

ADVERT

Health and Safety Officer

Ref: ME2324116

Hours: 37 hours per week

Salary: In the range of £34,341 - £36,468 per annum (Dependent on skills, experience and qualifications)

Reporting to: Head of Estates

Primary Location: Northampton, Booth Lane Campus

Closing Date: Sunday 12th May 2024

Interview Date: Wednesday 22nd May 2024

About Northampton College

Northampton College is proud to be the leading provider of further education in the South East Midlands region. As a College, who have been rated by Ofsted as 'good' with outstanding features, we are committed to developing the professional and technical skills of our students, who are the workforce and leaders of the future.

The Team

The Estates Team are very proud to support Northampton College's culture of high standards, an inclusive working and learning environment, and a professional committed workforce who are focussed on supporting our students to achieve the best they possibly can.

The Role

To maintain the Northampton College safety policy, producing and reviewing safe systems of work, Health and Safety procedures, Risk Assessments, writing and delivery of training courses, advising college staff on Health and Safety issues, undertaking safety tours and carry out accident investigation and reporting.


The Successful Candidate

The successful candidate's knowledge, skills, experience, abilities and qualities will include:

- NEBOSH Certificate (1 year post experience Minimum).
- Good standard of education (level 3).
- Sound working knowledge of current Health and Safety legislation.
- Ability to carryout Risk, DSE, Coshh, Manual Handling Assessments etc.
- Confident in the use of Microsoft Word and Excel spreadsheets.
- Developing and implementing Health and Safety at work in a complex environment.
- Identifying training needs.

Rewards and Benefits include

- 39 days annual leave, comprising 28 personal days, pro rata (1 September – 31 August), including 8 bank holidays and 3 closure days. The College reserves the right to designate up to 3 closure days per holiday year.
- Discounts through membership of the NUS, ranging from Student Prime (Amazon), to eating out, fashion, beauty, entertainment, technology and travel.

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- Eligible to join the Local Government Pension Scheme (a defined benefit scheme including an employer contribution rate of 25.40%).
 - Right to request flexible working from start date.
 - Access to continued professional development.
 - Free car parking and electric car charging facilities.
 - Gym facilities.
 - 24 hours per day, 365 days per year Employee Support Helpline.
 - Enhanced maternity/shared parental and paternity schemes.
 - Paid Compassionate Leave - up to five working days paid absence (in a rolling twelve-month period) on compassionate grounds in the event of bereavement or serious illness of a close relative).

If you would like to be a part of our successful team please go to <https://www.northamptoncollege.ac.uk/working-for-us.html> for further details on how to apply.

This post will require a Disclosure and Barring Service (DBS) check.



Job Description & Person Specification

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Northampton College

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The College has a culture of high expectations and high achievement, with 95% of students passing their qualifications and 94% progressing into employment or further study. The expertise, professionalism and commitment of all our staff is critical to the students' and College's success as we strive for excellence in everything we do and our ambition to be an outstanding College.

Values

- Strive to always be excellent
- Respect and support each other.
- Put students at the heart of our college.
- Ensure the wellbeing of staff and students, build resilience, and celebrate differences.
- Make sure employer needs are at the heart of our plans.
- Be a positive influence in our community.

Working as part of the team

The Estates Team are very proud to support Northampton College's culture of high standards, an inclusive working and learning environment, and a professional committed workforce who are focussed on supporting our students to achieve the best they possibly can.

Role Specification

To be the focal point for all Health, Safety and Environmental issues. To maintain the Northampton College safety policy, producing and reviewing safe systems of work, Health and Safety procedures, Risk Assessments, writing and delivery of training courses, advising college staff on Health and Safety issues, undertaking safety tours and carry out accident investigation and reporting.

Duties and responsibilities

Specific

- Act as the focal point for all Health and Safety issues.
- To provide a full range of Health and Safety support for Northampton College.
- Responsible for revision and development of Health and Safety policies and procedures.
- Ensure that all Health & Safety policies, procedures, rules and regulations are adhered to and are regularly reviewed, updated and communicated to include maintaining the college document library for H&S.
- To review college risk assessments and update and/or advise on improvements.
- To give authoritative advice on Health and Safety issues.
- To manage the control of contractors and on-site CDM regulations. This will include developing and issuing permits to work.
- To write and deliver Health and Safety training programmes as identified with the Head of Estates through the college self-assessment process.
- Ensure that all accidents are documented, immediately investigated, where appropriate, and recommended improvements implemented. Responsible for ensuring the college accident book and PC based recording system are maintained (AIMS), with the appropriate reports being generated, take the appropriate action under The Reporting of Diseases, Dangerous Occurrence Regulations (RIDDOR).
- To work with the Colleges insurers in the management of claims, managing the provision of data, updates to the EMT / Board and advising on possible remedies.
- Identification of where Health and Safety improvements can be made and make the appropriate recommendations.
- Carry out regular safety tours and inspections with relevant managers, as appropriate, providing written reports as required.
- To Coordinate, produce agendas and attend Health and Safety meetings and to ensure all actions points are completed prior to next meeting.
- Coordinate annual Audit and Inspections programme and provide update reports as required to Executive Management Team and the H&S committee.
- Maintain and update the college fire risk assessment to include the coordination of fire drills and annual fire appliance testing.
- To ensure that all statutory inspections have been undertaken in a timely manner e.g. LOLER, PAT, Fixed wire, ventilation etc.
- Contribute to the reporting process using information from staff across the College including the writing the Colleges annual H&S report.
- Maintain H&S knowledge through attendance of local groups, some of which will be out of normal working hours.
- To play a lead role (working with other key managers) in the development and implementation of the Business Continuity and Major Incident plans.
- Liaise with Human Resources on Wellbeing & employee occupational health issues.

Generic Business Support

- To support and contribute to the friendly and supportive ethos of the Faculty/Department, particularly in communications with learners and staff.
- To maintain the highest professional standards.
- To participate on appraisal and staff development.
- To treat colleagues with dignity and respect.
- To demonstrate an understanding of the significance of equality of opportunity and diversity and implement it in all aspects of your work.
- To carry out any other duties as required by the organisation including supporting College Open Events and invigilating examinations.
- To ensure a healthy and safe working environment at all times and take reasonable care for your own safety and that of other College users.
- To comply with all approved College policies and procedures
- Ability to travel to other College sites as and when required.

The above list is not exhaustive. The responsibilities and duties may vary from time to time without changing the character of the post. You will be expected to adopt a flexible approach to ensure the efficient and effective running of departments.

Other Information

Dignity, Diversity and Inclusion

Northampton College is proud of its diverse cohort of students and is committed, morally and through statute, to the values of equality, diversity and inclusion.

To embed this throughout the College we encourage and welcome applications for job vacancies from people of all backgrounds. Our recruitment and selection processes incorporate anonymity of protected characteristics at both the shortlisting of applications stage and through selection process, wherever feasible.

This, along with other measures that promote full and fair consideration of all applications, along with the College's implicit ethos of inclusion, enables the College to promote equality of opportunity and eliminate unlawful discrimination on the grounds of: sex; race; disability; age; sexual orientation; gender reassignment; religion or belief; marital status, or pregnancy and maternity.

All members of the College's staff community are required to adhere to, and promote, the College's values of respect for each other, dignity, diversity and equal opportunity, enabling the continual evolution of a culture of inclusion, where diversity and difference is embraced and open, positive discussion is genuinely valued.

As importantly, the College will not tolerate unlawful discrimination, harassment or victimisation within the organisation.

Northampton College prides itself on being the College of the community and its role in enabling access to education and the provision of an inclusive learning environment, where respect and differentiation in learning is fundamental to our students' success.


Safeguarding

The College is committed to safeguarding the welfare of its students, staff and visitors.

Safeguarding checks, for example obtaining employment references and the completion of Disclosure & Barring Service (DBS) checks for all new/potential employees and regular visitors to the College, help ensure the safety of our College environment.

It is compulsory for all staff to complete safeguarding training both at the start of their employment and regularly throughout their employment to ensure they have the knowledge to fulfil their safeguarding responsibilities in respect to keeping children safe in education. This includes being able to work with students to develop their understanding of the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, and for those without faith.

The College has policies and procedures in place to deal effectively with child protection and safeguarding issues, including those which align with the PREVENT counter-terrorism strategy.



Additionally, the College has robust Safeguarding recording and monitoring processes which correlate with current safeguarding legislation.

Professional Development and Employee Performance and Development Reviews

In addition to mandatory training in respect to Equality and Diversity, Safeguarding and Data Protection (and any other training that the College considers all members of the staff community to undertake), professional development opportunities are available to all members of staff to help them to reach their full potential within their role.

The ability of all members of our staff community to reflect on their performance and both areas of success/achievement and development is a fundamental aspect of the College's ability to continue to improve its quality and outcomes for students. In joining Northampton College, you will be expected, as a professional in your area of expertise, to continually seek ways to enhance your contribution to the organisation, with the annual Employee Performance and Performance review, with your line manager, being one element of this.

Health and Safety

Under the Health & Safety at Work etc Act 1974, in addition to the College's responsibility to the welfare of its staff community, it is the responsibility of individual staff to take care of their own health and safety at work and that of others who may be affected by their actions.

All members of the College community are required to comply with health and safety obligations, including the prompt reporting of any defects, risks or potential hazards.

Data Protection

The College's stakeholders should be confident that the College holds data in accordance with the Data Protection Principles of: Lawfulness, Fairness and Transparency; Purpose Limitation; Data Minimisation; Accuracy; Storage Limitation; Integrity and Confidentiality (Security), and Accountability.

As such, there are internal policies and controls in place to ensure that data is not lost, accidentally destroyed, misused or disclosed and is not accessed except by those authorised to do so in the performance of their duties. It is paramount that all usage and retention of data complies with the Data Protection Act 2018, General Data Protection Regulation (GDPR) and the Computer Misuse Act 1990 and that, as an employee you adhere with all protocols in this regard.

Person Specification

| The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form. | Essential/ Desirable | Assessment Method |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------|
| Qualifications | | |
| • Educated to level 2 GCSE standards and/or relevant experience | E | A |
| • Grade 4/C GCSE English and Maths | D | A |
| • Health and Safety Qualifications (NEBOSH Certificate as a minimum) | E | AS |
| • Membership of IOSH (Tech SP) | D | A |
| • Hold a supervisory qualification. | D | A |
| • Qualified as a First Aider | D | A |
| • Hold a valid current car driving licence. | E | A |
| Experience | | |
| • Sound working knowledge of current Health and Safety legislation | E | A/S |
| • Carrying out Risk, DSE, Coshh, Manual Handling Assessments etc. | E | A/S |
| • Confident in the use of Microsoft Word and Excel spreadsheets | E | A/S |
| • Developing and implementing Health and Safety at work in a complex environment | E | A/S |
| • Identifying training needs of staff | E | A/S |
| • 2 years' experience in a similar role | D | A/S |
| • Experience of working in educational establishments | D | A/S |
| • Experience in accident investigation techniques | E | A/S |
| • Undertaking Audits, Inspections and safety tours | D | A/S |

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------|
| Knowledge/Skills/Abilities | | |
| <ul style="list-style-type: none"> Capable of working on own initiative and without direct supervision | E | A/S |
| <ul style="list-style-type: none"> Accurate weighing of facts, with awareness of protocol and regulations and the need to get something done. | E | A/S |
| <ul style="list-style-type: none"> Report writing, presentation of reports to College management | E | A/S |
| <ul style="list-style-type: none"> Attention to detail and the ability to meet deadlines. | E | A/S |
| <ul style="list-style-type: none"> Delivering training courses to staff | E | A/S |
| <ul style="list-style-type: none"> Flexible approach to working hours (dependent on business needs) | E | A/S |
| <ul style="list-style-type: none"> Excellent problem-solving skills and analytical thinking | E | A/S |
| <ul style="list-style-type: none"> Ability to communicate clearly and concisely at all levels whilst understanding your customer's needs | E | A/S |
| <ul style="list-style-type: none"> Ability to be self-motivated, to reflect on own performance within a role and to identify areas of learning/improvement | E | A/S |
| <ul style="list-style-type: none"> Ability to multi task whilst having exceptional attention to detail | E | A/S |
| <ul style="list-style-type: none"> Ability to accurately record DATA and analysis to identify trends | E | A/S |
| <ul style="list-style-type: none"> Understanding of safeguarding as it pertains to the Further Education Sector | E | A/S |
| <ul style="list-style-type: none"> Understanding of the benefits of equality, diversity and inclusion within society | E | A/S |
| <ul style="list-style-type: none"> Understanding of the principles of Data Protection | E | A/S |
| <ul style="list-style-type: none"> Ability to travel effectively, for example to other College campuses (Daventry and Northampton) | E | A/S |
| <ul style="list-style-type: none"> Willingness to undertake further training relevant to the post. | E | A/S |
| | | |

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------|
| Qualities | | |
| • Strong work ethic | E | A/S |
| • Collegiate | E | A/S |
| • Innovative | E | A/S |
| • Flexible | E | A/S |
| • Team, customer and organisation focussed | E | A/S |
| • Reliable | E | A/S |
| Level of Physical Ability and Activity | | |
| • Frequent lifting will be required | E | A |
| • High levels of frequent walking and physical activity will be required | E | A |

E = Essential **D** = Desirable

A = Application Form **S** = Selection Process