

Safety, Health and Wellbeing Policy

STATEMENT OF INTENT

The University of Westminster is committed to ensuring the health, safety and wellbeing of its employees (colleagues), students, contractors and others who may be affected by its undertaking. The Court of Governors of the University of Westminster recognises and accepts its responsibility as an employer for the duties placed upon it by the Health and Safety at Work etc. Act 1974 (HSW Act) and subordinate legislation.

The Senior Management of the University are committed to raising and maintaining Safety, Health and Wellbeing (SHW) standards in line with other objectives contained in the University Strategy.

To this end, the University aims to achieve the following objectives:

1. As a minimum, meeting all legal requirements relevant to health and safety. It is recognised that health and safety management and consideration of collective wellbeing should be an integral part of all planning activities;
2. Adoption and promotion of *best practice* in all aspects of safety, health and wellbeing at work where it is reasonably practicable to do so;
3. Seek to continually improve its performance in the areas of health, safety and wellbeing;
4. To ensure that adequate arrangements are in place to promote positive physical and mental health and to compassionately support colleagues and students who are experiencing problems, so far as is reasonably practicable, via flexible working, pastoral care etc;
5. Consult with colleagues and their representatives, and student representatives on matters of safety, health and wellbeing;
6. Seek to prevent all occurrences of work-related accidents and ill-health by increasing reporting of hazards and implementing suitable controls;
7. Maintain safe and healthy working conditions, and improve comfort where practicable;
8. Provide adequate control of safety, health and wellbeing risks arising from its work activities;
9. Provide and maintain a safe and comfortable physical environment, safe plant and equipment;
10. Ensure the safe use of hazardous substances;
11. Provide suitable information, instruction, training and development, and supervision of colleagues and students;
12. Cooperate with other organisations and persons involved in its work activities to help ensure the mutual health, safety and wellbeing of all concerned;
13. Seek to ensure that our students contribute to a safer, happier working environment in their future careers;
14. Review this policy annually at University SHW Committee and University Executive Board (UEB).

Details of organisational arrangements for managing health, safety and wellbeing are held on the University's colleague SharePoint [intranet](#), and on the [Student Hub website](#).

Peter Bonfield
Vice-Chancellor & President

22 February 2024

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