

Sheffield Hallam University

Health, Safety and Wellbeing Policy 2024

The University is committed to ensuring, so far as reasonably practicable, the health, safety, and wellbeing of all its staff, students and others who may be affected by our undertakings. A safe and healthy working environment is essential for nurturing excellence and the wellbeing of our staff and students.

The commitments of this policy will support the Transforming Lives strategy and be delivered through the implementation of an Integrated Occupational Health, Safety and Wellbeing Plan. The plan will set out the direction for occupational health, safety and wellbeing management in the University and will be aligned to this Policy. There will be appropriate resources provided to implement this policy.

The University is committed to:

- Progressive improvement in health and safety management and performance, leading to standards beyond legal minimum requirements that may match or lead in best practice in the sector and nationally.
- Development of appropriate organisational structures and systems aligned to sector and international standards that provides direction for senior managers to lead and encourage a positive health and safety culture. This is important in securing the full participation of all members of the University and supports the management of risk.
- Integrating health, safety, and wellbeing into every aspect of the University's business; that is research, education, management, and other activities.
- Systematic identification, assessment, and control of risks to achieve an effective approach to the prevention of injury, ill health and loss arising from the activities of the University.
- Equipping managers and staff with the knowledge, competence, confidence, and capacity to deal effectively with occupational health, safety, and wellbeing issues, through the provision of appropriate resources, supervision, information, instruction, and training. This includes the provision of access to competent and capable specialist advice.
- Constructive consultation and communication with recognised Unions, staff, students, and others who may share our facilities or activities where appropriate, on matters concerning health and safety.

The University requires all members of staff, students and individuals involved in the undertaking of the University to take reasonable care of themselves and others who may be affected by their acts and omissions, and to co-operate with the University in the achievement of the policy's objectives. Moreover, they are encouraged to contribute to the continuous improvement of health and safety standards. This also applies to all sites owned or leased by, or otherwise under the control of, the University.

This policy will be supported by clear statements of standards and expectations of performance setting out roles and responsibilities and providing guidance on achieving those standards. The implementation of these standards will be regularly monitored. The Policy, together with the statements, will form the basis of Sheffield Hallam University health and safety management system.

A handwritten signature in black ink, appearing to read 'Liz Mossop', with a stylized, cursive script.

Liz Mossop, Vice-Chancellor of Sheffield Hallam University

4 October 2024