

<b>Policy Title</b>	<b>Health, Safety and Welfare Policy Statement</b> (Statement of intent with respect to Occupational, Health, Safety and Welfare)
<b>Who does the policy apply to?</b>	All Employees, Students, Visitors and Stakeholders of the College
<b>Aims</b>	To ensure the college adheres to all responsibilities as an employer as defined in the Health and Safety at Work (etc) Act 1974, The Management of Health and Safety Regulations 1999 and all other applicable regulations and codes of practice, so far as is reasonably practicable.
<b>To be read in conjunction with</b>	Health and Safety at Work Act 1974 Environmental Protection Act 1990 All associated Regulations and ACOPs (Associated Codes of Practice) Individual Risk Assessments Documented Health, Safety and Welfare Procedures
<b>Further advice may be sought from</b>	Estates, Compliance and Health and Safety Manager
<b>Review arrangements</b>	This policy will be reviewed every three years, or earlier subject to operational/legislative requirement, to ensure its continuing relevance and effectiveness.

Northern College recognises that good health, safety, and welfare standards has a positive benefit to our organisation and that a commitment to achieving best practice standards is essential in developing our core business. We also recognise that health and safety is an essential function when ensuring the wellbeing of staff, students, contractors, and visitors to which we have a duty of care, therefore, there will be continued progress and adaptation to changes to meet this objective.

Our fundamental approach to health, safety and welfare management is based on the identification and control of risks.

As there are distinct benefits to be gained from providing a safe and healthy working and learning environment, appropriate levels of resources will be allocated for health, safety, and welfare within the organisation.

We will ensure that there are arrangements in place to review health, safety and welfare related policies, procedures, and its overall management system on a regular basis or as the need arises.

A positive culture will be encouraged, and this will be actively supported and promoted by the most senior members of staff at all times.

All staff, students and representatives will be involved in the decision-making process with regards to health, safety, and welfare issues, either on an individual basis or through identified communication channels. The performance of both individuals and the organisation will be monitored to predetermined indicators, with continual improvements being made to health, safety, and welfare standards.

Adequate planning, monitoring, and review of the implementation of health, safety and welfare policies will be carried out to ensure that compliance with this statement is achieved.

Northern College have identified the following commitments in ensuring a healthy and safe environment.

1. We will ensure that there are arrangements in place for the effective planning, development and review of this statement and the policies and procedures implemented within the Health and Safety Management System. Health, Safety and Welfare will be a standing item within all formal meetings and such discussions will be recorded formally within the minutes.
2. We believe in constantly improving health, safety and welfare standards and performance. We will to this end, endeavour to ensure that all relevant Statutes, Regulations, Codes of Practice, and appropriate standards are complied with. The minimum standards that will be adopted are those required by law, and we will seek wherever possible, to attain best practice standards.
3. The management team will develop and implement appropriate systems to ensure the effective communication of health, safety and welfare matters to all staff, students, contractors, visitors, and representatives of the organisation.
4. We will provide the necessary information, instruction, training, and suitable supervision of staff, students, contractors, and visitors to the organisation (including part time, temporary and others as required) to ensure their competency and compliance in relation to health, safety, and welfare requirements.
5. We consider that health, safety, and welfare is equal to all other functions, and we will attach equal importance to achieving a proactive and positive health and safety culture.
6. We will devote the necessary resources in the form of finance, equipment, personnel, and time to ensuring that the health, safety, and welfare aims and objectives are achieved. The assistance of specialist help will be sought where the necessary skills are not available within the organisation.
7. We recognise that safety is the responsibility of everyone within the organisation and is not just a function of management. Certain roles within the structure will have specific responsibilities to ensure we meet the aims and objectives of this statement. All other staff, students, contractors, and visitors' will have the general responsibility to take reasonable care of themselves and others who could be affected by their activities. The organisational community will be required at all times, to co-operate with the management team in achieving the standards required.

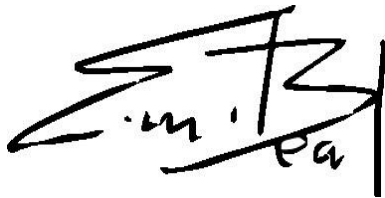
Specifically Northern College will:

- Ensure that health, safety, and welfare is fully embedded into the management and decision-making processes of the organisation, and this will include ensuring that Health and Safety is a standard item on all meeting agenda's
- Ensure that accidents and 'near misses' are fully investigated and that appropriate action is taken to reduce the likelihood of their re-occurrence.
- Provide safe plant, equipment, and premises, to ensure the health, safety and welfare of our staff, students, contractors, visitors, and we will maintain safe access and egress to and from the place of work and learning
- Develop safe systems of work derived from the undertaking of suitable and sufficient risk assessments to ensure the health and safety of the organisation.

Principal and Chief Executive

Emma Beal

Date: 20<sup>th</sup> December 2023

A handwritten signature in black ink, appearing to read 'Emma Beal', with a vertical line extending downwards from the end of the signature.

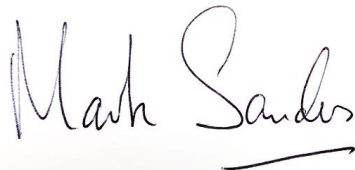
Signature

Chair of Governors

Mark Sanders

Date: 20<sup>th</sup> December 2023

Signature

A handwritten signature in black ink, clearly legible as 'Mark Sanders', with a horizontal line extending to the right from the end of the signature.