

Health, Safety and Wellbeing Policy Statement

Our staff and students are the University's most valuable resource and we are committed to providing a safe and healthy environment for our University Community and those who visit us through commitment at all levels within the University.

The University is committed to protecting the health, safety and wellbeing of our staff, students and others, so far as is reasonably practicable, who are affected by our activities. We will meet our legal responsibilities as a minimum, by taking into account the relevant legislation and sector guidance, but will seek to achieve best practice through continual and progressive improvement in health, safety and wellbeing standards to support our activities in education and research.

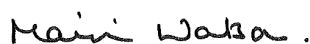
This policy statement should be considered in relation to the University's health and safety procedures and arrangements and can be viewed on the [Health and Safety webpage](#) and all organisational units must also develop and maintain local health and safety arrangements to comply with this policy.

In undertaking its duties, the University will seek to create and promote a supportive workplace culture based on trust, support and mutual respect, where staff are able to talk openly about health and safety, their physical and mental health and report difficulties without fear or discrimination or reprisal.

This will be achieved through the successful implementation and maintenance of this Health, Safety and Wellbeing Policy, facilitated by a recognised Health and Safety Management System, Risk Management practice and accredited wellbeing frameworks such as the Universities UK Step Change framework, the Student Minds' University Mental Health Charter and through our strategic engagement with sector projects and partners including Scottish Action for Mental health (SAMH). To this end, the University aims to achieve the following objectives:-

- Ensure that members of Court, Executive members and managers are aware of their responsibilities and are sufficiently trained to enable them to competently discharge their legal duties
- Provide adequate levels of resources to support legal requirements and a positive health, safety and wellbeing culture
- Ensure effective arrangements are in place to consult with staff, students and Trade Union Representatives on health, safety and wellbeing matters
- To provide the necessary information, instruction and training to staff and others, including temporary staff, to ensure, so far as is reasonably practicable, their health, safety and wellbeing
- Ensure that health and safety hazards and associated risks inherent in the activities of the University are assessed using the process of risk assessment
- To ensure that adequate arrangements are in place to monitor, measure and review health and safety performance
- To ensure appropriate arrangements are in place for the effective review and revision of this policy on an annual basis

The Principal is responsible for the implementation of this Policy on behalf of the University Court and the University Leadership Team will drive the operational implementation of this and the associated procedures and arrangements through their areas of responsibility and control. The Chief Financial Officer and VP People and Student Wellbeing have devolved, shared responsibility to oversee this process. Clarity on individual responsibilities is provided in the accompanying Roles, Responsibilities and Arrangements document.



Professor Mairi Watson
Principal and Vice-Chancellor