



University
of Glasgow

Health, Safety & Wellbeing Policy Statement

The University of Glasgow's ambition is to be a world-class, world-changing university. Central to that are our inspiring people – our employees – alongside our core values, Passionate, Professional and Progressive.

We acknowledge health, safety and wellbeing as an integral component of all University management and operational functions, supporting excellent performance. We aspire to an empowering work culture, which goes hand-in-hand with our commitment to minimise risks to the health, safety and wellbeing of staff, students, researchers, contractors and all others affected by our work activities. We will ensure the provision of expert specialist advice by a team of competent professional advisers, as well as the development of health and safety competency across the institution to support high quality management of our activities. We strive towards continual improvement of our health and safety management systems, and the enhanced wellbeing of our community.

This policy statement, and all other policies, procedures and guidance documents developed in its support, reflect the Universities Safety & Health Association (USHA) document "Leadership & management of health and safety in higher education institutions" -thereby the University seeks not only to achieve compliance with the relevant statutory provisions, but to establish a University health and safety culture in which all employees have the knowledge and skills to work safely, protecting themselves and the wider community, where safety concerns can be easily raised, and where each member of staff understands and is competent to deliver their health and safety responsibilities.

We recognise the real personal and economic benefits gained through reduction of workplace injuries and ill health. The resulting improved health, morale and attendance at work maximise the direction of resources into education, research and pro-active health and safety management systems, facilitating efficient use of public money, and improved working conditions and public recognition.

This policy and its associated procedures, which are regularly reviewed, form the framework by which the University aims to protect the organisation, its employees and others from the consequences of occupational injury and ill health.

As Principal I am responsible for the implementation of this Policy on behalf of the University Court. The members of the Principal's Senior Management Group drive the operational implementation of this policy and associated procedures throughout the Colleges and University Services. The Chief Operating Officer, and Convenor of the University Health, Safety & Wellbeing Committee, has devolved responsibility to oversee this process through the Director of Health, Safety & Wellbeing. The review of these documents will be through the Health, Safety & Wellbeing Committee and as such will be monitored and overseen by the Convenor of this committee.

Signature:

Principal

Signature:

Convenor of Health, Safety & Wellbeing Committee

Date: September 2016

Review Date: September 2018