

Health, Safety & Welfare Policy

Statement of Intent

King's is committed to providing a healthy, safe and supportive environment that provides the education, research and service as outlined in Vision 2029.

The Council has overall responsibility for the health, safety and welfare of all King's staff, students and others affected by the university's activities. As President & Principal the executive authority is delegated to me and my senior team by the Council. We all recognise the importance of considering health, safety and welfare in everything we do, and are committed to not only complying with statutory requirement but exceeding these when appropriate.

The basis of the university's health and safety management system is the Policy which is supported by a strategic health and safety plan, key objectives and performance measures against which we audit.

We commit to:

- ensuring that enough time and resources are made available for the planning, development, implementation, review of effective arrangements and the provision of competent advice and assistance.
- ensuring our staff and students have the necessary competencies to carry out the tasks expected of them through appropriate and adequate information, instruction and training.
- expecting our managers at all levels to comply with our safety management system, ensure risk management controls are implemented and be responsible for their health and safety performance.
- systematically identifying, eliminate and reduce potential risks through implementation of appropriate controls, to endeavour to prevent and reduce the risk of injury and ill-health to our colleagues, students and others affected by our activities.
- Investigating all work-related incidents (near-misses, injuries, ill-health, and damage) to identify root causes and act to prevent reoccurrence.
- carrying out inspections and audits of our operational implementation of health and safety risk management arrangements to monitor compliance and identify opportunities for continual improvement.
- ensuring there are sufficient arrangements for cooperation and coordination with other employers where we share spaces, employ contractors, or collaborate in our research or teaching activities.

We expect our colleagues, students, contractors and visitors to:

- take responsibility for the health and safety of themselves and others,
- comply with the university's arrangements,
- report shortcomings in our health and safety arrangements, health and safety hazards and/or unsafe work practices.

We aspire to promoting a positive health and safety culture where we are all empowered to comment and promote continuous improvement, communicating and consulting as necessary.