

# Our Health and Safety strategy



**“Our ambition is to move beyond compliance, to a culture where everyone understands the role they play in ensuring every member of our community goes home safely at the end of each day.”**

## Priority areas

A 'just' safety culture 	Empowering leaders and managers 	Safety as a value 	Promoting engagement 	Learning lessons 
<p><b>Objectives</b></p> <p>We recognise that many accidents are caused by a mix of different factors and rarely down to the actions of just one person.</p> <p>In the spirit of our 'respect' value, we will strive to develop a culture where people are not blamed for honest errors but are, instead, held accountable for wilful violations and gross negligence.</p>	<p>For our leaders, managers and supervisory staff to recognise their role in effective management of the health and safety of our community.</p> <p>We will focus on our leaders', managers' and supervisors' commitment to be accountable, inquisitive, consultative and visible in health and safety.</p>	<p>Values help to define who we are, guide the way we behave and shape our decisions.</p> <p>In the spirit of our 'community' value, we will ensure that members of our community go home healthy and safe every single day.</p>	<p>To actively provide meaningful opportunities for consultation on health and safety management matters with colleagues.</p> <p>For all members of our community to recognise the contribution they can make to maintaining a safe University community and the embedding of health and safety practices.</p>	<p>We will monitor and learn from mistakes, so we improve practices to ensure the safety and health of our community.</p> <p>To further embed a culture of continuous improvement through the review and development of leading and lagging indicators.</p>
<p><b>Strategies</b></p> <p>People will be made aware of their personal responsibility towards creating and maintaining a safe working/studying community.</p> <p>We will support leaders, managers and supervisors to create a culture where staff and students feel empowered to raise concerns.</p> <p>Where concerns are raised, appropriate resolutions will be found with active involvement of relevant stakeholders.</p>	<p>Strengthen leadership capability by supporting our leaders in their health and safety responsibilities through advice, products and tailored training programmes.</p> <p>Create opportunities for our leaders, managers and supervisors to engage in meaningful conversations about improvements to health and safety.</p>	<p>We will review our procedures and policies regularly, looking for opportunities to share them with our community and embed them effectively.</p> <p>We will tirelessly look for new ways to improve our management of health and safety to ensure we are doing all we can to keep our community safe and healthy.</p> <p>Through offering advice and training, our processes will be easily adopted and integrated into core business processes.</p>	<p>Provide engagement opportunities for staff to offer ideas on how to improve the health and safety management of our environments.</p> <p>Support the development of communication channels and opportunities for staff to engage with, and respond to, new and emerging issues.</p>	<p>Look to invest in solutions that allow for efficient capture and management of health and safety outputs.</p> <p>Make the most of our current technology to support our measurement and management of health and safety.</p> <p>Develop a meaningful range of leading and lagging metrics which are easily and readily understood and adopted by our community.</p>