HEALTH AND SAFETY POLICY

The University of Cambridge is committed to the highest standards of education and research. With this comes the responsibility for the health and safety of the staff, students, apprentices, visitors and others who may be affected by our activities.

The University will take all reasonable steps necessary to provide a healthy and safe environment for work and study. Compliance with all statutory obligations is the minimum standard. It is the duty of every employee to take care of their own health and safety and that of others who could be affected by their acts or omissions. In addition, employees have a duty to bring to the attention of the employer any failings in the arrangements made for health and safety. The University Health and Safety Policy can only be effective if there is commitment by all staff, students, apprentices, visitors and others at the University.

Professor Stephen John Toope
Vice-Chancellor

May 2019
HEALTH AND SAFETY POLICY

1. The University recognises that failures in health and safety management can potentially lead to loss of life, personal injury, damage to property and legal action. Managing this risk is one of the main roles of the management of the University.

2. Corporate responsibility for health and safety rests with Council and the General Board. The committee structure which gives effect to the implementation of Health and Safety Policy is shown in Appendix A; the main safety management roles are defined in Appendix B.

3. Effective means to consult and communicate with staff on safety matters and to monitor safety management performance at appropriate organisational level will be delivered through this structure.

4. The underlying principle of the Health and Safety Policy is that ‘those who create the risks must manage and control them’.

5. To assist in identifying and managing risk, persons ‘competent to advise’ are appointed by the University, in accordance with the Management of Health and Safety at Work Regulations. These persons may work in any sector of the University.

6. The Colleges have responsibility for the management and application of their own health and safety policies and procedures. However, the University and Colleges liaise on those matters of health and safety which impact on the wider University community.

7. Heads of Departments* are responsible within their own domain for implementation of University Health and Safety Policy. In addition, the Head of Department must set out their own organisational arrangements for safety.

8. Each Head of Department shall prepare a Departmental Safety Policy which, together with this University Health and Safety Policy, fulfils the requirement under Section 2(3) of the Health and Safety at Work Act.

9. Each Head of Department must ensure, as far as is reasonably practicable, that everyone who may be affected by the activities of the Department, is aware of the health and safety arrangements, and has appropriate information, equipment, knowledge, time, training and supervision** to enable risks to health and safety to be identified and controlled.

10. Each Head of Department must appoint in writing an appropriate member of staff as Departmental Safety Officer (DSO). This person monitors the implementation of University and Departmental Health and Safety Policy and advises the Head of Department on the effectiveness of departmental arrangements. The appointment of the DSO and other persons involved in the management of health and safety does not transfer the responsibility from the Head of Department to those individuals. If no DSO (or other statutory role associated with health and safety) is appointed then, by default, the Head of Department has that role.

11. The Head of Department must also appoint a suitably trained Fire Safety Manager and sufficient Fire Wardens to ensure that procedures and controls are developed for the evacuation of their areas in an emergency.

12. As required by the Management of Health and Safety at Work Regulations and other regulations, no work shall be undertaken unless suitable and sufficient assessment of risk has been carried out in order to define a safe system of work. The supervisor of any activity, whether this is a field trip, practical task, office work or teaching must have an understanding of the hazards and associated risks and make the risk assessment appropriate for the circumstances.

13. All staff in a supervisory position must be familiar with both the University and Departmental Health and Safety Policy and recognise that they have in this respect responsibility for those whom they supervise. This means promoting and practising a positive attitude towards health and safety and good working standards, ensuring equipment is maintained in a safe condition, ensuring that instructions are in place and being followed, and reporting and investigating accidents is undertaken in order to identify and implement remedial measures. Where students are involved, this person is the teaching officer connected with the teaching of undergraduate studies, or the academic supervisor for post-graduate research and teaching.

14. Private companies or other independent institutions or bodies embedded within University accommodation must comply with the University Health and Safety Policy as a minimum requirement and cooperate and liaise with the University on all issues of health and safety management relating to their presence on University property.

* Head of Department in this instance includes Heads of Academic Departments, Institutions and Divisions, and is the person who has administrative authority for the implementation of University Health and Safety Policy.

** Supervision means, in this context, the process of overseeing and agreeing the work to be undertaken, whether intellectual or practical.
Appendix A

- Receive and note Minutes and recommendations of the HSEC
- Gives management effect to University Health and Safety Policy
- Consults with employee representatives on health and safety issues
- Receive information on specific areas of health and safety and act on issues requiring specialist expertise
- Receive information from HSEC and raise questions via Sub-Committees and CCFS
- Raise safety issues within Departments

Council and General Board

Health and Safety Executive Committee (HSEC)

Consultative Committee for Safety (CCFS)

Sub-committees for Chemical Safety, Physical Safety, Biological Safety, Ionising and Non-Ionising Radiations, Estate Safety, and Accessibility

Schools, Faculties, Departments and Institutions
  - Head of Department*
  - Departmental Safety Officer***
  - Departmental Safety Committee

Individuals

*** and others with a role in safety management
Appendix B: Operational Safety Roles and Functions

Certain people with specialist safety roles (e.g., Biological Safety Officer, Radiation Protection Supervisor, Laser Safety Officer) are appointed by some Heads of Department depending on the type of work/research that is carried out within their domain, while other roles are central appointments within the Unified Administration Service. Although not exhaustive, the main roles are outlined below:

The Director of Occupational Health and Safety is responsible for:
- directing University safety strategy in consultation with the health and safety committee structure (see Appendix A)
- advising senior managers and executive officers of the University on safety matters
- ensuring the effectiveness of the University health and safety committee structure and the implementation of the University Health and Safety Policy.

The University Radiation Protection Officer is appointed as Radiation Protection Adviser under the Ionising Radiation Regulations and Radioactive Waste Adviser under the Environmental Permitting Regulations to:
- be consulted by the University on observance of these Regulations
- advise and assist departments on matters relating to the use of ionising radiations

Contact: Safety Office: 01223 (3)33301 safety@admin.cam.ac.uk

Estate Management (EM) are responsible for the development, maintenance and repair of University buildings and estates.

The Environment Officer as part of EM advises on environmental issues such as trade effluent and certain types of waste disposal.

EM encompasses the role of University Fire Safety Manager and oversees issues relating to fire safety in University buildings.

EM encompasses the role of University Asbestos Manager.

EM encompasses the role of Responsible Person for Legionella who ensures compliance with the statutory requirements for the control of Legionella bacteria in water systems.

EM encompasses the role of Responsible Person for electrical infrastructure and building electrical systems.

EM encompasses the role of Responsible Person for passenger and goods lifts.

Contact: EM: 01223 (3)37770 emreception@admin.cam.ac.uk
Environment Office: 01223 (3)30882 environment@admin.cam.ac.uk
Fire Safety: 01223 (3)37822 universityfiresafety@admin.cam.ac.uk
EM Asbestos Team: 01223 (3)37784 Asbestos.Management@admin.cam.ac.uk

The Head of Department is responsible for:
- appointing a Departmental Safety Officer (DSO)
- appointing a Fire Safety Manager and Fire Wardens
- convening a Departmental Safety Committee when appropriate
- receiving and acting on reports from the Departmental Safety Officer
- ensuring that regular safety inspections are undertaken
- nominating and appointing appropriate individuals to identify hazards and control the risks through the preparation of risk assessments
- ensuring that there is a policy which sets out Departmental arrangements for:
  - reporting accidents and incidents
  - assessing and controlling risk
  - providing induction and additional training
The Departmental Safety Officer duties include:
- monitoring the implementation of the University and Departmental Health and Safety Policy locally
- advising the Head of Department on the effectiveness of the local arrangements and the adequacy of the control measures
- reporting on health and safety to the Head of Department

The DSO may also fulfil other duties such as making arrangements for the Departmental Safety Committee, but these duties must be specified by the Head of Department in the letter of appointment.

The Departmental Fire Safety Manager duties include:
- monitoring and recording implementation of local Fire Safety arrangements as required by the University Fire Safety Policy
- advising the Head of Department on the effectiveness of the local fire safety provisions and the adequacy of control measures

There are also other sections, offices and divisions that have important roles in ensuring activities at the University are conducted safely. These include:

The Human Resources (HR) Division which develops and monitors employment policy and staff management issues which are related to health, safety and wellbeing.

Contact: HR: 01223 (7)60170 HR.Enquiries@admin.cam.ac.uk

The Occupational Health and Safety Service (OHSS - encompassing the Safety Office, Occupational Health Service and Staff Counselling Service) provides a central resource of professional occupational health and safety expertise. The OHSS:
- is independent of all academic departments
- provides a specialist advisory service
- provides occupational health and safety advice and support to all sectors
- organises training (including fire safety training) for staff, students, apprentices, Fire Wardens and Fire Safety Managers
- provides Staff counselling
- provides Occupational Health: a specialist advisory service and is a resource as indicated, we also support the University to meet its statutory requirements under health and safety legislation by undertaking health surveillance and reporting the outcome back to departments, which is one of its core functions.

Contact: Safety Office: 01223 (3)33301 Safety@admin.cam.ac.uk
Occupational Health 01223 (3)36594 occhealth@admin.cam.ac.uk
Staff Counselling 01223 (7)62160 staffcouns@admin.cam.ac.uk

The Advisory Committee on Security, Chaired by the Director of Occupational Health and Safety oversees security policy, procedures and compliance as it relates to all aspects of teaching and research.

Contact: Chair of the Committee: 01223 (3)39512 hsd_director@admin.cam.ac.uk
Security Control Centre: 01223 (3)31818 security@admin.cam.ac.uk

The Insurance Office as part of the Finance Division liaises directly with the University insurers in response to accident and injury claims, risk management issues and insurance-related inspection schedules.

Contact: Insurance Office: 01223 (3)32216 insurance.section.online@admin.cam.ac.uk
REMEMBER, EVERY MEMBER OF THE UNIVERSITY HAS A RESPONSIBILITY TO:

- take care of their own health and safety
- not compromise the health and safety of others
- never interfere with safety equipment
- familiarise themselves with University and Departmental Health and Safety Policy
- raise any concerns regarding health and safety via the reporting systems in place at Department and University level.