

POLICY STATEMENT**TITLE:****Health and Safety Policy Statement****INTRODUCTION/OVERVIEW:**

It is the policy of Northampton College corporation to develop a positive health and safety culture throughout the organisation. This is intended to achieve a reduction of injuries, ill-health and near-misses, as well as protection of the environment and the reduction of losses and liabilities.

POLICY STATEMENT:

To achieve our aim, we will progressively identify all workplace hazards and eliminate or reduce these hazards so far as is reasonably practicable. The corporation recognises the importance of staff as a key resource and will take all appropriate actions required to reduce the risk to employees of the corporation and to those people who visit our places of operation.

Northampton College recognises and accepts the legal implications of the Health and Safety at Work etc. Act 1974 which sets the minimum acceptable standard of health, safety and welfare of all the corporation's employees and visitors. Accordingly, the chair of the corporation accepts overall responsibility for policy formulation and implementation. The board of governors, through its direction of the principal and her senior managers will, using effective management practices and an overall commitment to health and safety, provide the safest and healthiest working conditions reasonably practicable.

Northampton College corporation will, as required, support the appointment of competent persons to advise and assist the principal, senior managers and other college managers in implementing this policy, and whose roles will help to ensure compliance with the Act and associated regulations, within their own departments and schools. The health and safety manager's role is to provide independent and authoritative advice to the board, principal, directors, college managers and the safety, health and environment committee.

Northampton College expects each employee and visitor to its premises to exercise their individual responsibilities under the Health and Safety at Work etc. Act 1974, in order to ensure the health and safety of themselves and others that may be affected by their acts or omissions. There is a commitment to report and investigate accidents, ill-health and near-misses, to prevent a recurrence, and to co-operate fully with the corporation to fulfil the obligations placed upon it by the Act.

QUALITY STATEMENTS:

Effective health and safety will be promoted and provided through:

- Active staff involvement at all levels.
- Raising awareness through staff training and effective communication.
- Ensuring compliance by all college users.
- Providing adequate resources and support.
- Suitably trained and qualified staff.
- Continual monitoring processes.
- Resolving issues as soon as possible after identification.
- Effective consultation with staff.

LINKED POLICIES/ PROCEDURES:

<ul style="list-style-type: none">• Organisation and arrangements for health and safety.	<ul style="list-style-type: none">• Safety Management System (SMS).
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MONITORING PROCEDURE:

- Head of Estates.
- Safety, health, and environment committee.
- Periodic review via audit.
- Annual report to the corporation.

DATE FOR REVIEW AND NEXT DIVERSITY IMPACT ASSESSMENT:

October 2023


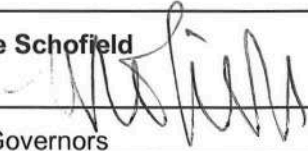
**RESPONSIBILITY:
Overall (Directorate/Dept):
Implementation:**

Board of governors of Northampton College corporation.
Principal.
Safety, health, and environment committee.

ENDORSED BY:

Mark Poole	(Signature)
Head of Estates	(position)
October 2022	(Date)

APPROVED:
(Principal and/or Corporation Chair)

Pat Brennan-Barrett		(Signature)
Principal		(Position)
October 2022		(Date)
Geraldine Schofield		(Signature)
Chair of Governors		(Position)
October 2022		(Date)

TITLE OF COLLEGE POLICY:	DATE APPROVED BY EMT/CORPORATION:
Health & Safety	

AUDIENCE (select appropriate with √)			
Managers		Curriculum teams	Business Support teams
All staff	√	Suppliers	Partners
Other (please state)	√		

CHANNEL (select appropriate with √)			
Safety, Health and Environment Committee	√	Quality Improvement Network (QIN)	Estates team
Meeting			Team meeting
Individual team	√	Suppliers	Partners
Document Library			
College Management Team (CMT)	√		
Document Library			

COMMUNICATIONS PLAN ACTIVATED BY:		
Name: Mark Poole	Job title: Head of Estates	Date: October 2022

