

CONDITIONS OF EMPLOYMENT GOVERNING ACADEMIC AND RELATED STAFF

APPENDIX 4: SAFETY

1. The University of Birmingham, as an employer, is committed to providing and maintaining a healthy and safe working environment for all its employees, students and any other people who may be affected by its activities.
2. This statement applies to all premises and activities within the control of the University. The University has made detailed arrangements for implementing this policy outlined in a further section of the Policy entitled, Organisation and Arrangements see intranet.birmingham.ac.uk/hr/documents/public/hsu/hsupolicy/0uhsp.pdf
3. In order to achieve this aim the University has the following key objectives:
 - as a minimum, to comply with requirements of relevant legislation;
 - to identify hazards (the potential for harm), assess risks (the likelihood of that harm being realised) and control those risks;
 - to ensure that employees, students and others are adequately informed of the identified risks and where appropriate receive instruction, training and supervision;
 - to consult with employees' representatives on health and safety matters;
 - to make arrangements for liaison with other employers where the activities of another employer could affect the health and safety of people from the University and where University activities could affect the health and safety of other employers' employees;
 - to safeguard the environment from the effects of the University's activities;
 - to monitor and review the effectiveness of the University's arrangements and where appropriate to implement improvements.
4. The main responsibility for implementation of this policy lies with the University of Birmingham, that is, the University Council and the Vice-Chancellor as its Chief Executive. The Heads of Budget Centre are responsible for ensuring compliance with University Health and Safety Policy within their area of control. The University will actively monitor the performance of Budget Centre in the management of risks under their control. The Heads of College and the Directors of the Corporate Services are responsible for co-ordinating and monitoring the management of health and safety in Budget Centre within their faculty or office.
5. Whilst the University accepts the main responsibility for implementation of this policy individuals have a very important role in co-operating with those responsible to ensure a healthy and safe working environment. Individuals are required to abide by rules and requirements made under the authority of this policy.

Approved by Council, 27 June 2012