

## **Health, Safety, and Wellbeing Policy**

### **Statement of Intent**

This Statement sets out the commitment of both the Board of Governors and the University Executive Board in creating a safe and healthy workplace and environment for all staff, students, and visitors. We take positive action to prevent work related injury and ill health and promote good standards of health, safety and wellbeing.

#### **The University is committed to:**

- Progressive improvement in health and safety management and performance, exceeding standards beyond legal minimum requirements.
- The development of appropriate organisational structures which enable senior managers to lead and encourage a positive and proactive health and safety culture.
- Implementing an effective approach to reviewing risk assessments, accidents and near misses to support the prevention of injury and ill-health.
- Promoting the wellbeing of all staff and students. We recognise that wellbeing is fundamental to a healthy, productive, and supportive community, and we will continue to foster an environment that encourages positive mental health, work-life balance, and access to appropriate support services.
- Taking all practical steps to ensure that the University provides appropriate resources, supervision, information, instruction and training to ensure that staff are well informed and supported in their responsibilities relating to good health and safety practice. This includes access to competent and capable specialist advice.
- Constructive consultation and communication with staff, students and their elected representatives on matters concerning health, safety and wellbeing.
- Ensuring that health, safety and wellbeing is an integral part of the University's activities and arrangements.

The organisation and arrangements that support this Policy can be found in the University Health and Safety Pages.



Professor David Green CBE DL  
Vice Chancellor and Chief Executive

March 2026