

Health and Safety Policy and Procedure

It is the policy of Myerscough College and University Centre to take all reasonable and practicable steps to safeguard the health, safety and welfare of all employees and learners whilst at work and / or learning, and to protect all other persons against hazards to health or safety arising out of the College's activities, or while they are on College property.

The Health and Safety at Work Act 1974 consolidates and gives statutory backing to various pieces of legislation. It recognises the responsibility of the employer and also the responsibility of employees themselves in looking after their own health and safety – both individually in complying with safety instructions and collectively through consultation with management.

The College will collect and use personal data to ensure the health, safety and welfare of its staff, learners and others as necessary.

This policy applies to all employees, learners, visitors and others at all centres of the College.

The Health and Safety Policy is also intrinsically linked with the College's Safeguarding, Child Protection and Safeguarding Policy. The Director of Health, Safety and Security is a trained Designated Safeguarding Person and supports the Designated Senior Lead with disclosures and referrals.

Policy Statement

Myerscough College and University Centre has committed to an ambitious new 2030 Health, Safety and Security Strategy. The vision of this new Strategy is:

‘To create and sustain an outstanding culture of health, safety, and security where every student, staff member, and visitor feels safe, empowered, and supported across all College environments.’

The mission of the new Strategy is:

‘To embed a proactive, data-informed, and person-centred approach to health, safety, and security across all college operations, achieving legal compliance, sector best practice, and resilience against current and emerging risks.’

Myerscough College Corporation is committed to achieving, so far as is reasonably practicable, the best standards of health, safety and welfare for its employees, learners, visitors and others who may be affected by the activities of the College and to fully meet its legal obligations and corporate responsibilities.

There is a management structure in place to implement the Health and Safety Policy. This structure includes a competent person who will work closely with the Curriculum and Line Managers, and the College Leadership Team and report quarterly to the Corporation in order to achieve implementation of this Policy.

All employees of the College have responsibility for their own health and safety under Sections 7 and 8 of the Health & Safety at Work Act and should cooperate with the College as employer to achieve safe working practices.

Managers will consult employees on matters which may affect their health and safety.

This Health and Safety Policy document sets out the management of health, safety and welfare and outlines the arrangements made by the College to achieve the aims of the policy statement.

College Managers have responsibility for health and safety within their area. They are responsible for implementing a system to ensure that the Policy, and the arrangements made within it, are carried out.

This policy and its procedures forms part of employees’ Terms and Conditions of employment. Failure to comply may be treated as a disciplinary matter. The Policy Document will be revised from time to time to reflect changing needs and any changes which may become necessary as a result of developing legislation, to ensure the policy remains relevant to the College activities.

Myerscough College undertakes, so far as reasonably practicable:

- To bring the Health and Safety Policy document to the attention of all employees and ensure they fully understand their responsibilities as described in this Policy.
- To provide adequate **resources** to ensure that proper provision can be made for health and safety and include prime consideration of health & safety in all forward planning.
- To carry out risk assessments which will be periodically reviewed.

- To ensure that systems of work will be implemented to minimise risk to health.
- To ensure that arrangements for the use, handling, storage, disposal and transport of articles and substances at work involve minimal risk to health.
- To provide all employees with such information, instruction, training and supervision as is necessary to secure their health and safety at work, and the safety of others who may be affected by their actions.
- To provide, so far as is reasonably practicable, for all employees a safe place of work and learning with safe access and egress from it.
- The College is responsible for maintaining appropriate insurance coverage, including employer's liability and public liability insurance, to ensure protection against risks associated with workplace health and safety.
- To provide and maintain all plant, machinery and equipment to ensure that it involves minimal risk to health and safety.
- To provide adequate facilities and arrangements with regard to welfare for employees at work.
- To report (where required) accidents and cases of ill health to the HSE and funding organisations and to carry out internal investigations to try to prevent them happening again.
- To monitor activities to ensure that procedures in place are being implemented and agreed standards are maintained.
- To safeguard the environment from the effects of the college's activities.
- To have access to competent advice.
- Seek continuous improvement in our health and safety performance and management through annual review and revision of this policy; and provide the resource necessary to make this policy and our health and safety arrangements effective.

We also recognise our duty to co-operate and work with:

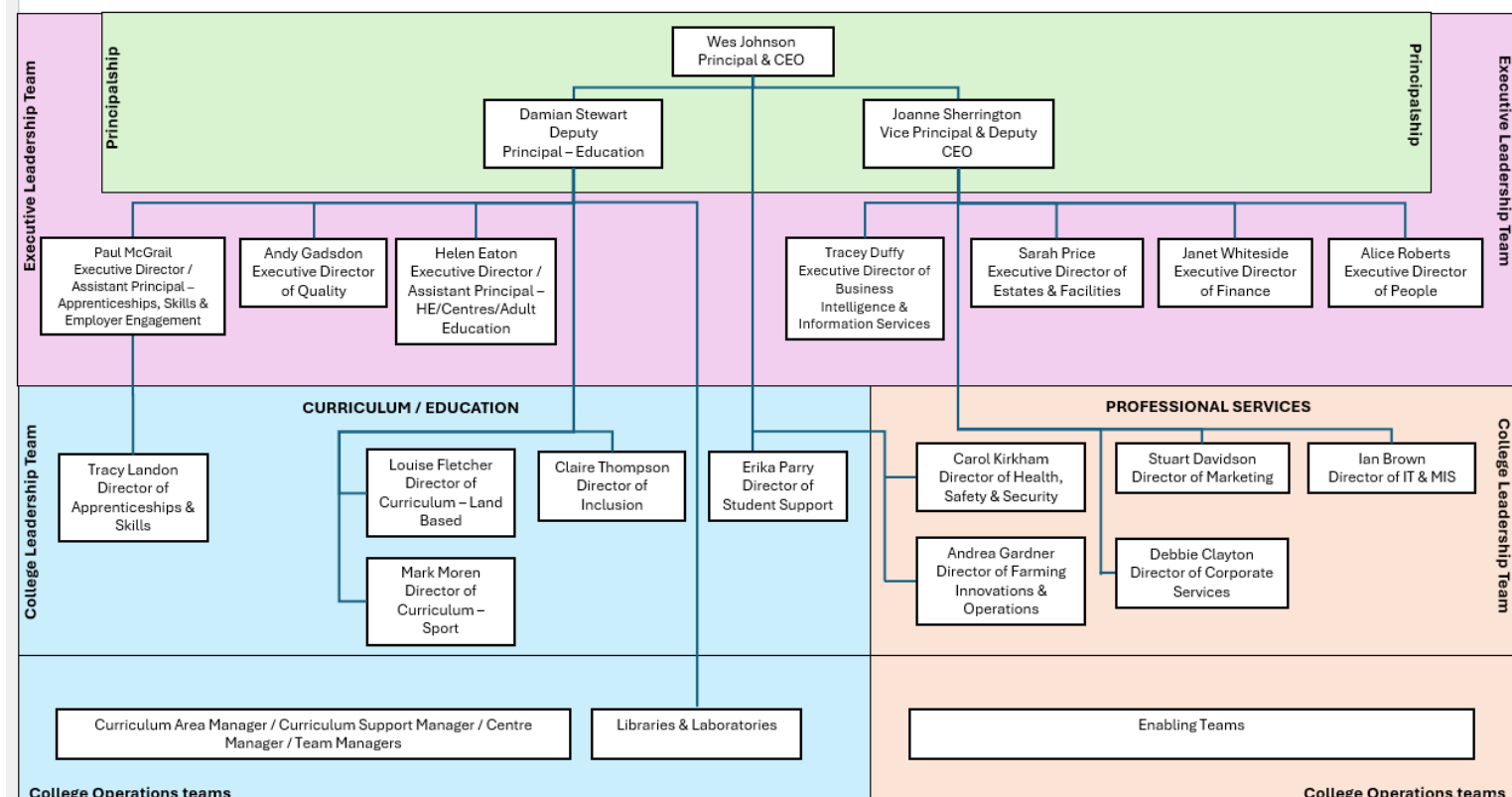
- other employers when we work at premises or sites under their control to ensure the continued health and safety of all those at work.
- other employers and their employees, when they come onto our premises or sites to do work for us, to ensure the health and safety of everyone at work; and
- learners, contractors and other persons who are lawfully on College premises against risk to their health or safety which might arise out of activities in those places.

Signed:
Chief Executive and Principal
Myerscough

Date:

2025/26 Management Structure

Myerscough College – Leadership Structure – Effective 1 February 2025 (updated June 2025)



Health and Safety Risk Management Committee Structure



Objective

This policy is aligned to the College's ambitious 2030 strategic objectives for Health, Safety and Security and outlined in its new Strategy. The aim of this Policy is to encourage a positive Health, Safety and Welfare culture and, in so doing, contribute to the welfare of the College community.

Successful implementation of this policy will contribute significantly to our performance by reducing injuries, ill health, protecting the environment and reducing unnecessary losses and liabilities.

The College, as an employer and educator, is committed to ensuring that the many and varied activities that we engage in are carried out responsibly, with an understanding of the risks involved and with sensible and proportionate precautions put in place to match those risks. We aim to continue improving the way that health and safety risks are managed, developing a positive health and safety culture throughout the College building the competence and confidence of colleagues in this area.

Crucial to the delivery of this aim is effective leadership and therefore the policy identifies key leadership roles and accountabilities in the College. All curriculum and support departments are required to follow this approach in their systems for implementing the Health and Safety Policy.

Collaboration and communication with colleagues is an important element of our approach to health, safety and welfare. This policy establishes formal mechanisms to encourage this and aims to promote active involvement from the membership.

The College is a major employer in the area and recognises the need to work with bodies such as the Health and Safety Executive (HSE), Fire and Rescue Service, Environmental Agency and their partners and to engage with further and higher education sector initiatives.

Procedure

Organisation and Management of Health and Safety Matters

In order to ensure the implementation of the General Policy statement the Corporation have made the following arrangements:

- The Chief Executive & Principal (Accounting Officer) is responsible as far as is reasonably practicable for the effective overall implementation of the Health and Safety Policy across the College.
- The Director of Health, Safety and Security is responsible as far as is reasonably practicable for advising employees on all matters regarding health and safety including legislation, risk analysis and safe systems of work.
- Directors of Curriculum/Curriculum Area Managers/Line Managers will be responsible as far as is reasonably practicable for ensuring that working practices and systems within their area of responsibility do not give rise to risk to the health and safety of employees, learners and visitors.
- All employees must take reasonable care for the health and safety of themselves and all other persons who might be affected by their acts or omissions at work.

Functions and Duties

The Principal shall:

- have executive and strategic responsibility for health and safety, including the implementation of the health and safety policy and ensuring compliance with legislation;
- appoint competent persons to assist in undertaking the measures to comply with legislation;
- establish and maintain an appropriate health and safety system within the College;
- make recommendations to the Corporation with respect to health and safety policies, systems and rules;
- budget for all health and safety matters within the College;
- establish College Strategic and Operational Health & Safety Committees with a clearly defined role in promoting health and safety.

The Director of Health, Safety and Security shall:

- ensure the Principal and Corporation are appropriately briefed on the College's health, safety and welfare provision and compliance with current legislation;
- ensure health and safety policies, rules and procedures are implemented across the College;
- convene and chair termly meetings of the Health and Safety Committee and the Risk Management Meeting, and encourage safety representatives to attend;
- ensure risk assessment surveys are undertaken and reviewed as necessary to maintain a complete and thorough assessment of all risks to health and safety and that safe systems of work for all employees and learners are in place across the College;
- ensure planned preventative maintenance schemes for plant and machinery are produced and implemented across the College;
- ensure all reported accidents recorded on the College Accident Report Form are investigated where necessary;
- ensure reports are made to the Health and Safety Executive, confirming any major injury, disease or dangerous occurrence as required by the Reporting of Injuries, Diseases, or Dangerous Occurrences Regulations 2013;
- ensure contractors work within the College Health and Safety procedures;
- ensure all health and safety aspects across the College are monitored through the Health and Safety Committee and regular liaison with the Director of Health, Safety and Security and College Managers;
- ensure there are adequate financial resources to satisfy the requirements of health and safety;
- ensure the health and safety training needs of the employees and learners are met;
- provide leadership and promote a positive culture;
- develop and oversee the delivery of the College's vision to make health and safety business as usual;
- identify, initiate and develop the college wide policies and guidance to help manage and mitigate health and safety risks and meet legislation obligations;
- maintain an awareness of all health and safety legislation that could affect the operation of health and safety within the College;
- advise the Corporation, Principal, Vice Principal, Deputy Principal, Executive Directors, Directors, Curriculum Area Managers, Centre Managers and all other Managers on all aspects of health and safety within the College to ensure compliance with health and safety related legislation;

- advise the Health and Safety Committee on all aspects of health and safety within the College to ensure compliance with health and safety related legislation;
- establish and maintain appropriate reference material with respect to health and safety;
- assist in the induction of new employees and the training of present employees with respect to health and safety;
- review and monitor all aspects of health and safety including training within the College;
- assist in the production of health and safety information for employees and learners;
- review and produce forms necessary for the management and control of health and safety within the College;
- maintain records of all reported accidents, undertake further investigation and ensure that any actions are undertaken to mitigate future risk;
- ensure all accidents which are required to be reported under RIDDOR and to the appropriate funding organisations are dealt with appropriately;
- liaise with outside agencies able to offer expert advice on health and safety matters;
- produce a quarterly and annual report for the Corporation;
- assist Line Managers and those managing sections in fulfilling their statutory obligations;
- in conjunction with the relevant Curriculum areas, ensure that all required risk assessments are documented and reviewed as required to ensure compliance with legislation and procedures;
- liaise with the HSE, other enforcement agencies and safety representatives.

The Principalship, Executive Leadership Team (ELT) and College Leadership Team (CLT) shall:

- promote and implement the policy within their areas of control and ensure that individuals under their line management take necessary action to satisfy the requirements of the policy, and ensure that adequate resources are allocated to enable them to meet their health and safety responsibilities;
- lead by example in communicating and promoting this policy and the aim will be to strive for continuous improvement in health and safety performance. Set a personal example at all times by using the correct personal protective clothing/equipment and following all safety requirements and procedures;
- ensure that health, safety and welfare arrangements are fully discussed where necessary with appropriate specialist support staff and safety representatives with regard to:
 - Planning new operations or methods of work
 - Designing or obtaining new plant, equipment or buildings

The Executive Director of Apprenticeships, Skills and Employer Engagement

The main duty holder for Health and Safety of apprentices and work experience learner is their employer but the College has a duty of care to ensure that these learners are provided with suitable and sufficient health and safety arrangements, systems and facilities.

This duty of care lies with Executive Director of Apprenticeships, Skills and Employer Engagement and they will:

- ensure, so far as is reasonably practicable, that work-based, work experience and T- Level learners have a safe place of work with suitable and sufficient health and safety provisions to meet legal requirements;

- ensure regular reviews are carried out both of the workplace and the learner to ensure safe and healthy workplaces are maintained for learners;
- ensure that their staff are suitably and sufficiently trained, instructed and informed to be competent in carrying out initial assessments and reviews of workplaces;
- ensure the employers and learners are made aware of, and understand, the importance of recording accidents within the workplace and that staff report these incidents using the college systems in a timely manner;
- ensure the employer has appropriate insurance coverage.

The Curriculum Area/Centre Managers and other Managers shall:

- be accountable for the health and safety of all employees that they are responsible for and others (including learners and visitors) who may be affected by their activities;
- ensure that health and safety policies, rules and procedures are issued to and understood and observed by all learners and employees, for which they are responsible;
- provide leadership and promote a positive culture;
- ensure practices comply with local rules and relevant health and safety policies and procedures;
- identify the health and safety training requirements for staff under their control and ensure that suitable and sufficient training is completed as soon as possible to allow staff to comply with their duties;
- ensure health and safety related risks are effectively identified and managed;
- ensure there is effective supervision of their learners;
- where applicable ensure educational trips within their department are subject to adequate risk assessment consistent with the college's trips and visits procedure;
- ensure that risk assessments are carried out and reviewed as necessary and that safe systems of work for employees and learners are produced and monitored within their area of responsibility;
- ensure that planned preventative maintenance systems for plant and machinery are produced and maintenance undertaken according to schedules within their area of responsibility;
- ensure all incidents/accidents, near misses and dangerous occurrences are reported to the Director of Health, Safety and Security by the appropriate online form without delay;
- co-operate in the investigation of all incidents/accidents/near misses reported to them and agree with the Director of Health, Safety and Security on appropriate action to improve working practices;
- ensure that appropriate action is taken when a hazardous situation is reported, which is within their area of responsibility and is reported to the Director of Health, Safety and Security;
- monitor and ensure the effectiveness of health and safety training of learners on courses within their area of responsibility;
- draw to the attention of the College's Director of Health, Safety and Security any deficiencies which are noticed in the provision of firefighting and other safety equipment;
- ensure that appropriate funds are available for health and safety needs within the area from their allocated budget;
- take particular care in ensuring that storage, transportation, use and disposal flammable liquids, poisons and other hazardous materials will be so arranged as to meet at least the minimum of all compulsory standards and to ensure that risks to health and safety have been eliminated controlled as far as is reasonably practicable;

- co-operate in maintaining working environments which are, as far as reasonably practicable, safe and free from risks to health by completing a termly workplace inspection check. Where matters affecting the health and safety are outside his/her experience or knowledge (e.g. structural safety of buildings and adequate provision of fire-fighting equipment and first aid requisites) advice should be sought from the Director of Health, Safety and Security;
- notify the Director of Health, Safety and Security of any proposed or impending changes affecting safety, health and welfare or insurance cover;
- with regards to personal protective equipment (PPE):
 - to ensure that necessary personal protective equipment is available
 - storage facilities are provided;
- ensure that any employees or learners that have physical, sensory, health impairment (e.g. epilepsy, asthma), emotional and behavioural difficulties are as far as reasonably practicable, safe in the work environment. This will be achieved through specific individual risk assessments. To also ensure (as appropriate), that a personal emergency evacuation plan (PEEPs) is completed for an employee or learner and this is communicated to all that would need knowledge of this with regards to building, location and evacuation;
- identify employees development requirements with reference to health and safety.

Academic/Teaching Staff shall:

In addition to their duties specified in the section titled staff, academic/teaching staff have the following duties:

- be responsible for the safety of all learners in their care including emergency evacuation;
- ensure that all information, instruction, training and supervision in matters of health and safety is embedded in their teaching;
- be responsible for ensuring that they are proactive in seeking out health and safety information that is relevant to their taught subject/s and that such information is up to date;
- raise awareness of health, safety and welfare as an integral part of the working environment and as part of the curriculum, including encouraging the reporting of accidents and near misses;
- involve themselves in any accident, incident or near miss investigation where required;
- undertake any safety related training/CPD where identified.

Technicians shall:

- provide a daily observation of their work areas in terms of Health and Safety as well as assisting tutors and lecturers where required;
- identify Health and Safety training for their role, in conjunction with their manager, and attend agreed courses to ensure their competence in respect of Health and Safety responsibilities;
- in conjunction with the Curriculum Area Manager ensure that all required risk assessments are documented and reviewed as required to ensure compliance with legislation and procedures;
- ensure all equipment and machinery within their areas are checked, inspected, serviced and maintained as required by manufacturer's instructions and current Health and Safety legislation. Full documentation of this must also be kept for inspection where required;
- keep up to date with changes in legislation within their work areas and ensure compliance at all times, in particular respect to the Provision and Use of Work Equipment Regulations (PUWER) and the Control of Substances Hazardous to Health Regulations (COSHH);

- ensure full implementation of, and compliance with, the College Health and Safety Policy and all related procedures, and safe systems of work within their areas; promptly reporting any repairs and/or Health and Safety breaches to their manager and taking remedial action where their capability allows;
- take responsibility for good housekeeping, (including safe storage and movement of materials and substances), and fire safety within their areas; promptly informing their manager of any matters of concern outside of their control or ability;
- assist in the coordination of emergency evacuation and first aid requirements wherever required. actively promote a good health and safety culture across their areas and assist their manager with improvements so far as is reasonably practicable;
- liaise with their manager in all health and safety matters;
- assist the Security Team with security matters and ensure that all windows are closed, lights and electrical equipment switched and locked off and doors locked before leaving their work areas at the end of each working day;
- involve themselves in any accident, incident or near miss investigation where required.

The Executive Director of Estates and Facilities shall:

- ensure the proper maintenance of college buildings to prevent, so far as reasonably practicable, risks to health and safety of staff, learners and other persons using the premises
- ensure safe systems of work for maintaining the fabric and services of the building;
- attend to all urgent repairs with health and safety implications in a timely manner;
- manage contractors engaged in work within the college buildings or for the College, complete and record relevant health and safety documentation and ensure work undertaken sufficiently managing risks to health and safety and have the appropriate insurance;
- Support the Director of Health, Safety and Security carrying out regular inspections of the facilities with safety representatives, where possible;
- With the Maintenance Manager, ensure all statutory inspections are carried out and remedial actions are forwarded to appropriate persons for completion;
- ensure building works and or changes are notified to the College insurers.

The Director of Farming Innovations & Operations shall:

- be accountable for the health and safety of all employees that they are responsible for and others (including learners and visitors) who may be affected by their activities;
- ensure that health and safety policies, rules and procedures are issued to and understood and observed by all employees, for which they are responsible;
- provide leadership and promote a positive culture;
- ensure that employees are briefed on all aspects of health and safety relating to their working environments and that they have been trained appropriately, with a record kept of their induction and on-going training;
- ensure all employees and visitors to the farm including learners are informed of the emergency procedures;
- draw to the attention of the College's Director of Health, Safety and Security any deficiencies which are noticed in the provision of firefighting and other safety equipment;
- ensure that appropriate funds are available for health and safety needs within the area from their allocated budget;

- take particular care in ensuring that storage, transportation, use and disposal flammable liquids, poisons and other hazardous materials will be so arranged as to meet at least the minimum of all compulsory standards and to ensure that risks to health and safety have been eliminated controlled as far as is reasonably practicable;
- co-operate in maintaining working environments which are, as far as reasonably practicable, safe and free from risks to health by completing a termly workplace inspection check. Where matters affecting the health and safety are outside his/her experience or knowledge (e.g. structural safety of buildings and adequate provision of fire-fighting equipment and first aid requisites) advice should be sought from the Director of Health, Safety and Security;
- notify the Director of Health, Safety and Security of any proposed or impending changes affecting safety, health and welfare or insurance cover;
- instigate and ensure that safety procedures are developed and adhered to for operation carried out within this area;
- undertake risk assessments relating to this area of work including, work equipment and activities, manual handling, noise and COSHH assessments, together with the necessary documentation, taking appropriate action where necessary;
- ensure that planned preventative maintenance systems for plant and machinery are produced and maintenance undertaken according to schedules within their area of responsibility;
- ensure all incidents/accidents, near misses and dangerous occurrences are reported to the Director of Health, Safety and Security by the appropriate online form without delay;
- co-operate in the investigation of all incidents/accidents/near misses reported to them and agree with the Director of Health, Safety and Security on appropriate action to improve working practices;
- ensure equipment including personal protective equipment (PPE) is maintained in a safe condition;
- ensure that any employees or learners that have physical, sensory, health impairment (e.g. epilepsy, asthma), emotional and behavioural difficulties are as far as reasonably practicable, safe in the work environment. This will be achieved through specific individual risk assessments. To also ensure (as appropriate), that a personal emergency evacuation plan (PEEPs) is completed for an employee or learner and this is communicated to all that would need knowledge of this with regards to building, location and evacuation;
- ensure that all first aid equipment and boxes are checked on a regular basis by a nominated employee.

The Residential Support & Experience Manager shall:

- be accountable for the health and safety of all employees that they are responsible for and others (including learners and visitors) who may be affected by their activities;
- ensure that health and safety policies, rules and procedures are issued to and understood and observed by all learners and employees, for which they are responsible;
- provide leadership and promote a positive culture;
- ensure that employees are briefed on all aspects of health and safety relating to their working environments and that they have been trained appropriately, with a record kept of their induction and on-going training;
- organise and conduct a minimum of one practice of the emergency evacuation procedure for each hall of residence each term;
- be responsible for the day-to-day management of safety issues relating to residential learners;

- issue appropriate disciplinary action where it is shown that learners have tampered with any equipment provided in the interest of employees and learner safety informing the Director of Health, Safety and Security of actions taken;
- provide first aid support and equipment;
- ensure due consideration is taken for the safety of employees and learners (in residential accommodation), who have physical, sensory, health impairment (e.g. epilepsy, asthma), or a mental disability, and a personal emergency evacuation plan (PEEPs) (as appropriate), is developed with the employees or learner and communicated to other employees that would need to know and copied to the Director of Health, Safety and Security;
- undertake risk assessments relating to the area of work;
- ensure all incidents/accidents, near misses and dangerous occurrences are reported to the Director of Health, Safety and Security by the appropriate online form without delay.

Trade Union Safety Representative / Workplace Safety Representatives

The College recognises Safety Representatives, valuing their assistance in promoting a good health and safety culture within the College, and supports them in their role. Safety Reps are expected to:

- familiarise themselves with the College Health and Safety Policy and all relevant procedures;
- report any hazardous conditions or breaches of Health and Safety to the Health & Safety Team;
- liaise with appropriate managers and the Director of Health, Safety and Security in any investigation process when required;
- assist the Director of Health, Safety and Security in the investigation of complaints made by employees in relation to health and safety matters;
- involve themselves in termly Health and Safety inspections;
- be a proactive member of the College Health and Safety Committee and regularly attend meetings. cascade information, where relevant, to wider College staff.

All Employees shall:

- ensure that they conduct their activities, and those activities over which they have control, in accordance with the College's health and safety policies and procedures and, where relevant, statutory requirements;
- ensure that they are familiar with all College health and safety procedures relevant to their designated role in the College;
- follow safe working practices;
- assist their Curriculum Area Manager/Line Manager in ensuring that health and safety policies, rules and procedures relevant to their work are issued, understood and implemented;
- carry out risk assessment and the production and implementation of safe systems of work for employees and learners within their recognised area of work, as requested by their Head of Area/Line Manager;
- co-operate with their Curriculum Area Manager /Line Manager to ensure that a system for planned preventative maintenance is established for plant and machinery within their recognised area of work and that maintenance is carried out in accordance with that plan;
- co-operate with their Curriculum Area Manager /Line Manager and the Director of Health, Safety and Security in the investigation of serious incidents and in the implementation of agreed action;
- ensure that when personal protective equipment is specified, they wear and others under their instruction wear it properly and that appropriate care is taken with it, such that it performs its purpose adequately and is not wilfully or neglectfully damaged;

- comply with any rules and procedures made or presented under or in accordance with the Health and Safety at Work Act 1974, or other safety legislation and the College's health and safety policies
- co-operate with the College and its management so as to enable them to carry out their own responsibilities and particularly co-operate by complying with any safety instructions issued;
- take due care for their own safety and that of colleagues by reporting any defects, unsafe practices or conditions without delay to their immediate Line Manager;
- employees must also provide notice of 3 months if qualifications relating to Health and Safety provision are due to expire, e.g. First Aid;
- ensure all incidents/accidents, near misses and dangerous occurrences are reported to the Director of Health, Safety and Security by the appropriate online form without delay;
- familiarise themselves with emergency procedures relevant to each of the areas they are likely to work in or visit, Academic staff must ensure that the learners under their control, are aware of the actions to take in an emergency.

Learners should be assumed to be untrained in all matters of safety.

Teaching and, where appropriate, support staff have therefore a duty to inform and instruct learners, as far as is reasonably practicable, in all matters necessary to ensure their health and safety while working in classrooms, laboratories, workshops or in the field.

Potentially hazardous equipment should not be used by learners unless adequately trained and safe systems of work and protective devices are in operation. A competent member of staff should be in attendance when this equipment is in use.

Written risk assessments should be given and explained to learners in their practical work and must draw attention to potential hazards of the materials and equipment used.

As far as is reasonably practicable, no substance or procedure should be introduced into the practical work of learners unless the hazards associated within it have been fully controlled, considered and explained to such learners.

All **learners** have a duty to conduct themselves with due regard for the health and safety of themselves and others who may be affected by their acts or omissions. As such all learners must ensure:

- they behave in a responsible manner and show appropriate regard for their own health and safety and others who may be affected by their actions;
- they report all accidents, potential hazards, defects in equipment, facilities and any near misses to their lecturer/tutor;
- that when personal protective equipment is specified, they wear it properly and that appropriate care is taken with it, such that it performs its purpose adequately and is not wilfully or neglectfully damaged;
- All apparatus, tools and equipment provided are used in the prescribed manner such that they are not damaged or misused and thus cause NO danger to current or future users. Any defects should be reported to the lecturer who shall take whatever action is considered appropriate;
- they do not intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety and welfare;
- They attend training sessions arranged to increase awareness of health and safety issues.

All persons who are not employees of the College but use the College's properties as a place of work or use plant and substances provided for their use and:

- persons who by notice of a contract or tenancy with obligations for maintenance and repair;
- persons having control of premises or equipment in connection with carrying out a trade, business or other undertaking (whether for profit or not);
- have a similar duty of care which includes the premises and means of access/egress and any plant, equipment or substance used.

It is the duty of any person who **designs, manufacturers, imports or supplies** any article for use at work:

- to ensure so far as is reasonably practicable that the article is so designed and constructed as to be safe and without risk to health when properly used;
- to carry out or arrange for such testing and examination as may be necessary for the performance of the duty imposed in (i) to be demonstrated/verified;
- to provide adequate information about the use for which an article is designed and tested and about any conditions necessary to ensure that, when put to use, it will be safe and without risk to health.

All Learners shall:

- take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions (e.g. what they do or fail to do);
- not intentionally or recklessly interfere or misuse anything which has been provided by the College in the interests of health, safety and welfare;
- co-operate with the College to enable it to meet its Health and Safety responsibilities.

Employed Learners:

Learners employed to carry out work on behalf of the College will be classed as staff. The supervision of employed learners should be appropriate to their experience and competence and should be at a higher level than that expected for a more experienced member of staff.

Visitors are expected to:

- act responsibly in relation to health, safety and welfare information;
- follow instructions and procedures provided and to comply with the College Health and Safety Policy and general arrangements that have been brought to their attention.

Contractors will:

Contractors are expected to adhere to the Control of Contractors Procedure.

Arrangements for Health and Safety

1.1 Accident and Incident Reporting

Myerscough College has a legal duty to report certain types of accidents, injuries and dangerous occurrences arising out of work activity to the relevant enforcing authority.

The College also has a responsibility to investigate and keep a record of all accidents causing injury, dangerous occurrences, near misses and occurrences of disease or ill health where they arise out of the work of the College.

The College positively encourages employees, learners, visitors and others associated with the College to report accidents/incidents to learn from the outcomes.

1.2 Active Health & Safety Auditing

The College will carry out active Health and Safety auditing on a risk targeted approach and provide a general management appraisal of work conditions and health and safety practices within a particular team, area or department.

The College will monitor the implementation, compliance and performance of the College's health and safety provision by team, area or department.

The College will provide information on health and safety strengths and weaknesses for the Self-Assessment Report (SAR) and Development Plan.

1.3 Action in the Event of an Emergency

A major incident may occur at any time day or night and cause significant loss with prolonged interruption to the business of the College. It is vital that the college is prepared and can respond at short notice providing a co-ordinated range of emergency, short term and long-term measures.

The Emergency Manual sets out a series of responsive measures aimed at:

- Preventing or limiting the loss of life or injury
- Minimising or limiting the damage to buildings and assets
- Returning to full operational activities as soon as possible.

The Emergency Manual can be activated at any stage when an incident is likely to have a direct or indirect impact on the ability of the college to operate effectively.

The objective of the Emergency Manual is to co-ordinate the response of all departments within Myerscough College in the event of a major incident and to ensure business critical functions are reinstated as soon as possible.

The decision to implement the Emergency Manual must be made by the Principal, Vice Principal or Deputy Principals. The plan sets out guidelines to enable College employees to respond quickly and cope effectively with an emergency situation. The Emergency Manual may be implemented either in whole or in part depending upon the severity of the incident.

This Manual is held with Key employees only, due to the personal information contained in the plan.

1.4 Administering Medicine

It may be necessary for a learner while they are attending Myerscough College to take prescribed medication to enable them to participate in learning.

The taking of medication may be short term or long term. We seek to make reasonable adjustments to ensure that no learner is discriminated against because of their medical need whether this is due to a disability or not.

1.5 Animals on Campus

Employees and learners must not bring their pets to work with them, unless they have received the appropriate approval using the Animals on Campus Policy and Procedures and appropriate arrangements have been made. This includes Assistance/Support and Therapy dogs/animals.

1.6 Asbestos

The College has responsibilities under the Health and Safety at Work Act 1974 and the Control of Asbestos at Work Regulations 2012. The College will comply with all Approved Codes of Practice and Guidance issued by the Health and Safety Executive in respect of the exposure of its employees and others to asbestos at the College.

There is no legal requirement to remove asbestos where it does not constitute a significant risk to health. The ultimate aim is to remove asbestos, where practicable, from all buildings, plant and equipment owned by the College. Normally, asbestos will be removed as part of refurbishment or demolition.

1.7 Children (who are not learners)

As a rule, children of employees/learners are not allowed on College premises however if it is unavoidable for a short period of time i.e. calling in to pick up work, they are responsible for supervising them during their time on site and ensuring that they remain safe and do not endanger themselves or others. Children of employees and learners must not be allowed in practical areas and are not allowed on college organised visits/trips. The nursery facilities are available for the children of employees and learners.

1.8 Codes of Safe Working Practice

Each area of the College has Health and Safety requirements that are particular for that area. This is due to the fact that hazards differ from area to area. Consequently, each area should have, if deemed necessary, produced its own unique "Code of Safe Working Practice". The instructions contained in the Codes include references to any statutory or non-statutory regulations and should be used to supplement the instructions and information contained in this document.

1.9 Compliance Monitoring and Recording Information Procedure.

The Compliance Monitoring and Recording Information Procedure is essential to ensure effective communication between Contractors, Estates staff, and the Health and Safety Team, thereby enabling efficient handling of compliance tasks across various safety-critical areas like Legionella, Fire Detection, Fixed Wire Testing, and more. It mandates regular testing, thorough documentation, and prompt action on any identified risks or non-compliance issues.

By adhering to this procedure, the college ensures a safe and compliant working environment, meets legal obligations, and maintains accurate records for audits and reports to management and Governors.

1.10 Contractors

Myerscough College has a role in promoting and encouraging good practice in health, safety and welfare amongst the contractors it engages and will ensure that all works undertaken by contractors for or on its behalf are carried out in such a manner as to avoid, reduce, or control, all foreseeable risks to health and safety to an acceptable level.

To achieve the above aims, the College will ensure that:

- It only engages suitably competent, financially viable contractors to undertake works on its behalf;
- All contractors are provided with the necessary information and instruction to undertake their works in accordance with the objectives of this policy;
- Suitable asbestos information is provided to all relevant contractors to enable them to plan and undertake their works without risk of exposure to asbestos fibres;
- Suitable and sufficient procedures are in place to gain effective communication, co-operation and co-ordination of all contractor works;
- All contractors are visibly identifiable to other members of the College;
- Contractors are only permitted to commence works once they have properly planned their works and put appropriate measures in to manage and deliver the works effectively with regards to health and safety, and quality of product;
- Where works are undertaken directly for the College, that the contractor is supervised by a competent representative of the College and that this supervision is in accordance with this policy and related procedures;
- Where contractors are engaged to carry out high-risk works, then those works shall be subject to a Permit-to-Work;
- Permits-to-Work are only issued by suitably competent persons (Authorised Persons);
- Contractor performance is reviewed / audited on project completion;
- All contractors must have appropriate insurance coverage.

1.11 Disabled Persons (incl. PEEPs)

The College has a Disability Equality Scheme and aims to provide full and fair opportunity for employment for all applicants and to ensure, through training and practical assistance where required, their continued employment and promotion. Employees who become disabled will be accorded every reasonable opportunity for maintaining their position or for retraining if appropriate.

The College's Health and Safety Policy has been prepared to ensure a safe and healthy environment for all employees and learners. It recognises that those employees who require extra equipment, facility or assistance, both routinely and in an emergency, will have such needs met where reasonably practicable.

Any person who may require assistance in an emergency evacuation should have a personal emergency evacuation plan. A Personal Emergency Evacuation Plan (PEEP) is a means by which arrangements are made to ensure that an individual's physical or mental abilities or other circumstances do not prevent this from happening.

It is the policy of Myerscough College to generate a PEEP for every employee or learner with a disability (temporary or otherwise), where this may affect their ability to respond to an emergency. The PEEP shall set out the adjustments necessary for maintaining their personal safety.

1.12 **Display Screen Equipment (DSE)**

The Health and Safety (Display Screen Equipment) Regulations 1992 apply to work with DSE.

Display screen operators may suffer from postural difficulties and visual fatigue, in addition to other hazards of the workplace, such as tripping over cables or carpets, lifting injuries, picking up boxes of paper etc. Although DSE's do produce some radiation, the levels produced are no more than those from the environment in many areas.

Postural hazards result from poor ergonomics and working environment. The following may produce fatigue-related conditions:

- Sitting in an immobile position for long periods.
- High rates of repetitive finger movements, with the wrists bent.
- Poor circulation to the legs.
- Pressure from the seat/chair upon the thighs.

Visual fatigue may result from the following:

- Poor screen display, such as low contrast or flickering.
- High levels of ambient light compared to the screen display.
- Reflections or glare.

These can produce eyestrain, headaches or other related symptoms.

The College aims to provide a working environment that is both comfortable and maximises the effectiveness of employees. Although the Regulations only apply to DSE users or operators (an operator is a self-employed DSE user), we will try to apply the principles to all DSE workstations regardless of the category of user.

1.13 **Disposal of Unwanted Substances**

The College Estates Team is responsible for the safe disposal of any unwanted chemicals or other hazardous materials in accordance with the Hazardous Waste Regulations 2005 and the Hazardous Waste (England and Wales) (Amendment) Regulations 2016. Arrangements regarding this facility can be obtained from Estates ext. 2217/2267

1.14 **Drugs or Alcohol**

Non-prescribed drugs or alcohol are not to be brought on to college premises except where authorisation for the former has been obtained. Further details can be obtained from the College Drug and Alcohol policies. Separate policies exist for learners and employees

1.15 **Emergency Services**

In the event of an emergency, please contact the emergency services and reception immediately the postcodes you should use are:

Sports Pitches & Residential: PR3 ORS

Main College Entrance and Equine: PR3 ORY

Skills Centre, Animal Academy, Vet Nursing, Agricultural Engineering and Rural Skills Building:
PR3 ORT

1.16 Environment

The College is committed to ensuring a comfortable working environment for all employees and learners. The college will do all that is reasonably practicable to ensure that the temperature is suitable; there is adequate ventilation and space and sufficient lighting throughout our premises.

Where reasonable, we will adapt the premises and facilities to those employees/learners with disabilities.

It is our policy to meet the health and safety requirements of the law and to provide a working environment that is both comfortable and that maximises the effectiveness of employees.

In order to achieve this, we will put in place arrangements for the assessment of risks from the working environment and provide, maintain and monitor appropriate control measures to minimise the risks identified.

1.17 Equipment

Items of equipment which may contain inherently dangerous parts or be recognised as having particular hazards but are not owned by the College are only allowed onto College premises if it can be shown, to the satisfaction of the Director of Health, Safety and Security or the Maintenance Manager that they are maintained and can be operated in a safe working condition.

The appointed insurance provider for Myerscough College may, as part of their risk management requirements, stipulate that certain equipment is either prohibited on site or subject to enhanced insurance coverage to mitigate risks related to use, misuse, or potential damage

This requirement applies to all equipment, including items owned by the College, third-party equipment, leased assets (which should be insured by the lender but may also require additional College cover), and any equipment brought on site through hire arrangements.- All equipment must have approved insurance coverage in place prior to use.

Please forward any enquiries to the Director of Health, Safety and Security or the Maintenance Manager. This additional requirement extends to college owned equipment, equipment not owned by the College, leased equipment (which should have its own cover from the lender but the College may also need to cover) and any equipment brought in where a hire facility is offered. Employees or Learners should not 'borrow' any college equipment for personal use, unless this has been agreed in advance by Senior Management.

1.18 Evening Classes/Events

There are occasions when employees, learners and visitors may be in attendance during the evening and/or at weekends and may require the use of plant, equipment or materials provided by the College in particular areas. It is possible in these circumstances that the learners will not be entirely familiar with their use.

It is particularly important, therefore, that employees in charge of such courses/events ensure that sufficient information, instruction, supervision and training are given, and that procedure are followed in the event of any emergency.

1.19 Fire

The College is committed to taking all reasonably practicable steps to ensure the health safety and welfare of employees, learners and other persons who may be affected by its activities. Under The Regulatory Reform (Fire Safety) Order 2005 (The Order) the College will:

Reduce the risk of an outbreak of fire

Reduce the risk of the spread of fire

Provides a means of escape

Demonstrate preventative action

Maintain documentation and records in respect of fire safety management.

All employees as part of their induction will receive online Fire Awareness training and annually thereafter.

1.20 First Aid and Hospitalisation

The Health and Safety (First Aid) Regulations 1981 set out the essential aspects of first aid which the College, as an employer, must provide.

The College recognises our legal duty to make sufficient provision for first aid to employees, including those travelling or working away from our premises. We will assess risks to employees and make appropriate first aid arrangements to deal with the risks.

We will reassess the first aid provisions annually, or whenever there is a relevant change in the workforce or the hazards to which they are exposed. When there have been significant changes, we will revise our arrangements accordingly.

Additionally, we will ensure that contractors on our premises either have sufficient first aid provision, or if their work involves no special risks, the contract may include their use of our facilities, by agreement.

Employees must provide 3 months' notice if first aid qualification is due to expire to ensure re qualification is taken within the timescales allowed.

1.21 Fit to Work/Study

The College has a responsibility in relation to the wellbeing of employees and learners who are displaying visible signs of illness, mental health difficulties, psychological, personality or emotional disorders which may have a profoundly disturbing impact on the functioning of individual employees/learners and on the wellbeing of others around them.

The College intends to promote positive attitudes to employees/learners with impairments and indicates the commitment of the College to maintaining learners'/employee's wellbeing.

The College has a duty of care to respond appropriately to situations where there are substantial concerns relating to a learner's mental and / or physical functioning and the impact upon the individual and / or other members of the College community.

1.22 Housekeeping

All working areas must be kept clean and tidy to minimise the risk of fire and tripping/slipping accidents. Drinks and foodstuffs etc. should only be consumed in the dining areas and should not be carried across the College campus unless in a covered container.

Except when special arrangements are made, an individual creating any hazard must restore the situation when the work has been completed or at the end of the activity, whichever is sooner. Excess materials that are toxic or a fire hazard must be returned to a storage area as soon as possible. Under no circumstances should flammable materials be stored in unauthorised areas particularly under stairs.

1.23 Handling a Sudden Death

The College will handle any death on college premises in a professional manner ensuring that the police and ambulance services are notified and the family of the deceased is dealt with sensitively following formal notification by the police.

1.24 Home Visits for Provision of Pastoral Student Support

The College works to support its learners in varied and diverse ways. Home visiting provides valuable opportunities to reach out to enrolled learners who need extra support, this could be due to illness, personal difficulties that are preventing them from attending – e.g. young carer, family problems etc. Some home visits can be initiated due to lack of attendance and not responding to emails/telephone calls etc.

Visits can be used to address concerns about missed sessions, to motivate the learners to improve their performance and to become aware of any issues which may have an impact on them. Home visits should be considered in line with other communication channels.

Staff undertaking home visits are required to follow safe working practices when off-site and to undertake every possible measure to ensure their own safety and that of the learners. Each home visit should be purposeful, efficient and effective and be authorised and approved by Line Managers. Risk assessments should be carried out prior to any home visit, with ongoing risk assessments taking place throughout the duration.

1.25 Induction of New Employees

The requirement for Health and Safety training to new employees is highlighted in general induction training which includes an overview of the management of health & safety within College.

It is essential that all employees are aware of the safety culture of the College, operate safe systems of working and follow College procedures. Information regarding health and safety will be provided to all employees, including full and part-time, temporary and casual employees to enable them to work safely. It is the duty of Human Resources and the Director of Health, Safety and Security to ensure that this training is provided to a suitable level and within an acceptable timescale.

1.26 Insurance

Myerscough College maintains comprehensive insurance coverage, including buildings, contents, vehicles, public liability, and employer's liability, to support its operational and health & safety responsibilities. Users of equipment must ensure the equipment is suitably insured prior to use.

Users of equipment must ensure that all items are suitably insured prior to use. Any newly purchased equipment must be referred to the Finance Team to confirm inclusion in the College's approved insurance register.

Any College-owned equipment intended for off-site use must be clearly identified, and the relevant line manager must be notified in advance. Appropriate insurance arrangements must be confirmed prior to removal.

The College does not provide insurance for the use of privately owned vehicles. Employees who use their personal vehicles for College business—including travel between Centres—are responsible for ensuring their insurance policy includes adequate business use cover. Proof of such cover may be requested.

Failure to comply with these insurance requirements may result in disciplinary action and could affect the College's liability in the event of an incident.

1.27 Learners on Work Experience/Placement

All reasonable steps will be taken by the College to secure the health and safety of learners on work experience/placement.

1.28 Learner Searches

It is a criminal offence to bring knives, offensive weapons or drugs onto College premises. The College has a legal duty to protect all of the College community. Measures in the Apprenticeship, Skills, Children and Learning Act 2009, which came into effect on 1 September 2010, expand the powers to search and specifies a further list of items that can be searched for in a further education college, referred to as 'prohibited items'.

Colleges have the power to carry out non-consensual searches of learners within the procedure laid down below.

The guidance covers the power of Colleges to screen learners for weapons and prohibited items without suspicion and the statutory power to search learners without consent when there are reasonable grounds for suspecting that the learner has a prohibited item on them. The disciplinary process would then be followed, and the police involved if necessary.

1.29 Lifting and Handling

The College undertakes to comply with the Manual Handling Operations Regulations 1992 (as amended) and any future statutory requirements made in relation to Manual Handling.

All employees as part of their induction will receive online Manual Handling Training.

1.30 Lone Working

Working alone is not illegal but can bring additional risks to a work activity. Leaflets for Managers and employees are available from the Director of Health, Safety and Security.

1.31 Machinery and Equipment

The College takes all reasonable steps to ensure the safety of all persons who are working on or near machinery. Should employees have any problems relating to machine safety they should immediately inform a responsible person (usually a line manager) so that steps can be taken to remedy the situation promptly.

All persons who use work equipment will have available adequate health and safety information and, where appropriate, written instructions relating to the use of the equipment. Employees who have not been authorised or who are not competent to do so should not use any equipment or machinery.

1.32 Menopause

The menopause is a normal part of every woman's life and, whilst not every woman suffers from these symptoms, supporting those that do will improve their experience at work. The College has provided guidance and advice for both Line Managers and those suffering from menopausal symptoms.

1.33 Mobile Phones

The following points of advice and guidance may help the mobile phone user (when driving):

- Using a mobile phone including hands free, is prohibited whilst driving college vehicles or your own vehicle if being used for college business, calls must only be taken/made when the vehicle is stationary and the engine stopped.
- When calling another mobile phone user, always ask whether it is safe to speak.
- Encourage colleagues to consider your safety first and to place non-urgent calls to an answering service or to take messages on your behalf rather than giving your number to a third party.

1.34 New and Expectant Mothers

- All female employees are to be informed of this policy on recruitment.
- If an employee of the College is either pregnant or a 'new' mother (that is a woman who has given birth within the last six months or who is breast feeding) she is, by law, required to advise her line manager in writing. This enables the College to take steps to eliminate or reduce any risks.
- This policy applies to all employees who have advised their manager, in writing, that they are pregnant or a 'new' mother.
- On receipt of a formal notification of pregnancy, recent birth or breast-feeding, the line manager will review the risk assessments relevant to that person's work.
- For any risks to which the pregnant or new mother is potentially exposed, and which represents an additional risk because of the pregnancy, recent birth or breast-feeding, efforts will be made to reduce the risks. Particular note will be made of any representations made by the woman's medical advisors.
- Following action to reduce the risks, they will be reassessed. If they remain significant, the pregnant or new mother will be reassigned to other work for which the risks have been assessed as not significant.

- If it is not possible to reassign the worker to low-risk work, she will be placed on paid leave until either she ceases to be a pregnant or new mother, or suitable alternative work may be found.

1.35 Noise Control

Noise may interfere with working efficiency by being an annoyance and causing stress; it may directly cause accidents by hindering communication; and it can cause damage to hearing. The risk of damage depends on the dose of sound energy received over a period of time. A temporary loss of hearing lasting from a few seconds to a few days may result from exposure to intense noise for a short time.

Regular exposure to high noise levels over a long period is much more serious and may result in the destruction of certain inner ear structures and a loss of hearing which is incurable. Indications that someone is developing hearing loss may include:

- an inability to hear high-pitched or soft sounds
- Trouble understanding conversation in a crowded room
- Ringing or whistling in the ears (tinnitus)

Hearing loss is not always caused by exposure to noise at work; it is part of the normal ageing process and can also be caused by disease. It is the aim of the College to put in place measures to protect employees and others who may be exposed from the risks of noise-induced hearing loss and to comply with the Control of Noise at Work Regulations 2005, the Management of Health and Safety Regulations 1999 and the Health and Safety at Work etc Act 1974.

1.36 Off Campus Visits

An educational trip or visit enriches the College curriculum and, in some cases, it is an essential requirement of the courses. Numerous College trips and visits take place every year, the vast majority safely and without incident.

However, we are all aware that very occasionally things can and do go wrong. It is therefore very important that all trips and visits are properly planned and organised and that all employees involved with College trips and visits take all reasonable steps to ensure that risks are minimised.

All off-campus visits, including educational trips, placements, and external events, must be planned in accordance with the College's risk assessment procedures. Insurance cover must be confirmed prior to the visit, ensuring that all participants, equipment, and activities are adequately protected. This includes verifying that any hired or third-party equipment is appropriately insured, and that staff using personal vehicles for travel have valid business use insurance. Any uncertainties regarding insurance arrangements must be referred to the Finance Team for clarification before the visit takes place.

1.37 Outdoor and Peripatetic Workers

Where employees are required to work outdoors or at locations away from their normal base, the College will ensure that, so far as reasonably practicable, all steps are taken to ensure their safety and health.

It is the duty of the employee to carry out the activities in the way which the risk assessment has shown to be best, to control the risk and to comply with any safe systems of work and standard operating procedures.

Where there is any doubt about the employee's ability to work to these agreed methods, owing to the nature of the particular location of the activity, work should not commence until the situation has been reported to, and reviewed by the Director of Health, Safety and Security and Line Manager, and a specific system of work has been prepared.

1.38 Permits to Work

As part of the duties under the Health and Safety at Work Act 1974 the College has permits to work for the following work activities:

- Hot work: this includes on site welding, cutting and grinding, hot tar work and paint stripping
- Entry or working in confined spaces
- Major electrical work
- Roof work or other work at height

The permit to work system applies to all work carried out on College sites, and to all employees, visitors or contractors. The person responsible for implementing this procedure is the Maintenance Manager.

1.39 Plant and Equipment Compliance

Lifting Equipment - All lifting equipment is tested and examined by independent insurance engineers in accordance with the Lifting Operations and Lifting Equipment Regulations 1998. Pressure Systems - All pressure systems are tested and examined by independent insurance engineers in accordance with the requirements of the Pressure Systems Safety Regulations 2000.

Local Exhaust Ventilation Systems- All College L.E.V. Systems are tested and examined by independent insurance engineers in accordance with the Control of Substances Hazardous to Health Regulations 2002.

Water Hygiene Hot and cold-water systems at all College centres are tested for Legionella and maintained in a hygienic condition by an external specialist organisation in accordance with HSE guidance document 'HSG 70 Prevention or control of Legionellosis'. Records of all the above inspections and tests are kept by the Maintenance Manager.

Fixed Wire Testing – is tested by an external company every 5 years.

Portable Electrical Appliances - All portable electrical appliances on campus and at its centres, including all such equipment owned by employees or Learners, with the sole exception of appliances brought into residential accommodation by occupants for personal use, will be subjected to regular testing. Portable electrical appliances brought into residential accommodation remains the responsibility of the owner, however at the beginning of the new academic year Learners will have the opportunity to have their equipment tested in line with College procedure. The person responsible for implementing this procedure is the Maintenance Manager.

Unauthorised electrical equipment should not be brought onto College premises.

1.40 Protective Clothing & Equipment

Employees and Learners are required to wear appropriate clothing for the areas in which they work and to ensure that appropriate protective clothing is used, where identified as a requirement by risk assessment. It should be noted that protective clothing should be used when all other attempts to remove or reduce the hazards and risks have proved unsatisfactory.

It is the responsibility of Line Manager/Curriculum Area Manager to ensure that employees are provided with, and wear, protective clothing where it is necessary, and for employees to ensure that learners provide or have access to and wear protective clothing as appropriate. Because of potential allergies to latex, protective equipment (e.g., gloves) made from or containing latex will not be used in College. Gloves made from alternative materials are to be used.

The correct use of PPE is essential not only for personal safety but also for ensuring compliance with insurance conditions. Failure to wear or use PPE as instructed may invalidate insurance cover in the event of an incident or injury.

1.41 Risk Assessment

In addition to the assessment of specific hazards, Regulation 3 of the Management of Health and Safety at Work Regulations 1999 (MHSWR) requires that a formal risk assessment is carried out to determine the risks associated with general working locations and activities. The Director of Health, Safety and Security/Curriculum Area Manager/Line Manager's will undertake the duty of ensuring that risk assessments are completed, acted upon and reviewed as necessary. All risk assessments will be reviewed over the summer to be in place for the start of the new academic year in September, training will be offered to employees that are required to carry out risk assessments.

These assessments help identify potential hazards and determine the necessary control measures, including insurance requirements. Managers are responsible for ensuring that insurance implications are considered as part of the risk assessment and that relevant teams, such as Finance or Health & Safety, are consulted where necessary.

1.42 Roadways and Parking Areas

Roadways, footpaths and parking areas will be kept free from obstructions and holes. Where temporary obstruction is unavoidable, a substantial barrier at least 1.2 metres high must be provided to enable the hazard to be seen from inside a car. Barriers and speed humps will be well illuminated when the College is in operation at night.

Drivers must comply with the Parking Regulations of the College, particularly the requirement to keep access clear for Emergency Services and goods vehicles.

The maximum speed on all College premises is 10mph

1.43 Slips Trips and Falls

Slips and trips are the single most common cause of injuries in the workplace. Slips and trips also account for over half of all reported injuries to the public, 95% of reportable major slips result in broken bones.

It is therefore important that the College puts in place management systems to eliminate or minimize risks from slips and trips. This risk must also be considered during planning, construction and refurbishment or any changes of use within buildings.

The College will:

- Provide a safe working environment for employees, learners and visitors which is free from slip and trip hazards, so far as reasonably practicable.
- Adequately control or reduce the slips and trips, by a combination of a safe environment and safe behaviour.
- Ensure that appropriate risk assessments and risk reduction methods are in place.
- Encourage all employees and learner to take personal action to reduce the risk of slips and trips as far as possible.
- Ensure there is an effective response to changing conditions such as weather and the environment e.g. during construction works or refurbishment.
- Ensure the college premises are designed and maintained to minimise the risk of slips and trips.

1.44 Shared Premises

Where the College shares premises with another employer or is the tenant of another employer, special and specific arrangements must be agreed with the other party to ensure that there is appropriate coordination and co-operation in relation to the health, safety and welfare of College employees, learners and visitors.

1.45 Smoking/Vaping

Smoking, of any form (including the use of electronic cigarettes- vaping) is not permitted in any area of the College, including College vehicles, except for the smoking shelters

1.46 Stress

The College, as an employer, places a high value on maintaining a healthy and safe working environment for all its employees.

The College also recognises the statutory requirements and responsibilities of the Health and Safety at Work Act 1974, the Management of Health and Safety Regulations 1999 and other relevant Legislation, Regulations, Guidance and Codes of Practice. It is recognised that work related stress is a Health and Safety issue and that risks to health can be minimised by the implementation of good management procedures. The College believes it to be unethical that employees should be injured by their work and that reasonable arrangements must be in place to prevent accidents and ill health occurring.

The College aims to:

- Maximise the physical and psychological health and well-being of all employees.
- Encourage employees and managers to be proactive in the identification of opportunities to enhance employee well-being in the working environment.
- Promote a healthy and safe environment which embraces a culture of trust, cooperation and mutual respect and within which all employees treat each other with dignity.

- Develop a culture that is supportive and non-judgmental of people with mental health problems.
- Provide timely, effective and appropriate assistance for employees in managing stress in themselves and in others. In particular, to encourage better individual recognition and management of personal health issues, which is particularly important for issues of mental well-being where stress can be a response to a number of factors.
- Reduce and if possible, control risks to mental health in relation to work.
- Recognise that the best interests of the College can be met when a match between the aspirations, ambitions and demands of the College and those of its employees are achieved.
- recognise that action to prevent stress is far more effective than dealing with it after it has arisen.
- Manage problems that do occur and provide a confidential referral service.
- Manage the return to work of those who have had stress related problems.

Stress is what we experience when we feel we cannot cope with the pressures placed on us. We all vary in our capacity to cope with different levels or types of stress. Working life inevitably involves periods of high demand, deadlines and pressure. Responding effectively to this kind of pressure can lead to job satisfaction and motivation. However when pressure reaches a level we cannot cope with, we may experience negative stress. Stress can arise from a range of other factors, which can include issues in our personal lives such as bereavement, relationship or family problems and financial difficulties. These factors often make people more vulnerable to stress at work.

The effects of stress, particularly when chronic, are now regarded as having a significant impact on the overall physical and psychological well-being of individuals.

The College wishes to maintain a management culture which takes account of individual circumstances and personal levels of stress tolerance and ensures that all employees are encouraged and supported to give their best at all times without experiencing the harmful effects of stress caused by a combination of work and personal circumstances. Information is available to all managers on the causes, symptoms and how to manage stress.

1.47 Tenants

Tenants/third parties occupying locations on campus are directly responsible for all health and safety matters which relate to them and their occupation. They must comply with all current health and safety legislation and the College's Health, Safety and Welfare Policy, where applicable, on such matters. Failure to do so could be classed as a breach of the tenancy agreement.

1.48 Transporting of Fuel

The transport of petrol should be done so in a College vehicle which is roadworthy and has a separate storage area. The containers should be steel, green and be marked with the "flammable" diamond and with the UN number for petrol (UN 1203).

Up to 333 litres may be carried as a "small load" which means that only general training needs to be given to the driver and that the vehicle only needs to carry 1 2kg fire extinguisher.

1.49 Vehicles of the College

College vehicles are controlled by and operated through the Estates Team. Any employee using a College vehicle, or a vehicle hired by the College is required to provide certain log details and complete specific safety checks before the vehicle is used.

The Estates team must ensure all College vehicles have appropriate insurance.

1.50 Visitors and Members of the Public

The College recognises its responsibility for the health and safety of all persons who visit the premises and provides insurance in the form of public liability insurance cover. It is essential that all visitors report to the relevant reception area whether on main campus or at its centres on arrival for safety and security reasons.

Visitors will be issued with a visitor's pass which must be worn at all times whilst on site. Visitors will also be required to observe the health and safety requirements of the College.

The Preston Campus is an open site, and it is common practice for members of the public to make use of our facilities. This use would include, but is not restricted to, gym membership, golf course, attendance at organised third party events etc. Each area has systems in place to control risks to visitors, such as membership cards for the gym, visitor passes for main College.

The College is committed to ensuring the safety of these visitors/members of the public and as such, the same levels of health and safety control, as identified in this policy, are applied to these categories of campus users.

1.51 Welfare Facilities

The College recognises the need to provide a safe working environment and that this includes the provision of sufficient washing and sanitary conveniences, this includes adapted facilities that are deemed necessary and cover protected characteristics, in appropriate places across College.

1.52 Waste Disposal

This College is committed to ensuring the health, safety and welfare of its employees and of others who may be affected by the waste materials which result from our work. The policy is to arrange for the disposal of all waste products regularly, safely and in accordance with statutory requirements, notably the Hazardous Waste (England & Wales) Regulations 2005. The person responsible for the implementation of this policy is the Maintenance Manager.

1.53 Working at Heights

Any work carried out above floor or ground level is potentially dangerous and is subject to the Working at Height Regulations 2005. If work at height is unavoidable, the correct access equipment should be used. The use of tables or chairs, etc. is not acceptable. Where ladders or stepladders are used, a visual inspection should be carried out before use to ensure the safety of the equipment, which should then only be placed on a firm, level non-slippery surface. If this latter requirement cannot be complied with, the ladder should be tied or "footed" by a second person during use. Ladders and step ladders of the College should be registered with Estates and inspected on a regular basis by the Maintenance manager.

1.54 **Working Time**

The College complies with the requirements of the Working Time Regulations 1998, and any subsequent amendments. Further information regarding this can be obtained from the Human Resources Team.

1.55 **Young Persons**

All work undertaken within the organisation is subject to risk assessment and suitable preventative and protective measures are to be put in place. As young persons (under 18 years of age) are acknowledged as being at particular risk, an additional and specific effort is required to ensure that their work is subject to adequate risk assessment.

Where work has already been subject to a formal risk assessment for adult employees, it is sufficient to review the risk assessment taking care to ensure that the specific vulnerability of young persons is taken into account.

Where children (under the age of 16 years) work within the organisation, typically for work experience, their activities shall be agreed in advance of commencement and subject to a risk assessment and/or review of the existing risk assessments. A summary statement of the work, any risks and appropriate precautions shall be completed and made available to parents, guardians, schools etc. as appropriate.

1.56 **Legionella**

The College is aware of their responsibilities under the Control of Substances Hazardous to Health Regulations (2002) in relation to the assessment and control of the risk of exposure to Legionella bacteria from water systems on their premises and will ensure that the Company discharges all duties to manage Legionella as a duty holder under the regulations.

The College will ensure that the sources of legionella risk are identified and assessed as part of a water hygiene risk assessment, undertaken by a suitably competent individual.

Where the risk assessment indicates that additional measures are required to prevent or control the risk, the Managing Director will be responsible for ensuring that a written scheme of control is implemented and maintained, to ensure that effective control measures are in place to mitigate legionella risks.

Suitable records of the results of any monitoring inspection, test or checks carried out which may be required as part of the written scheme of control will be retained on file by the xxx for a minimum of five years.

The risk assessment will be reviewed regularly and specifically when there is reason to believe that the original risk assessment may no longer be valid.

1.57 **Gas Safety**

The College recognises its legal responsibility to ensure gas installations are safely operated and maintained in a safe condition.

The College will ensure that an annual gas safety check is undertaken on all gas installations and appliances under the company's control.

Gas safety checks will be undertaken by a suitably competent Gas Safe registered engineer and records of such inspections will be retained on file.

Where required, the College will also ensure that a suitable inspection, servicing and maintenance regime is implemented as appropriate for all gas appliances, flues, pipework and safety devices under the company's control to ensure that these remain in a safe condition and free from defects. Inspection and maintenance regimes will be implemented in accordance with manufacturer's instructions and guidance, by a suitably competent Gas Safe registered engineer.

The College will be responsible for ensuring that any remedial actions identified as a result of any statutory inspections or routine inspection and maintenance are suitably addressed.

A suitably competent Gas Safe registered engineer will be used to install, maintain or repair all appliances under the company's control

Where employees are required to operate gas powered equipment as part of their work activities, the College will ensure that they are suitably trained and competent. Training will include information in relation to the safe working procedures in place, instructions on how to carry out visual checks for obvious faults as well as the procedures to be followed in the event of an emergency (i.e. damage to equipment or suspected gas leaks).

Employees must ensure that they work at all times in line with their training and report any suspected faults or defects immediately to management as soon as they become known.

Documents Associated with this Policy:

- Accident and Incident Reporting Procedure
- Active Health & Safety Monitoring Procedure
- Administering Medicine Procedure
- Air Ambulance Procedure
- Animals on Campus Policy and Procedure
- Asbestos Procedure
- Compliance Monitoring and Recording Information Procedure
- Contractors Procedure
- Emergency Plan
- Display Screen Equipment (DSE) Procedure
- Driving Policy
- Drugs or Alcohol Policy
- Fire Procedure
- First Aid and Hospitalisation Procedure
- Fitness to Work/Study Policy and Procedure
- Handling a Sudden Death Procedure
- Learners on Work Experience/Placement Procedure
- Learner Searches Policy and Procedure
- Lifting and Handling Procedure
- Lone Working Procedure
- Menopausal Procedure
- Noise Control Procedure
- Off Campus Visits Procedure
- Peeps - Personal Emergency Evacuation Plan

- Pregnancy and New Mothers
- Permits to work Procedure
- Risk Assessment Procedure
- Stress Procedure
- Vehicles of the College Procedure

Appendices:

- Appendix 1: Composition, Role and Functions of the Strategic Health & Safety Committee
- Appendix 2: Composition, Role and Functions of the Operational Health & Safety Committee





Strategic Health, Safety and Security Committee

Terms of Reference 2025-26

(To be reviewed annually)

1. Introduction

The Strategic Health, Safety and Security Committee provides strategic oversight and assurance on all aspects of health, safety, and security across the College. The Committee ensures that these critical areas support and align with the College's strategic objectives of Empowered People, Unique Place, and Sustainable Productivity. It aims to embed a proactive culture of safety and wellbeing across all levels of the organisation, ensuring compliance and continuous improvement in line with legal obligations and best practice. The Committee will guide the operational Health, Safety and Security Committee, ensuring that strategy is effectively translated into practice.

Strategic Goal - Empowered People
Champion a safety culture where all staff, students, and stakeholders feel informed, confident, and supported in matters relating to health, safety, and security.
Support the professional development of staff through clear guidance, training, and leadership on safe working practices.
Promote a psychologically safe and inclusive environment where wellbeing and engagement are central to how we work.

Strategic Goal - Unique Place
Ensure the College's physical and digital environments are secure, welcoming, and fit for purpose, with robust emergency preparedness.
Oversee strategic planning to maintain and enhance the safety of our distinctive learning and working spaces, including land-based and specialist facilities.
Embed principles of accessibility and dignity in health and safety decision-making, ensuring the campus reflects the College's values.

Strategic Goal - Sustainable Productivity
Monitor and evaluate performance through KPIs that drive accountability, efficiency, and strategic improvement.
Effective risk management that supports resilience and continuity across teaching, learning, operations, and estates.
Promote efficiency and sustainability in safety systems and infrastructure, ensuring best value and future-readiness.

2. Frequency of Meetings

- The Strategic Health, Safety and Security Committee will meet **termly** (three times per academic year) or more frequently if required by emerging issues or incidents.
- Extraordinary meetings may be convened at the discretion of the Chair.

3. Group Membership

The following College employees are standing members of this Group:

- Wes Johnson (Chair) – Principal
- Joanne Sherrington (Vice Chair) – Vice Principal
- Carol Kirkham – Director of Health, Safety and Security
- Damian Stewart - Deputy Principal Education
- Paul McGrail –Executive Director/Assistant Principal - Apps
- Helen Eaton – Executive Director/Assistant Principal - HE, Centres and Adult Education
- Janet Whiteside – Executive Director of Finance
- Andy Gadsdon – Executive Director of Quality & Performance
- Sarah Price - Executive Director of Estates and Facilities
- Alice Roberts – Executive Director of People

Agendas, papers, and minutes will be coordinated and recorded by the Health and Safety Team.

Meetings will be quorate when at least 50% of members, including the Chair or delegated representative, are present.

4. Chairmanship

The Chair of the Group shall be the Principal. If the Chair is absent from a meeting the Vice Chair, the Vice Principal, will act as Chair.

5. Authority

- Endorsing the annual Health, Safety & Security Strategy.
- Recommending strategic investment in safety or security infrastructure.
- Commissioning deep dives or audits in areas of concern.
- Escalating key risks to the Board for further action.

6. Specific Terms of Reference

- To set and monitor the strategic direction for health, safety, and security across the organisation.
- To ensure compliance with all relevant legislation, guidance, and good practice.
- To oversee the implementation and ongoing development of the College's Health, Safety and Security Strategy.
- To identify and monitor strategic risks and ensure appropriate mitigation measures are in place.
- To review performance against agreed KPIs and ensure continual improvement.
- To ensure that significant incidents or trends are reviewed at the appropriate strategic level and responded to effectively.
- Red Tag issues
- Report on new activities/overseas trips
- HSE or other enforcing authority's reports
- To provide strategic support and guidance to the operational Health, Safety and Security Committee.

Operational Health, Safety and Security Committee

Terms of Reference 2025-26

(To be reviewed annually)

1. Introduction

The Operational Health, Safety and Security Committee is responsible for the effective implementation of the College's health, safety, and security policies and procedures. The Committee provides a structured forum to monitor compliance, assess risk, and support a culture of continuous improvement in safety and wellbeing practices across all College sites.

The Committee ensures operational alignment with the College's Strategic Health, Safety and Security Committee, and contributes directly to the strategic priorities of Empowered People, Unique Place, and Sustainable Productivity.

Strategic Goal - Empowered People
Promote awareness, accountability, and engagement in health, safety and security matters at all levels of the organisation.
Share learning from incidents, near misses, and audits to improve practice and reduce risk.
Monitor training compliance and support a programme of continuing professional development in health, safety, and security.
Strategic Goal - Unique Place
Ensure safe, secure, and compliant environments across all curriculum and operational areas, including specialist land-based facilities.
Monitor and escalate concerns related to campus infrastructure, physical security, and emergency arrangements.
Promote good practice in the management of diverse, inclusive, and accessible learning and working environments.
Strategic Goal - Sustainable Productivity
Review key performance indicators (KPIs) and audit outcomes to track compliance and support strategic goals.
Recommend improvements to systems, controls, and resource use to maximise efficiency and minimise risk.
Ensure a proactive response to emerging risks and regulatory requirements, contributing to a robust and resilient organisation.

2. Frequency of Meetings

- The Committee will meet termly (3 times per academic year).
- Additional meetings may be called to respond to specific incidents, audits, or emerging risks.

3. Group Membership

The following College employees are standing members of this Group:

- Chair: Director of Health, Safety and Security
- Estates and Facilities Representative(s)
- Curriculum Area Representatives (including high-risk areas and A&S)
- People Team Representative
- Student Support Services / Safeguarding Representative
- Farm representative
- Senior first Aider
- Trade Union/Staff Safety Representative(s)
- Additional co-opted members as needed, e.g. for specialist or temporary input

Agendas, papers, and minutes will be coordinated and recorded by the Health and Safety Team.

Meetings will be quorate when at least 50% of members, including the Chair or delegated representative, are present.

4. Chairmanship

The Chair of the Group shall be the Director of Health, Safety and Security. If the Chair is absent from a meeting this will fall to the next senior person at the meeting.

5. Authority

The Committee has delegated authority from the Strategic Health, Safety and Security Committee to monitor compliance, review incidents, and ensure implementation of College policies and procedures relating to health, safety and security. It may request corrective action from departments or escalate unresolved matters to the Strategic Committee.

6. Specific Terms of Reference

- a. Review of recent incidents, near misses, and accident reports – including recommendations for remedial action
- b. Compliance reporting (e.g. statutory checks, fire drills, training completion)
- c. Review of site-specific or curriculum-based risk assessments
- d. Security incidents and emergency preparedness
- e. Updates from working groups or task teams
- f. Communication and awareness activities
- g. Policy and procedural updates
- h. Assistance in developing safety rules and safe systems of work
- i. Examination of management's safety audit reports
- j. Considering reports which health and safety representatives submit following inspections
- k. Items escalated from or for Strategic Committee review

Document History			
Author:	Chief Executive & Principal	Ref and Document Version:	Health and Safety Policy and Procedure
Approval:	Corporation	Approval Date:	October 2025
Review Date:	October 2026, or earlier if legislative changes		
Publication:	Staff Intranet College Website		
Quality Assurance			
This Policy and Procedure maps to the following external quality assurance frameworks			
Framework		Framework Section Reference(s)	
Education Inspection Framework			
MATRIX			
QAA		QAA UK Quality Code for Higher Education	
QIA			
ESFA			
Key Changes to Document			
• Alignment with the new Health, Safety & Security Strategy (Policy Statement) • Additions to staff responsibilities (Principal, Director of Health, Safety & Security, Executive Director Estates & Facilities, Executive Director of Apprenticeships, Skills and Employer Engagement, Curriculum Area Managers/Centre Managers/Other Managers) • New Health and Safety Risk Management Committee Structure (page 4) • Additions to: ▪ 1.17 Equipment ▪ 1.26 Insurance ▪ 1.36 off Campus Visits ▪ 1.40 Protective Clothing and Equipment ▪ 1.41 Risk Assessments ▪ 1.56 Legionella ▪ 1.57 Gas Safety			

All Myerscough College Policies are subject to screening for Equality Impact Assessment.

Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a negative impact on grounds of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage or civil partnership, sex or sexual orientation

Myerscough College not only fulfils its legal position in relation to current and future equality legislation but additionally goes beyond compliance in providing and promoting “Opportunities for all to succeed”, free from any aspect of discrimination, harassment or victimisation.

All staff have a duty of care to look after the interests of and support their colleagues. This policy takes account of our commitment to eliminating discrimination, identifying and removing barriers and providing equal opportunities for our learners, staff and visitors to ensure that no one feels excluded or disadvantaged.

Safeguarding, Learner Protection and Prevent

All staff have a responsibility to support and promote the College’s commitment to providing a safe environment for students, staff and visitors. Additionally, all staff have a responsibility to report any safeguarding or Prevent issues to the Designated Senior Lead for Safeguarding and Prevent.

