topic is available in the College document: Off-Site Activities and Educational Visits procedure.

44. Office Safety

It is the responsibility of all staff to ensure excellent housekeeping standards are upheld and to ensure:

- Familiarity with emergency procedures, exit locations, first aid locations, emergency cut-off points and methods for raising alarm.
- Access and egress areas remain free from obstruction at all times.
- Doors and windows are closed when rooms are vacated.
- Promptly reporting hazard observations and address where possible, such as slippery surfaces, trailing leads, location of furniture and sharp edges.
- Safe use of equipment as instructed, including electrical heaters.
- Maintain good office conditions such as lighting, ventilation, disposal of waste and housekeeping standards.
- No working at height, unless a suitable aid has been provided, such as a step ladder or 'elephant's foot'.

Further guidance on this topic is available in the College document: Office Safety Procedure.

45. Personal Protective Equipment

The Personal Protective Equipment at Work Regulations 1992 requires employers to provide suitable PPE to their staff if there are risks which cannot be completely controlled by other means. Therefore, the College will;

- Ensure that PPE requirements are identified when carrying out risk assessments.
- Use the most effective means of controlling risks without the need for PPE. Whenever possible and only provide PPE as a last resort.
- Carry out an assessment to identify suitable PPE.
- Ensure that PPE comply with the British Standards.
- Ensure that students use appropriate PPE where the risk assessment identifies the need to wear PPE.
- Ensure that all PPE is suitably fitted and correct for the individual.
- Ensure that where two (or more) items of PPE are used simultaneously, these are compatible and are still effective when used together.
- Ensure that PPE is available to all staff who need to use it.
- Provide adequate accommodation for correct storage of PPE.
- Provide adequate maintenance, cleaning and repair of PPE.
- Inform staff and students of the risks that their work involves and why PPE is required.
- Train staff in the safe use and maintenance of PPE.
- Review assessments and reassess the need for PPE and its suitability whenever there are significant changes or at least annually.

46. Pollution Prevention Measures and Spill Management

Site activities will be undertaken in accordance with the essential pollution prevention requirements and further best practices. Maintenance of the site plant will be conducted to minimise environmental risk, with appropriate control measures in place.

The College will engage with local Environment Agency Enforcement Officers to make use of their local knowledge and expertise when planning and undertaking works in or near to watercourses or other environmentally sensitive sites.

Before starting works, the College will identify site drainage, other pathways, watercourses and groundwater source protection zones. This information, together with site specific measures to prevent spread of pollution (e.g. suitable arrangements for wash out of equipment), will be included in site-specific risk assessments and environmental emergency plans. This will include actions to be taken in the event of silt, cement/concrete and other chemical incidents where these risks exist.

All operatives will be trained in the use of spill kits. Where there is a risk of significant environmental impact, a mock exercise will be undertaken within two weeks of site startup.

Spill kits will be appropriate to the level of risk and the amount of fuel and oils, etc. on site. Consideration will be given to the provision of suitable PPE (such as impermeable gloves), maintenance of spill kits and the location of spill kits on site.

Suitable pollution prevention measures (e.g. drip trays, absorbent mats) will be placed under attachments, static plants or other items where there is a risk of leaks or spillages.

All on-site plants with hydraulic systems working in, over, or within 10 metres of watercourses, vulnerable groundwater zones and sensitive areas such as SSSI's, will use biodegradable hydraulic oil.

Plant and hydraulic hoses will be inspected regularly for any damage or wear and tear that may result in leaks of fuel and hydraulic fluid. Any damaged hoses will be replaced immediately.

47. Premises Management

A Buildings and Facilities Log will be maintained for College premises, that identifies statutory inspections and tests and establishes a calendar schedule for these. All services/maintenance carried out on facilities will be logged.

Service agreements are in place for larger items of office equipment (e.g. photocopier).

Cleaning

- The premises, including welfare facilities are cleaned on a regular basis by College estates staff and contract cleaning providers, utilising a range of light industrial / heavy domestic hoovers and floor cleaners.
- The Estates department is responsible for ensuring cleaning staff (both College staff and contract cleaners) and activities are appropriately managed including, but not limited to, the documentation of risk assessments, COSHH assessments and training records for cleaning staff.
- In conjunction with the SLA, the College is responsible for ensuring the health, safety and welfare of non-employees and the provision of a safe working environment, as stated in Sections 2 and 3 of the Health and Safety at Work Act 1974.
- Bins are emptied regularly and waste is disposed of.
- Periodic inspections of the premises are conducted to ensure that this is being kept in a suitably clean and hygienic condition.

Domestic Cleaning Products

- Where possible, non-hazardous domestic cleaning products should not be used on College sites. If you require cleaning chemicals this will need to be ordered via the Estates Operations Manager.
- In the event of domestic substances being used then a COSHH assessment must be completed prior to its use to ensure compatibility with other chemicals used, relevant PPE requirements and provide any necessary training.
- All domestic cleaning products are to be securely stored when not in immediate use.

Commercial Lettings

All Commercial lettings are subject to approval of Estates, Health and Safety and Safeguarding. Only when the prescribed requirements are met can the letting take place. As such, all booking must be made via the Estates department to ensure due diligence can take place.

All bookings must provide or adopt the following:

- Complete the College SLA.
- Provide suitable public liability insurance.
- Have a safeguarding policy.
- Have suitable risk assessments, or will adopt ours if the activity is conducted by the College.
- Failure to provide these documents will mean the booking cannot go ahead.

All bookings must also consider the:

- Fire Routine and Nuclear Emergency Action.
- Facilities/Layout form - please complete and return with the contract documents and indicate if you wish to bring any equipment on site.
- Electrical equipment being brought on to site must be supported by a PAT test certificate.

48. Radiation and Radon

The College aims to ensure that the exposure of staff to ionising radiation arising from work activities is kept as low as reasonably practicable and does not exceed dose limits specified for individuals as set out in the Ionising Radiation Regulations 2017 (IRR17 Regs). It covers all activities on College properties that use or produce ionising radiation. It also covers all types of ionising radiation; electromagnetic rays such as X-rays and gamma rays and alpha and beta particles. These can be man-made or natural radiation (e.g. Radon). Everyone receives some exposure to natural background radiation and much of the population also has the occasional medical or dental X-ray.

The College is committed to providing and maintaining a safe and healthy workplace and to protect its staff, students, contractors and visitors from potential harmful levels of ionising radiation.

In the event of the College obtaining equipment that will produce ionising radiation, then the College will appoint required competent persons; namely Radiation Protection Adviser (RPA), Radiation Protection Supervisor/s (RPS) to aid in ensuring the safe working environment of those staff and students exposed.

The College currently has a small number of radioactive sources or equipment for the generation of Ionizing Radiation; this includes, radioactive sources for experimentation, radioactive sources embedded within some smoke detectors forming part of the fixed Fire Detection system and Radon which is a naturally occurring radioactive gas, which comes up from the ground. Radon is a relatively commonly occurring substance in Devon and Cornwall.

49. Risk Assessment

It is the responsibility of Senior and Department Managers to ensure that suitable and sufficient risk assessments are carried out and approved by competent persons. All risk assessments are to be logged in the Riskproof online platform to be made readily available to personnel requiring their use. Once a risk assessment has been submitted to an approver, the

approval must be completed within one month. Risk assessments are to be reviewed annually, or sooner if circumstances require.

A bespoke training module on creating and approving risk assessments is delivered by the Health & Safety Manager and all staff with this responsibility are to attend.

Staff are reminded that a risk assessment is:

‘The identification of preventative and protective measures by the evaluation of the risk(s) arising from a hazard(s), taking into account the adequacy of any existing controls and deciding whether or not the risk(s) is/are acceptable.’

The College follows the 5-step risk assessment process of:

- Identify, Decide, Evaluate, Record and Review

When developing control measures, staff must follow the hierarchy of risk control:

- Eliminate, Substitute, Engineering Controls, Admin Controls, PPE

Staff identified as an assessor or approver must attend training with the Health & Safety Manager. Further guidance on this topic is available in the College document: Risk Assessment Procedure.

Student Individual Medical Risk Assessment

The College is committed to supporting students with medical/behavioural conditions, disabilities, and/or special needs in all aspects of College life and encourages them in participating in the College’s full curriculum and services. Such students must have their needs identified and addressed to ensure that appropriate support and adjustments are put in place to ensure their safety and the safety of others whilst at College and undertaking College activities.

Students are encouraged to disclose their needs confidentially at all stages of the Student Journey.

Confidential Individual Medical Risk Assessments must be completed, logged and frequently reviewed within the Riskproof online platform and made available to all staff engaged with the student.

Further guidance on this topic is available in the College document: Student Individual Medical Risk Assessment Procedure.

50. Safety Signage

Appropriate safety signs and notices will be posted throughout College premises, as identified via risk assessment and in accordance with the Health and Safety (Safety Signs and Signals) Regulations 1996.

51. Safe Water Systems

The College is committed to providing a safe and healthy work environment for its staff, students and visitors and this extends to the design, management and maintenance of safe water systems.

- The water system within the premises is formally assigned to the Estates department who shall ensure compliance with this policy and best current practice. The system shall be

assessed and evaluated to ensure that there is a low risk to staff, students, visitors and others coming into contact with very hot water.

- Where practicable, temperature controls shall be used to reduce hot water temperatures at outlets to 50°C (55°C in healthcare premises). Where this is not practicable, signs shall be affixed warning of higher temperatures.
- Pipework runs shall be inspected and wherever practicable hot water pipes at temperatures above 60°C shall be either secured in inaccessible positions such that there is little risk of coming into contact with the pipework inadvertently, or else the pipework shall be boxed in or otherwise made safe.
- Water systems shall be assessed, maintained and checked to ensure that the system is microbiologically clean and action taken to implement guidelines for microbiological safety.
- Drinking water supplies shall be maintained in a good, clean and reliable condition and, labelled as appropriate.
- Records shall be kept of the actions taken to ensure and maintain safety in water systems.

52. Security

Selected areas of the College premises are monitored by CCTV and the system is operated in accordance with the College's CCTV Policy and GDPR policy. With regards to the operation of a surveillance system, the College remains committed to full compliance with the Information Commissioner's Office (ICO) Code of Practice.

Additional security is brought to support additional events and activities following risk assessment.

53. Stress at Work

The Health and Safety at Work Act, 1974 requires employers to ensure so far as is reasonably practicable the health, safety and welfare of its staff. This includes taking reasonable steps to prevent them from suffering stress-related illnesses as a result of their work. The Health and Safety Executive (HSE) defines stress as 'the adverse reaction people have to excessive pressure or other types of demands placed on them'. The College understands that the HSE clearly links work-related stress to factors such as: excessive work demands, overwork, lack of control over work, bullying and harassment, lack of support from colleagues, managers and supervisors, lack of adequate training, unclear job roles or job role conflict and change.

The College is committed to protecting the health, safety and welfare of its staff and to promoting a positive work environment. The College also recognises that work-related stress can affect mental and physical health and that work-related stress is a health and safety issue which the college will address by identifying and reducing workplace stressors and developing good working practices. This policy will apply to everyone in the College including temporary staff and all managers are responsible for ensuring that this policy is implemented.

In order to reduce work-related stress in the College:

- A corporate level stress risk assessment has been completed, which will be tailored to any individual who may be feeling the effects of stress.

- A positive workplace culture will be encouraged where staff wellbeing is prioritised and both staff and managers develop an increased awareness and understanding of stress at work issues.
- There is an understanding that stress may not be directly caused by work but that it may have an effect on their ability to work.
- Local support will be provided for staff who are experiencing work-related stress to enable them to remain in work wherever possible or support them in returning to work.
- Wherever a manager perceives stress to be a potential problem for a member of staff; commonly during or as a follow-up to a period of sickness, that manager should talk to the member of staff in strict confidence and find out if they require additional support.
- Managers should take all reasonable actions to support members of staff; typical long-term support might include a temporary or permanent change of job role, adjustment in workload, a tapered return to work, etc.
- Prompt access to confidential occupational health support will be provided for any staff affected by stress.
- The occupational health team with the affected member of staff will conduct appropriate assessments and identify all workplace factors that could be contributing to unacceptable levels of stress at work.
- Assessments will include a review of the effectiveness of current measures taken to reduce workplace stress; these will be adapted and new control measures introduced wherever necessary to eliminate stress or reduce the risks from stress to acceptable levels.
- Assessments will be regularly reviewed, particularly during periods of significant workplace or workforce change or where stress is identified as a particular issue.
- Training will be provided for all line managers and supervisory staff in good management practices in relation to stress at work, including training in identifying stress and taking appropriate action.
- Occupational health service contracts will include support for stress at work, including individual confidential stress counselling, the provision of appropriate stress management training for managers, high-level support with assessments, etc.

54. Subsidiary Companies

It is College policy to ensure, as far as is reasonably practicable, the health, safety and welfare of all staff, including those employed by wholly owned subsidiary companies. As with all College staff who act as tutors and supervisors of students, subsidiary staff working on College sites are expected to take reasonable care of their own health, safety and welfare and others who may be affected by their activities and follow any instruction relating to the College's Health Safety and Wellbeing Policy. It is the primary responsibility of the tutors, supervisors and team leaders to monitor the safe working practices of their staff and students. This responsibility also applies to all subsidiary staff contracted to work on college sites.

55. Temporary Workers (Including Volunteers)

The Health and Safety at Work Act 1974 (as amended) and the Management of Health and Safety at Work Regulations 1999 (as amended) apply to the health and safety of temporary workers employed by the College. The College will ensure that temporary workers and

volunteers are provided with information on the risks to their health and safety, including an induction covering the hazards in the College, emergency procedures and the management controls for those risks. Temporary staff will be exposed to the complete range of risks to which other staff are exposed. They will also be unfamiliar with many of the procedures and will therefore need extra supervision for a period after their induction. The College will ensure that the competencies of temporary workers and volunteers are assessed to ensure that they are capable of working safely. All temporary workers are also subject to DBS checks coordinated by the People Management department. The responsibility for implementing this policy lies with the line managers who may delegate functions to the supervisor of the temporary workers.

56. Waste Management

- Waste shall be managed in accordance with the Environmental Protection Act 1990, Part 2 and the Waste (England and Wales) Regulations 2011.
- The College shall comply with the Waste Duty of Care Code of Practice 2016 at all times.
- Staff are given information, instruction and training to ensure waste materials are managed in a compliant manner.
- The Waste Hierarchy of Control shall be applied to all waste materials with the highest option selected first where practicable.
- Products and processes are carefully designed to eliminate the production of waste materials wherever possible.
- Waste materials are segregated wherever possible and stored securely in appropriate facilities to prevent their release.
- A Waste Transfer Note or similar documented information is produced for each shipment of waste, based on the Environment Agency's template. Records are retained for at least two years.
- The appropriate six-digit EWC code is selected and clearly identified on all waste transfer and consignment notes.
- All third-party waste contractors shall be checked using the Environment Agency Public Registers to ensure they hold a valid Carrier's License and Environmental Permit for the wastes involved.

Hazardous Waste

- In addition to the general requirements outlined above, hazardous waste shall be managed according to the Hazardous Waste Regulations 2005 and the subsequent Hazardous Waste (England & Wales) (Amendment) Regulations 2016, as well as relevant Environment Agency and H&S Guidance.
- Provision will be made on all sites for the disposal of hazardous waste (e.g. following spills).
- Consignment notes and all movements of hazardous waste and shall be retained for at least three years.
- A unique Consignment Code is produced for each shipment of hazardous waste using the first six digits of the College's name, plus a further five digits selected by the College and is recorded on all consignment notes.

- The College shall ensure that the correct SIC 2007 code is entered on every consignment note.

Clinical Waste

- All clinical waste will be managed in accordance with Regulation 12 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010.
- Good practice will be observed at all times as specified in the Code of Practice for Health and Adult Social care on the Prevention and Control of Infections and Related Guidance (Department of Health). 3.27.3 Safe Disposal of Sharps.
- Where Departments routinely handle 'Sharps' the head of department is responsible for ensuring a 'Sharps Procedure' is established, staff within that department are informed of the procedure (including what PPE is required) and that there are suitable clinical containers provided for the safe disposal of sharps.

57. Welfare Provision

The College is committed to providing a safe and healthy work environment that takes into account the welfare needs of all staff and students, including those with disabilities.

Welfare provision will be in accordance with the Workplace (Health, Safety and Welfare) Regulations 1992.

Ventilation will be adequate to ensure the comfort of staff. Where mechanical ventilation or air conditioning is provided, regular cleaning, maintenance and inspection will be conducted.

In offices, temperature will be maintained not less than 16°C but whenever practicable will be maintained in the range 19.4° C – 22.8° C. Windows, skylights or glass partitions will not allow excessive temperatures to be reached in the offices during hot weather.

Lighting will be suitable and sufficient and, so far as is reasonably practicable, be from natural light to enable people to work, use facilities and move from place to place safely and without experiencing eye strain.

Eating and rest facilities with adequate access to boiling water and a means to heat food will be provided. Welfare facilities will be adequate with sufficient toilets, hand washing and drying facilities. A wholesome supply of drinking water will be available.

Suitable storage and drying facilities for clothing will be provided, as required.

Workstations will be comfortable, with safe and suitable chairs and sufficient space.

58. Work Equipment

The Provision and Use of Work Equipment Regulations 1998 requires employers to provide work equipment which is safe and without risks to health and safety. Therefore, the College will ensure that risks associated with use of work equipment are eliminated and where this is not possible, are reduced as low as reasonably practicable. In order to achieve this the College will ensure that:

- Risk assessments in relation to work equipment are carried out by competent persons.
- Adequate control measures are implemented.

- No work equipment will be brought into the premises until it has been inspected by a competent person.
- No work equipment will be used on the premises unless it is inspected regularly.
- Full maintenance and inspection records will be kept up-to-date for all work equipment.
- Adequate information, Instruction and training will be provided to individuals to ensure they are competent to carry out their work-related tasks.
- Staff are not permitted to bring their personal equipment for work purposes, unless this practice has been authorised in advance by their manager/supervisor.

59. Work Experience and Work Based Learning (Apprenticeships)

For Work Experience and for Work Based Learning, the college will as part of its duty of care to its students, ensure, as far as is reasonably practicable, that students are not exposed to risks to their health and safety. The college will conduct a risk assessment on the working environment, and personal risk assessments on 'vulnerable' students where appropriate, to ensure that the employer is compliant with Health and Safety legislation, confirm that adequate insurance cover is in place, and provide students with a health and safety induction. The college will continue to monitor health and safety during work placement and receive feedback from students and employers at the end of the placement.

60. Working Environments

The Health and Safety at Work Act and The Workplace (Health, Safety and Welfare) Regulations 1992 require employers to ensure the welfare of their staff at work. To achieve this, the College will provide:

- Adequate heating system
- Adequate means of ventilation
- Lighting suitable for the tasks undertaken
- Adequate sanitary conveniences
- Adequate supply of wholesome drinking water
- Emergency lighting which lights escape routes and high hazard areas in the event of failure of the normal lighting.

All equipment provided for the purpose of staff welfare is subject to periodic checks, maintenance and repairs by competent engineers. For our members of staff who work outside, the College will provide suitable warm and weatherproof clothing in the winter and sun protection in the summer. Additional rest breaks will be provided during extremes of weather and facilities for making hot or cold drinks will always be available.

61. Working at Height

Work at height can be experienced in any place, including at or below ground level, and is considered as obtaining access to, working at or egress from such a place where a person could fall, or items could fall from, a distance liable to cause personal injury.

It is the responsibility of departmental heads and line managers to ensure that, where possible, working at height is eliminated. Where working at height cannot be avoided, appropriate methods must be put in place to minimise risk by:

- Carrying out risk assessments to identify appropriate control measures.
- Developing safe systems of work for organising and performing work at height.
- The selection of suitable work equipment to perform work at height.
- Appropriately qualified and competent persons completing the works (Trained in IPAF, PASMA, etc).
- Protecting people from the consequences of working at height.

Line managers must identify staff and students that will experience routine working at heights and ensure that they receive appropriate information, instruction, training and supervision to undertake tasks.

The use of ladders is permissible where suitable, following HSE guidance. Further guidance on this topic is available in the College document: Working at Height Procedure.

62. Working outside

Working in Sunshine

Increased exposure to the sun may cause one or more of the following problems: sunstroke; sunburn; skin cancer; eye damage.

When undertaking working activities, or planning activities for groups of students outside it is the responsibility of all staff to ensure that sensible precautions are taken where possible to:

- Avoid sunburn, limit unprotected exposure to solar radiation and seek shade.
- Wear suitable clothing, glasses and head wear to reduce exposure.
- Avoid areas of high level reflected light.
- Apply sun blocks or screens generously and reapply frequently.
- Ensure provision and consumption of fresh drinking water.

Further guidance on this topic is available in the College document: First Aid and Medical Procedures.

Working in cold or wet weather

Increased exposure to cold and wet conditions may lead to a range of health issues, including: hypothermia, frostbite, chilblains, increased risk of slips and falls and the worsening of existing medical conditions such as asthma or arthritis.

When carrying out duties or planning outdoor activities for groups of students during cold or wet weather, all staff are responsible for ensuring that sensible precautions are taken where possible to:

- Minimise prolonged exposure to cold, wet or windy conditions.
- Wear appropriate layered clothing, including waterproof and insulated outerwear, gloves, hats and suitable footwear.
- Avoid activities in icy or waterlogged areas where slipping hazards may be increased.

- Ensure the availability of warm, sheltered areas for breaks or respite.
- Encourage the consumption of warm fluids and ensure access to adequate hydration.
- Monitor individuals for signs of cold-related illness or distress and respond promptly.

63. Young People

The Management of Health and Safety at Work Regulations 1999, requires employers to ensure that young workers are protected at work from any risks to their health or safety. Although the general health and safety precautions taken in the College to protect the workforce as a whole will in many cases also protect the young people in our premises, there are occasions when different and/or additional measures will be necessary. The College commits to reducing any identified risks to young persons and comply with legislative requirements relevant to young people. To enable the College, achieve its commitments under this policy, the following arrangements shall be implemented:

- The College will ensure that work activities exposing young persons to unacceptable risks are eliminated, so far as is reasonably practicable. The nature of the college means very few of these activities are present.
- Where hazardous activities cannot be eliminated, the College shall ensure that suitable and sufficient risk assessments are carried out by competent persons for all work involving young people prior to the commencement of the activities or work and the findings of the risk assessments communicated to them prior to the activities or work.
- The College shall also ensure that effective controls are implemented to reduce the risks as low as reasonably practicable.
- Suitable information, instruction and training will be provided to young workers and students to ensure their health and safety. Training needs will be identified and reviewed by a competent person. The effectiveness of any training provided will be monitored and regularly reviewed to ensure its continued effectiveness.

The college considers all students and staff to the same level and ensures all policies meet the necessary requirements whether they are applied to the most senior staff member or that of the youngest student.

64. Health, Safety and Welfare Committee Terms of Reference

Purpose

- The Health, Safety and Welfare Committee assists the Chair of the Corporation and the Chief Executive/Principal in the discharge of their health and safety responsibilities

Responsibilities

- The Committee shall take all reasonable and practicable steps to maintain a safe and healthy working environment which complies with statutory requirements. This will be complemented by an ongoing programme of health, safety and welfare initiatives designed to keep staff informed of their health and safety responsibilities.
- Support, where appropriate, additional committees and College groups including, but not limited to, wellbeing and staff forum groups.
- The Committee shall reflect the vision and values of the College.

Composition

Chair:	Director of Estates and Facilities Management
ELT:	Director of Estates and Facilities Management , Executive of Curriculum, Quality and Student Experience
Core:	People Management, Estates, Governance, Trade Union Safety Representatives, Health & Safety Manager, ELT PA (minutes)
Curriculum:	Directors, staff and students per faculty
Business Support:	Elected staff representatives
Student Journey:	Director, Safeguarding, ALS, Student Voice

When members are unable to attend a suitable replacement is expected with apologies made to the Chair. Additional persons may be invited to committee meetings to support items.

Frequency of Meetings

Meetings will be hosted quarterly.

Only in exceptional circumstances will meeting dates be changed once published.

65. Section 4 – Pandemic procedures

This section provides a summary of documents, procedures and arrangements in place to support the College during any type of pandemic. This is born out of the procedure developed in response to the COVID-19 pandemic, but can be applied in the event of any other pandemic. As such COVID 19 can be substituted for the name of the relevant pandemic name.

At all times, City College Plymouth will adhere to, support and promote current Government and Industry guidelines to promote the health, safety and wellbeing of the College community.

In line with the Government's series of Working Safely guidance, the College will follow the most current guidelines.

Departments must be aware that additional, localised risk assessments may be required in their area(s) to reflect current Government and Industry guidance relevant to their delivery.

COVID-19 Continuity Plan: Outbreak Management Plan

To support the College community and to work alongside Public Health Specialists at Plymouth City Council, the College has published a comprehensive Outbreak Management Plan. The plan is sectioned to provide the Emergency Management Team a series of actions for various scenarios, including on-site cases, outbreaks and site closures.

Government and Education Sector Guidance

At all times the College will continue to follow all relevant guidance as set out by the Government for general Public Health safety, as well as for the Education Sector. The College will continue to monitor developments and updates in relevant guidance and update internal procedures and communications as required.

Where Education guidance does not directly reference FE College settings, the College will make the most logical and appropriate interpretation of available guidelines to ensure we remain in-line with other educational establishments and promote the health, safety and welfare of the College community.

The College is committed to supporting staff and students in observing national guidance where appropriate or required.

Industry Guidance

In addition to Government guidance at a national level and for the Education Sector, the College will follow local authority advice and controls to ensure the safety of our college and wider communities.

66. The Corporate Policy and Strategy for the Management of Health, Safety and Welfare at City College Plymouth

The Corporation Board seeks to establish and retain the highest standards in health and safety management across all of the College's sites, including any of its subsidiaries or any other related businesses. These standards are expected of all staff, students, contractors and any person(s) working on behalf of the College or working on any site owned or operated by the College. The Corporation Board prioritises the importance of the health, safety and wellbeing of our staff, students, contractors and members of the public.

The Corporation Board requires ELT and the Drivers for Change Groups to produce, communicate and disseminate a health and safety policy, which should include an integrated, data driven, risk based and proactive approach to Health and Safety, which can be applied throughout the College to ensure the college is 'the learning destination of choice'.

All departments and their relevant director or nominated head of department must ensure that within their specific department, there are suitable, consistent and distributed policies and procedures for the department.

Policy

Produce, disseminate and publicise a suitable health and safety policy that reflects the commitments of the College and the ethos that 'we are our students, we are our staff, we are our partners'. It is fundamental that the College takes such steps as are reasonably practicable, consistent with good practice, to ensure that the premises and activities undertaken therein are safe and without risk to the health and safety of staff, students and other members of the public.

Leadership

The Chief Executive/Principal ensures, through the Director of Estates and Facilities Management and other designated persons, that appropriate measures are carried out in accordance with the aforementioned statutory obligations. The Director of Estates and Facilities Management co-ordinates the health and safety policy and practice in the College through the Executive Leadership Team, Directors of Curriculum and Service Areas and other Managers.

Organisation

Ensure that the College provides a clear manifesto that can be rolled out across all sites, ensuring that there is a unified and understood standard across all departments across all sites.

People

It is the duty of each staff member to exercise reasonable personal responsibility for their own health, safety and welfare and that of others who may be affected by their actions or omissions and must cooperate with their employers on all health and safety matters.

Staff can be confident that they will receive full management support for putting safety first where there are any perceived conflicts between production and safety.

It is our policy to ensure that all staff receive adequate and appropriate health and safety training, to enable them to discharge their individual health and safety responsibilities competently.

The College promotes the concept of the 'safe learner' so that students learn the importance of health and safety, know how to control risks, develop safe behaviour and develop resilience to the risk of exploitation and extremism.

The College consults with its staff on health and safety matters through its Health, Safety and Welfare Committee.

The college is committed to the ethos of 'We Are Our Students, We Are Our Staff, We Are Our Partners'.

Safety Management System

The College maintains a full safety management system, 'Risk Proof', which enables an effective and efficient delivery of safety objectives and other relevant principles.

The college is committed to continuous improvement and conformity to the necessary domestic and international standards, with a view of moving towards achieving ISO9000, ISO14000 and ISO45000.

Ensuring conformity across all College sites, including any subsidiary, is a minimum requirement and it is expected that all members of ELT, Drivers for Change Group, CLDOs and any other managers, enforce and maintain these standards within their respective departments in line with the College's Health and safety expectations.

Facilities and Estates

Ensure that all College sites within which students and staff work, are fit for purpose and maintained to the appropriate level to ensure the safety of everyone attending a College site.

Assurance

Implementation of a site-wide monitoring system that gives an overview to the general site safety, which can then be subsequently developed to improve this standard.

Risk Management

The College conducts a continuous evaluation of the site highlighting hazards and the potential consequences of these hazards being realised and therefore maintains a full spectrum of safety policies and risk assessments that are implemented, with appropriate and robust control measures applied, to any and all activities across all departments.

Learning

Ensure that all opportunities to learn (both positives and areas for improvement) are fully investigated and the findings are applied and shared to ensure the continued development and improvement of the College.

Stop Work Authority

All staff, students, contractors and visitors are empowered to stop work if you consider it to be unsafe and to challenge the behaviour of any person(s) that do not match our expectations.

Appendix 1 - Emergency Action Plans

[Emergency Action Plan](#)

[EAP 2 - Emergency Evacuation of the Building– Outbreak of Fire](#)

[Emergency Action Plan](#)

[EAP 2B - Emergency Evacuation of the Building– Outbreak of Fire at Picquet](#)

[Emergency Action Plan](#)

[EAP 3 - Emergency Evacuation of the Building– Discovery of a suspicious package/Bomb Threat](#)

[Emergency Action Plan](#)

[EAP 4 - Controlled Evacuation of the Building – Structural Failure](#)

[Emergency Action Plan](#)

[EAP 5 - Controlled Evacuation of the Building – Lighting/Power Failure](#)

[Emergency Action Plan](#)

[EAP 6 - Controlled Evacuation of the Building – Escape of Hazardous Substances](#)

[Emergency Action Plan](#)

[EAP 7 - Controlled Evacuation of the Building– Flood](#)

[Emergency Action Plan](#)

[EAP 8 - Lone worker emergency escalation](#)

[Emergency Action Plan](#)

[EAP 9 – Serious incident/Injury](#)

[Emergency Action Plan](#)

[EAP 9a – SU Serious incident/Injury](#)

[Emergency Action Plan](#)

[EAP 10 – Lift Entrapment](#)

[Emergency Action Plan](#)

[EAP 11 - Threat – Any perceived threat to the College community](#)

[Emergency Action Plan](#)

[EAP 12 - Assistance Alarm Activation](#)

[Emergency Action Plan](#)

[EAP 13 - Bodily Fluid](#)

[Emergency Action Plan](#)

[EAP 14 - Lost Child On College Grounds](#)

[Emergency Action Plan](#)

[EAP 15 – Disorderly Behaviour \(including violence to Students and Staff\)](#)

[Emergency Action Plan](#)

[EAP 15A – SU Disorderly Behaviour \(including violence to Students and Staff\)](#)

[Emergency Action Plan](#)

[EAP 16 – Robbery](#)

[Emergency Action Plan](#)

[EAP 17 - Identifying and Responding to Concerns about an Adult](#)

[Emergency Action Plan](#)

[EAP 17A - Identifying and Responding to Safeguarding Concerns about a Child](#)

[Emergency Action Plan](#)

[EAP 18 - Emergency Action Plan Private Hire](#)

[Emergency Action Plan](#)

[EAP 19 - Nuclear Emergency](#)

[Emergency Action Plan](#)

[EAP 20 – Disorderly Behaviour \(including violence to Students and Staff\)](#)

[Emergency Action Plan](#)

[EAP 21 - Release of Asbestos](#)

[Emergency Action Plan](#)

[EAP 22 - Dangerous Dogs/Wild Animals](#)

Appendix 2 - Corporate Health, Safety and Welfare Policy Statement

CORPORATE HEALTH, SAFETY AND WELFARE POLICY STATEMENT

THE CORPORATE POLICY AND STRATEGY FOR THE MANAGEMENT OF HEALTH, SAFETY AND WELFARE IN CITY COLLEGE PLYMOUTH FOR THE BENEFIT OF OUR EMPLOYEES, STUDENTS, STAKEHOLDERS AND MEMBERS OF THE PUBLIC

Introduction

Section 2 of the Health and Safety at Work etc. Act 1974 and its subordinate regulations, places duties in respect of Health, Safety and Welfare on employers, employees and others that use or have control over College premises. The Management of Health & Safety at Work Regulations 1999 extend those duties in various respects. City College Plymouth (the Corporation) both recognises and accepts responsibility for providing a safe, healthy, and supportive working/learning environment for all its employees, students and others who may be affected by its actions.

General Statement

- is our policy to take such steps as are reasonably practicable, consistent with good practice, to ensure that the premises and activities undertaken therein are safe and without risk to the Health & Safety of employees, students and members of the public.
- The health, safety and welfare of our employees and all those likely to be affected by our operations is the responsibility of management, and as a priority it ranks equally with productivity & quality. Adequate resources are made available to ensure the success of this policy.
- The Principal and CEO ensures, through the Chief Financial Operations Officer and other designated persons, that appropriate measures are carried out in accordance with the aforementioned statutory obligations. The Chief Financial Operations Officer co-ordinates the Health & Safety policy and practice in the College through the Executive Leadership Team, Directors and Service Areas, and other Managers.
- The College consults with its employees on Health & Safety matters through its Health, Safety & Welfare Committee.
- The College actively promotes an excellent Health & Safety culture and demands active support and a common sense approach from employees in the achievement of this aim.
- The College promotes the concept of the 'safe learner' so that students learn the importance of Health & Safety, know how to control risks, develop safe behavior, and develop resilience to the risk of exploitation and extremism.
- It is the duty of each employee to exercise reasonable personal responsibility for their own safety and that of others who may be affected by their acts or omissions and must cooperate with their employers on health & safety matters.
- employees can be confident that they will receive full management support for putting safety first where there are any perceived conflicts between production and safety.
- It is our policy to ensure that all employees receive adequate and appropriate Health & Safety training, to enable them to discharge their individual Health & Safety responsibilities competently.
- The attention of all employees is directed to the Health & Safety Policy and its Arrangements.
- This statement of Health, Safety & Welfare will be subject to annual review. Any revisions to the Statement, Policy and/or Procedures will be incorporated when necessary, and these will also be brought to the attention of all personnel

Name: Jacqueline Grubb

Title: CEO/Principal

Date: October 2026

Signed:

Name: Richard Stevens

Title: Chair of the Corporation Board

Date: October 2026

Signed: