



## HEALTH & SAFETY POLICY

### Part 1. General Statement of Intent

This health and safety policy is closely aligned to the health and safety strategy document which is designed to promote a culture that reflects the College's values, to provide a safe and healthy working environment for staff, students, apprentices and visitors.

We recognise that all our staff, students and apprentices have the right to work and learn in a safe and healthy environment. We are therefore fully committed to making Kirklees College a healthy and safe place to teach, work and learn and it is the role all of our managers, staff and students who enable this to happen.

We are also firmly committed to pursuing continuous improvements in health and safety performance beyond the minimum level of achievement with legal requirements, reflecting the importance we place on the health and safety of all our staff, students, apprentices and other persons who may be affected by our activities.

Furthermore, we believe that a strong Health & Safety culture and performance is fundamental to the success of Kirklees College which enables our managers and staff to create opportunity and change lives for all those that choose to study and work with us.

This policy recognises that all staff, students, apprentices and Governors share responsibility for the promotion and improvement of Health & Safety within the college and therefore we will establish strong systems, communicate clearly, and provide resources to enable all employees understand their roles and responsibilities.

We regard legal compliance as the minimum acceptable level and strive to continuously improve Health & Safety through strong leadership and a common-sense approach. We aim to prevent exposure to injuries and work-related ill health by:

- 1.1.1 Providing competent Health & Safety advice.
- 1.1.2 Ensuring safe systems of work.
- 1.1.3 Defining responsibilities and priorities.
- 1.1.4 Identifying, assessing and controlling risks.
- 1.1.5 Providing and maintaining equipment that is safe and suitable for its intended use.
- 1.1.6 Ensuring staff and learners have the information, training and competence they need to protect their health and safety.
- 1.1.7 Investigating accidents, incidents and near misses and ensuring corrective action is taken.

This policy will be reviewed at least annually.

Signed:

Gerard Hetherington  
Chair of Corporation  
Date: 1 September 2024

Signed:

Palvinder Singh  
Principal and Chief Executive Officer  
Date: 1 September 2024

## Purpose

This policy and its associated procedures form a framework which protects our stakeholders from occupational injury and ill health. This framework is built on the following key principles:

- 1.2.1 Complying with relevant legislation and implementing suitable health and safety management systems.
- 1.2.2 Recognising health and safety is essential for good management and should be prioritised at all levels within the organisation and supported through training and development.
- 1.2.3 Aspiring to 'Best Practice' in health and safety through continuous improvement.

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## Part 2. Organisational Responsibilities

**2.0.** We all share a duty to ensure the health and safety of ourselves and others and we will work collaboratively to ensure that Kirklees College meets its responsibilities under health and safety legislation. Our responsibilities are summarised below and outlined in more detail in individual job descriptions.

### 2.1. The Corporation Board

The Kirklees College Corporation (the “Board”) has ultimate responsibility to take all measures within its power to make sure that the College environment is safe and that risks regarding health, safety and welfare of the employees, students, other visitors to its sites, and members of the public are maintained at an acceptable level.

The Board shall:

- 2.1.1 Set the guiding principles of health and safety practice for Kirklees College
- 2.1.2 Ensure its decisions take into account best practice in health and safety
- 2.1.3 Ensure effective methods of identifying, assessing and addressing risk and monitoring compliance.
- 2.1.4 Appoint a Health & Safety Link Governor, to provide support and oversight to the College and to report to the Board on a regular basis.

### 2.2. Chief Executive Officer (“CEO”) – Duty Holder

The CEO is appointed by the Board and has overall responsibility for health and safety within Kirklees College. The CEO shall:

- 2.2.1 Be accountable to the Board for the implementation of this policy and embedding a strong health and safety culture.
- 2.2.2 Ensure that the College premises, plant, equipment and all activities of the College comply with current Health and Safety legislation and codes of practice and that adequate training and instructions are provided with regard to safety, health and wellbeing. Be the ‘responsible person’ under the Regulatory Reform (Fire Safety) Order 2005.
- 2.2.3 Delegate relevant responsibilities to other managers (overall accountability always remains with the CEO).
- 2.2.4 Ensure appropriate management systems and performance monitoring throughout the organisation.
- 2.2.5 Ensure a Health & Safety Improvement plan is created, resourced and delivered every year.

### 2.3. Deputy Principal of Finance and Resources (“DPFR”)

The DPFR is responsible for ensuring:

- 2.3.1 Adequate resources are provided to support a strong health and safety performance.
- 2.3.2 Business Planning considers effects on health and safety performance within Kirklees College.
- 2.3.3 The safe management and maintenance of all premises operated by the College, including

ensuring management of contractors, maintenance of equipment, appropriate staffing on premises.

- 2.3.4 Record keeping, procedure management and risk management is in place across the business.
- 2.3.5 The implementation of this policy within all areas under their control.
- 2.3.6 That sufficient resources are allocated within all areas within their control to ensure that legislative health, safety and welfare standards are met.
- 2.3.7 That competent persons are employed within their areas of control.
- 2.3.8 That their teams and any contractors are aware of their responsibilities under this policy and are fully equipped to complete their duties safely.
- 2.3.9 That all accidents, incidents and near misses within their areas of responsibilities are reported and investigations carried out as required within their respective areas.
- 2.3.10 That all key health and safety management systems are managed and that compliance is maintained within their areas of responsibility (Smartlog)
- 2.3.11 That fire and appropriate building risk assessments are carried out for every building, that appropriate remedial actions are taken, and that they are regularly reviewed and kept up to date.

#### **2.4. Senior Leadership Team (“SLT”)**

In assisting the CEO to ensure the College complies with all its statutory duties. The SLT shall:

- 2.4.1 Embed and drive a strong health, safety and welfare culture within their respective areas of responsibility.
- 2.4.2 Demonstrate commitment to this policy and the health, safety and welfare of all stakeholders, through both personal conduct and strategic decision making.
- 2.4.3 Ensure that high level accidents, incidents, and near misses are reported and investigated.
- 2.4.4 Monitor health and safety performance through proactively monitoring health and safety management systems within their service areas.
- 2.4.5 Ensure sufficient resources allocated to health, safety and welfare issues as to ensure that legislative standards are met, and where reasonable, exceeded.
- 2.4.6 Be aware of changes to legislation and shall accordingly allocate additional resources where necessary.
- 2.4.7 Ensure that health and safety is accorded appropriate priority in all of the Colleges activities
- 2.4.8 Consult and work alongside the Head of Health and Safety with regards to the planning and organising of health and safety arrangements, particularly in the introduction of any changes to the workplace design, working practices or new technology that may affect the health and safety of staff, students, visitors, contractors and apprentices and members of the public.
- 2.4.9 Ensure that major issues of health, safety and welfare are discussed and resolved at the appropriate SLT meetings and that lessons learnt are embedded within areas under their control
- 2.4.10 Appoint competent persons to undertake specific tasks required of this policy
- 2.4.11 Ensure that sufficient resources are allocated for the provision of any training required by relevant legislation in this policy.
- 2.4.12 Proactively monitor accidents, incidents, and near misses and positively reinforce the reporting of such in areas under their control.
- 2.4.13 Ensure that the college meets its legal and moral responsibilities as set out in Keeping Children Safe in Education within their respective areas of responsibility.

## **2.5. Executive Director of People and Culture (“EDOPC”)**

The EDOPC is responsible for:

- 2.5.1 Ensuring that health, safety and welfare priorities, responsibilities and competencies are reflected in all aspects of Human Resources policy, procedures and practice. This includes job descriptions, recruitment practices, reasonable adjustments, sickness management, training, performance management and staff wellbeing.
- 2.5.2 Ensuring appropriate mechanisms of performance monitoring and management throughout the organisation.
- 2.5.3 Ensuring appropriate measures are in place to monitor workplace sickness levels. Where these monitoring systems indicate work-related ill-health issues, these will be brought to the attention of the Head of Health and Safety (“HoH&S”).
- 2.5.4 To promote a strong mental health and emotional wellbeing culture within Kirklees College and to proactively support both the EDHR&OD and HoH&S to reduce instances of work-related absence in respect of both mental health and work-related stress; and to ensure that suitable and sufficient resources are available to deliver such a culture.

## **2.6. Head of Health & Safety (“HoH&S”).**

The HoH&S is Kirklees College’s competent person for occupational health, safety matters and is responsible for:

- 2.6.1 In conjunction with management and employee representatives, preparing health and safety procedures for approval by the SLT and the Health and Safety Committee.
- 2.6.2 Monitoring developments in legislation and best practice and providing advice and guidance accordingly.
- 2.6.3 Overseeing the day to day management of all health and safety matters across College and raising any concerns of non-compliance and immediately stopping any potentially unsafe activities until appropriate safe measures are implemented.
- 2.6.4 Ensuring that the College has suitable and sufficient mechanisms in place to monitor health, safety and welfare compliance across the organisation and to raise any concerns to the relevant Heads of Faculty, Curriculum and Business Support Managers.
- 2.6.5 Ensuring that all accidents, incidents, and near misses are investigated and that recommendations and lessons learnt are fully embedded across the organisation to prevent future reoccurrence.
- 2.6.6 Proactively engaging and supporting Heads of Faculty and Business/Curriculum Managers and continually driving a positive health & safety culture throughout all areas of the Organisation
- 2.6.7 Consulting with Health and Safety representatives and trade unions in order to fulfil the College’s responsibilities under the Safety Representatives and Safety Committee Regulations.
- 2.6.8 Supporting the planning and organising of health and safety arrangements, particularly in the introduction of any changes to the workplace design, working practices or new technology that may affect the health and safety of staff, students, visitors, contractors and apprentices, and/or the public.
- 2.6.9 Ensuring that both Health Surveillance and Air and Noise Monitoring systems are appropriately managed throughout the organisation and that any corrective or remedial action is taken following on from reports and recommendations from the Health Surveillance provider.
- 2.6.10 Liaising with the Health and Safety Executive, the Environmental Agency and other regulatory authorities on matter of health and safety.
- 2.6.11 Managing an ongoing programme of audits of compliance across all areas of the organisation.



- 2.6.12 Liaising with the SLT and Health and Safety Committee in the development, implementation and evaluation of the health and safety risk assessment process in the College.
- 2.6.13 Reviewing and revising all external organisations that provide services to our staff and students and ensuring that these organisations have suitable and sufficient arrangements in place to protect the health, safety and welfare of all of staff, students, visitors, contractors and apprentices and the public.

## **2.7. Health & Safety Officers (“H&SO’s”)**

H&SO’s are responsible for:

- 2.7.1 Providing regular health, safety and welfare updates, raising any concerns of non-compliance, and immediately stopping any potentially unsafe activities until appropriate safe measures are implemented.
- 2.7.2 Providing advice, guidance and support to relevant managers, Health and Safety Champions, Facilitators and the Health and Safety Committee within or in respect of their service areas.
- 2.7.3 Ensuring that suitable and sufficient risk assessments, PUWER, COSHH and Safe Systems of Work are embedded within their service areas and continually supporting staff and managers with their completion and review.
- 2.7.4 Monitoring HS&W compliance, first aid provision, fire safety and emergency evacuation procedures, accident, incident and near miss reporting, risk assessments and health, safety and welfare action plans.
- 2.7.5 Liaising with local managers and external bodies as appropriate, such as the Health & Safety Executive and Trade Union health and safety representatives.
- 2.7.6 Proactively engaging and supporting Heads of Faculty and Business/Curriculum Managers within their areas of responsibility and driving a positive Health & Safety culture within their areas of control.
- 2.7.7 Undertaking Accident, Incident, and Near Miss investigations within their areas of control and supporting Business and Curriculum Managers with High Level Investigations as required.
- 2.7.8 Undertaking health and safety compliance audits within areas of their control as per the Health and Safety schedule of audits.
- 2.7.9 Ensuring that all “Offsite Activity” is appropriately managed within their service areas and that risk assessments, next of kin details, and insurance certification are retained within the Offsite Activity forms and that no offsite activity takes place without prior authorisation from either the HoH&S or the H&SO’s

## **2.8. Health and Safety Assistants and Health and Safety Administrators (“H&SA’s”)**

H&SA’s are responsible for:

- 2.8.1 Supporting the health and safety function at Kirklees College, in the professional delivery of the Health and Safety, Compliance Strategy, together with both Policy and Procedures.
- 2.8.2 Working under the supervision and guidance of both the HoH&S or the H&SO’s to ensure adherence to regulatory, statutory requirements and best practice guidance.
- 2.8.3 Supporting the HoH&S or the H&SO’s monitoring health, safety and welfare compliance, first aid provision, fire safety and emergency evacuation procedures, accident reporting, risk assessments and health, safety and welfare action plans within their Business and Curriculum areas.
- 2.8.4 Proactively supporting Heads of Faculty and Business/Curriculum Managers within their areas of responsibility and driving a positive health and safety culture within their areas of control.
- 2.8.5 Supporting the Head of HoH&S or the H&SO’s with the completion of Audits within their service areas.
- 2.8.6 Ensuring that all “Offsite Activity” is appropriately managed and that risk assessments, next of kin details, and insurance certification are retained within the Offsite Activity forms and are signed off by the HoH&S or the H&SO’s.

- 2.8.7 Planning, operating and monitoring first aid provisions and other related activities which form part of the emergency procedures.

## **2.9. Health and Safety Champions (“H&SC’s”)**

:

- 2.9.1 H&SC’s are responsible for embedding a positive health and safety culture within their areas of responsibility and ensuring they support managers, supervisors and staff members with health and safety management and compliance within their specified areas.
- 2.9.2 H&SC’s will be given adequate resources and time to carry out their duties and will be supported by the wider health and safety team on a weekly basis.
- 2.9.3 H&SC’s be responsible for ensuring that Risk Assessments, COSHH Assessments, Safe Systems of Work and PUWER Assessments are completed and maintained within their service areas and will monitor compliance within the Smartlog Management System.

## **2.10. Heads of Faculty (“HOF’s”)**

All HOF’s have delegated responsibility for their staff, students, visitors and contractors and shall:

- 2.10.1 Implement this policy within their areas of responsibility, including projects, and promote a strong Health & Safety culture, including through role modelling and empowering staff to stop any activity they believe is unsafe.
- 2.10.2 Ensure their faculty area(s) conducts its processes in a safe manner
- 2.10.3 Proactively monitor the asset registers within areas of their control and ensure equipment is safely maintained and that Risk Assessments, Safe Systems of Work and PUWER assessments are completed and implemented throughout through proactive monitoring and review.
- 2.10.4 Ensure that appropriate health and safety records are kept within their faculty areas and reviewed regularly.
- 2.10.5 Review accidents, incidents and near misses within their faculty area and ensure that lessons learnt are embedded throughout.
- 2.10.6 Ensure that all key health and safety management systems are managed and that compliance is maintained within their areas of responsibility (Smartlog)
- 2.10.7 Ensure that controls leading from Risk Assessments, Safe Systems of Work and COSHH assessments are fully embedded within their areas of control, i.e. PPE
- 2.10.8 Ensure that all apprenticeship/work experience employers are checked for health and safety purposes in accordance with the requirements of the Funding Agency.
- 2.10.9 Monitor all offsite activity within their faculty area and that all offsites are managed in line with the College’s Offsite Venue Procedure.
- 2.10.10 Ensure that the College’s Control of Contractors Policy is fully embedded within Faculty areas under their control.

## **2.11. Curriculum Area Managers (“CAM’s”)**

CAM’s shall:

- 2.11.1 Implement this policy within their areas of responsibility, including projects, and promote a strong health and safety culture, including through role modelling and empowering staff to stop any activity they believe is unsafe.
- 2.11.2 Support their line managers in ensuring their curriculum area conducts its processes in a safe manner.
- 2.11.3 Ensure that their teams and any contractors are aware of their responsibilities under this Policy and are fully equipped to complete their duties safely.
- 2.11.4 Ensure that equipment associated with the curriculum is safely maintained and managed through the asset management system on Smartlog and appropriate health and safety records are kept within their areas and reviewed regularly.
- 2.11.5 Ensure that risk assessments, Safe Systems of Work, COSHH and PUWER assessments are completed, implemented and communicated to all students, staff, visitors, apprentices and visitors affected by their activities.

- 2.11.6 Support the reporting of all accidents, incidents and near misses within their areas of responsibilities and carry out investigations as required within their respective areas.
- 2.11.7 Ensure that all key Health and Safety Management systems are managed and that compliance is maintained within their areas of responsibility (Smartlog)
- 2.11.8 Ensure that all staff, students, visitors and apprentices for whom they are responsible are inducted effectively in the College's emergency procedures and the vocational hazards they will encounter as part of their training.
- 2.11.9 Ensure that competent persons are employed within their department and that staff are fully trained and that training is kept up to date to undertake their role with the relevant competence
- 2.11.10 Ensure that all students within their curriculum area that have declared a known medical condition have had a Health Declaration meeting and that, where appropriate, ensure that Risk Assessments and PEEPS are in place.
- 2.11.11 Ensure that all "Offsite Activity" appropriately managed and that risk assessments, NOK details, and insurance certification are retained within the Offsite Activity forms and are signed off by the HoH&S or the H&SO's.

## **2.12. Heads of Business Support and Business Support Managers**

- 2.12.1 Implement this policy within their areas of responsibility, including projects, and promote a strong Health & Safety culture, including through role modelling and empowering staff to stop any activity they believe is unsafe.
- 2.12.2 Ensure their department conducts its processes in a safe manner.
- 2.12.3 Ensure that their teams and any contractors are aware of their responsibilities under this Policy and are fully equipped to complete their duties safely.
- 2.12.4 Ensure equipment is safely maintained, risk assessments and Safe Systems of Work are completed and implemented, and appropriate Health & Safety records are kept within their areas and reviewed regularly.
- 2.12.5 Support the reporting of all accidents, incidents and near misses within their areas of responsibilities and carry out investigations as required within their respective areas.
- 2.12.6 Ensure that all key Health and Safety Management systems are managed and that compliance is maintained within their areas of responsibility (Smartlog)
- 2.12.7 Ensure that competent persons are employed within their department and that staff are fully trained and that training is kept up to date to undertake their role with the relevant competence.
- 2.12.8 Monitor and ensure the safe working practices of staff and learners in their areas and ensure robust risk management through identification, assessment and communication of risks and safety measures.
- 2.12.9 Ensure that controls leading from Risk Assessments, Safe Systems of Work and COSHH assessments are fully embedded within their areas of control, i.e. PPE.
- 2.12.10 Make and organise adjustments for individuals' requirements in line with the Equality Act 2010.
- 2.12.11 Ensure that all apprenticeship/work experience employers are checked for health and safety purposes in accordance with the requirements of the Funding Agency.
- 2.12.12 Manage the system which enables people with particular disability needs to safely evacuate buildings in an emergency e.g. Personal Emergency Evacuation Plans (PEEPS).

## **2.13. Staff**

Members of staff have the responsibility to promote health and safety and to cooperate with SLT, Heads of Faculty. Heads of Business Support services to achieve a healthy and safe workplace. In compliance with the Health and Safety at Work Act 1974 all Staff must:

- 2.13.1 Take responsibility for the health and safety of themselves and those around them; this includes ensuring that they understand and adhere to this policy and relevant Health & Safety and procedures and risk assessments
- 2.13.2 Consider the Health and Safety of other people who may be affected by their acts or omissions
- 2.13.3 Staff are responsible for promptly reporting any issues, accidents, incidents or near misses and immediately stopping any activity they consider to be unsafe.

- 2.13.4 Staff are responsible for only undertaking tasks in line with their competency and seeking training and support where needed.
- 2.13.5 Where applicable, all staff identified as working with hazardous substances, radiation, noise, and wet working are required to attend Health Surveillance appointments on an annual basis
- 2.13.6 Staff are expected to support their curriculum and business areas in maintaining compliance within the Health and Safety Management Systems
- 2.13.7 Refrain from intentionally misusing or recklessly interfering with anything that has been provided for health and safety reasons
- 2.13.8 Report any hazardous defects in tools, equipment, or shortcomings in the existing safety arrangements to a responsible person without delay or via the Head of Health and Safety
- 2.13.9 Be familiar with and comply with emergency and lockdown procedures.

## **2.14. Students**

All Students must take responsibility for:

- 2.14.1 The health and safety of themselves and those around them; this includes following instructions given by members of staff and the Student Contract.
- 2.14.2 Being aware of Safe Systems of Work, Risk Assessments, COSHH Assessments within their curriculum areas and to adhere to the control measures as set out within, as such Curriculum Managers are expected to communicate these during the induction weeks at the start of the academic year.
- 2.14.3 Being conversant in all site rules and emergency procedures within their curriculum areas.

## **2.15. Director of Governance and Compliance**

The Director of Governance and Compliance is responsible for:

- 2.15.1 Ensuring that the Board is adequately equipped to fulfil their duties in respect of health and safety.
- 2.15.2 Supporting the College to continue to create and maintain an inclusive organisation where everyone can work, learn, and teach to their full potential in a safe working environment that is free from risk and harm to all that occupy and utilise our sites.

## **2.16. Duty Managers**

Duty managers are responsible for:

- 2.16.1. Undertaking any health and safety duties, as contained within the Duty Manager's Policy and Procedure document, during or resulting from their period on duty.
- 2.16.2. Making themselves aware of all Emergency Procedures within areas of their control including Fire Evacuation Procedures, First Aid, and the Business Continuity Plans.
- 2.16.3. Maintaining a presence within areas of their control and at key times during the day and ensuring they are responsive to accidents, incidents and near misses and are able to respond accordingly.
- 2.16.4. Being aware of the management of contractors at Kirklees College and stopping any unsafe work or practices witnessed during their duty period.

## **2.17. Trade Union (TU) Health and Safety Representatives**

Trade Union (TU) Health and Safety Representatives shall:

- 2.17.1 Work collaboratively with Kirklees College to promote a strong health and safety culture, liaising with relevant staff and conducting inspections and investigating complaints, hazards and incidents as appropriate.
- 2.17.2 Investigate potential and identified hazards, dangerous occurrences, the causes of accidents and complaints by employees.

- 2.17.3 Contribute to the development of the College's Health and Safety Policy and Procedures, through appropriate representation and consultation.
- 2.17.4 Consult with Inspectors of the HSE or any other enforcing authority.
- 2.17.5 Make representations to The College Head of Health and Safety arising from the investigation made and on general matters affecting health, safety and welfare.
- 2.17.6 Attend meetings of the Health and Safety Committee and/or inform the Committee of her/his activities as a Safety Representative.
- 2.17.7 Make formal inspections at regular intervals or where there has been a substantial change in the conditions of work (whether because of the introduction of new machinery or otherwise) and make formal inspections following notifiable accidents and occurrences.
- 2.17.8 Inspect and take copies of any relevant documents which the College is required to keep either by the application of relevant law, or in accordance with the Regulations on Safety Representatives and Safety Committees.
- 2.17.9 Liaise with all staff, as appropriate, in order to help maintain a safe, healthy and supportive working and learning environment.

## **2.18. Health & Safety Committee**

The Health and Safety Committee consists of

- a) The Executive Director of People and Culture
- b) The Deputy Principle of Finance and Resources
- c) The Executive Director of Estates and Facilities
- d) The CEO,
- e) Vice Principals,
- f) Senior Managers (Faculty & Business Support Services),
- g) Head of Health and Safety.
- h) Trade Union and Student Union Health and Safety representatives, and
- i) The PA to members of the Senior Leadership Team

The aim of the Health and Safety Committee is to:

- 2.18.1 Provide representation on health, safety, and welfare issues
- 2.18.2 Monitor performance and compliance through the Smartlog Health and Safety Management system and share best practice and information, and
- 2.18.3 Promote inter-departmental cooperation and act as a conduit to share and cascade information.
- 2.18.4 Operate the formal consultative mechanism for health and safety matters associated with The College activities.
- 2.18.5 Consult primarily on Health and Safety Policy and associated procedures.
- 2.18.6 Monitor the College health and safety performance by considering health and safety reports.
- 2.18.7 Consider health and safety inspection reports both internal and from external authorities.
- 2.18.8 Consider and publish notifiable RIDDOR events and accident statistics and make recommendations for improvement where appropriate.
- 2.18.9 Assist in the development and promotion of health and safety.
- 2.18.10 Monitor the adequacy of health and safety communication and publicity in the workplace.

## **2.19. Executive Director of Estates and Facilities (EDoEF)**

- 2.19.1 The EDoEF is the focal point for all College level facilities operations and for monitoring the activities of the Contracts and Maintenance Managers and their teams.
- 2.19.2 In addition to this s/he is delegated by the CEO as the Duty Holder (Asbestos) and Responsible persons for Legionella Operations.
- 2.19.3 The EDoEF has direct control of contractors under his/her responsibility and must ensure that policies and procedures in respect of their service area are adhered to at all times by all staff and managers throughout the organisation in respect of Estates and Facilities management.
- 2.19.4 The EDoEF is responsible for ensuring that all planned construction, remedial, and maintenance work is carried out in line with the Control of Contractors policies and procedures and that

suitable and sufficient Risk Assessments, RAMS, and Health and Safety files have been received and reviewed prior to any work commencing. For larger projects or those deemed as higher risk these Risk Assessments, RAMS and Health and Safety Files must be reviewed by the HoH&S.

- 2.19.5 EDoEF is responsible for ensuring equipment is safely maintained, risk assessments and Safe Systems Of Work are completed and implemented, and appropriate Health & Safety records are kept within their areas.
- 2.19.6 EDoEF is expected to support the reporting of all accidents, incidents and near misses within their areas of responsibilities and carry out investigations as required within their respective areas.
- 2.19.7 The EDoEF shall ensure that all key Health and Safety Management systems are managed and that compliance is maintained within their areas of responsibility (Smartlog)The provision, development and management of a comprehensive building management operation to ensure the optimum coordination and operational safety of physical assets of the College
- 2.19.8 The EDoEF shall ensure that fire and appropriate building risk assessments are carried out for every building, regularly reviewed and kept up to date.
- 2.19.9 Is the chair of the Health and Safety committee and ensures that Health and Safety matters arising from the Health and Safety committee are brought to the attention of the board
- 2.19.10 Is the link between the Health and Safety department and the Senior Leadership Team and as such ensures that important matters arising with regards to Health and Safety are raised at senior level ensuring that they are suitably addressed and taken in to consideration.

## **2.20. Contract and Maintenance Manager**

Contract and Maintenance Managers are responsible for:

- 2.20.1 Ensuring health, safety and welfare compliance in facilities operations and maintaining registers for the maintenance and servicing of relevant equipment and infrastructure.
- 2.20.2 Ensuring that all key Health and Safety Management systems are managed and compliance is maintained within their areas of responsibility (Smartlog, Crimson, Legionella, Fire Risk Assessment etc.)
- 2.20.3 Ensuring that equipment is safely maintained, risk assessments and Safe Systems Of Work are completed and implemented, and appropriate Health & Safety records are kept within their areas.
- 2.20.4 Supporting the reporting of all accidents, incidents and near misses within their areas of responsibilities and carrying out investigations as required within their respective areas.
- 2.20.5 Ensuring that their teams and any contractors are aware of their responsibilities under this policy and are fully equipped to complete their duties safely.
- 2.20.6 (In conjunction with the EDoEF, ensuring that all planned construction, remedial, and maintenance work is carried out in line with the Control of Contractors policies and procedures and that suitable and sufficient Risk Assessments, RAMS, and Health and Safety files have been received and reviewed prior to any work commencing. For larger projects or those deemed as higher risk these Risk Assessments, RAMS and Health and Safety Files must be reviewed by the HoH&S.
- 2.20.7 Ensuring the safe and effective operation of the Building Management System (BMS) and providing expert knowledge, guidance and support in its development and ensuring the safe and timely completion of planned and reactive maintenance.
- 2.20.8 Supporting the EDoEF with the implementation of the College's sustainability and environmental objectives and supporting the implementation of Environmental policies and standards.
- 2.20.9 Fulfilling the roles of Deputy Duty Holder (Asbestos) (DDH(A)) and the Deputy Responsible Person (DRP) to maintain Legionella compliance.

## **2.21 Facilities Operations Manager (FOM)**

The FOM is responsible for:

- 2.21.1 Ensuring that the required cleaning and hygiene standards are met across all areas of Kirklees College and that the College provides a healthy and clean environment.
- 2.21.2 Ensuring that Security requirements are met, both in and out of hours, and that the College

provides a safe and secure environment.

- 2.21.3 Ensuring that all key Health and Safety Management systems are managed and that compliance is maintained within their areas of responsibility (Smartlog)
- 2.21.4 Ensuring equipment is safely maintained, risk assessments and Safe Systems Of Work are completed and implemented, and appropriate Health & Safety records are kept within their areas.
- 2.21.5 Supporting the reporting of all accidents, incidents and near misses within their areas of responsibilities and carrying out investigations as required within their respective areas.

## **2.22. Faculty Technicians**

Technicians are responsible for:

- 2.22.1 Providing a point of contact for health, safety and welfare matters within their curriculum area and liaising with the H&SO's and managers to ensure safe working practices.
- 2.22.2 Promoting a strong health and safety culture within all areas under their control
- 2.22.3 Monitoring day to day activity and assisting with inspections, investigations, and communication with staff.
- 2.22.4 Where applicable, the upkeep of the Health and Safety Management System (Smartlog) ensuring that Checks and Tests relevant to their area are completed within set deadlines and that faults are reported to their line managers to ensure that effective remedial action is taken
- 2.22.5 Ensuring that all accidents, incidents and near misses are reported within their service areas
- 2.22.6 Ensuring that all machinery and equipment is maintained and serviced in line with manufacturers guidelines and recorded within the asset management system on Smartlog
- 2.22.7 Ensuring equipment is safely maintained, risk assessments and Safe Systems Of Work are completed and implemented, and appropriate
- 2.22.8 Providing a safe working environment for all that work and study within areas under their control
- 2.22.9 Proactively monitoring activities within the workshop and acting as liaison between management, staff and students on all health and safety matters
- 2.22.10 Ensuring that all Risk Assessments, Safe Systems of Work, PUWER Assessments, and Codes of Practice are maintained and updated as necessary and that all new activities and equipment are assessed accordingly.
- 2.22.11 Leading by example and promoting the highest standards of health and safety within areas under their control. It is important that technicians are not just demonstrating the “**how**” but explaining the “**why**” as to give a deeper understanding of the activities been undertaken.
- 2.22.12 Playing an active part in scene preservation and, working in conjunction with the Health and Safety Team and line management, a proactive part in any subsequent accident, incident, and near miss investigation

## **2.23. Campus Support Officers (“CSOs”)**

CSOs are responsible for:

- 2.23.1 Providing a point of contact for health and safety matters within their business area and liaising with the Health and Safety team and the wider Estates and Facilities team to ensure safe working practices are fully embedded.
- 2.23.2 Monitoring day to day activity and assisting with inspections, investigations, and communication with staff.
- 2.23.3 The upkeep of the Health and Safety Management System (Smartlog) ensuring that Checks and Tests relevant to their area are completed within set deadlines and that faults are reported to their line managers to ensure that effective remedial action is taken
- 2.23.4 Ensuring that all accidents, incidents and near misses are reported within their service areas
- 2.23.5 Ensuring that all machinery and equipment is maintained and serviced in line with manufacturers' guidelines.
- 2.23.6 Ensuring equipment is safely maintained, risk assessments and Safe Systems Of Work are completed and implemented, and appropriate.

## **2.24. Radiation Protection Supervisors (“RPSs”)**

RPSs are responsible for:

- 2.24.1 Coordinating and advising on radiation safety within their curriculum area, developing and implementing procedures that comply with relevant legislation and providing advice, training, inspections, record-keeping and reporting.

## **2.25. Head of Human Resources**

The Head of Human Resources is responsible for:

- 2.25.1 Ensuring that the health and safety requirements of posts are adequately detailed within job descriptions. That relevant health and safety competency is explored at interview and any necessary competency deficiencies identified and remedied following appointment.
- 2.25.2 In conjunction with the Head of Health and Safety, ensuring that the health and safety requirements are identified for any new posts and seeking advice and support where appropriate
- 2.25.3 In conjunction with the Health and Safety team, ensuring that reasonable adjustments are made and maintained for new and transferred staff who have declared or have self-evident conditions to eliminate or sufficiently mitigate risks arising from the health and safety aspects of the post.
- 2.25.4 In conjunction with the relevant Manager, and where a suitable and sufficient ‘Return to Work’ Risk Assessment is required for staff returning after long term sickness or other staff where appropriate, prior to their return to work, ensuring that the necessary arrangements and facilities are in place to implement safe return.
- 2.25.5 Ensuring that the College’s Policy for the Management of Stress is developed and implemented in accordance with legal and College requirements.
- 2.25.6 In conjunction with the EDHR&OD, that appropriate resources and arrangements are in place for the provision of health and safety training needs as identified in the Corporate Health and Safety Training Matrix or otherwise.
- 2.25.7 Ensuring that comprehensive, accurate health and safety training records are maintained and available to appropriate staff.
- 2.25.8 Working in conjunction with the Head of Health and Safety and the Health and Safety team, ensuring that consideration towards Health Surveillance is placed within

## **2.26. HR Practitioners (HRPs)**

HRPs responsibilities will include:

- 2.26.1 Providing or signposting to guidance on eye tests, health surveillance, Occupational Health referrals, work related stress.
- 2.26.2 The monitoring of sickness and absence management and the accurate reporting of those absences linked to Health, Safety, Welfare to the Health and Safety Department
- 2.26.3 Ensuring that all new starters and leavers identified as someone in need of Health Surveillance is referred to the H&S Department so an appointment can be arranged
- 2.26.4 Ensuring that all line managers complete and return local induction paperwork to the HR Team and that all new starters receive suitable and sufficient new starter inductions including knowledge on emergency procedures, risk assessments, and Safe Systems of Work.
- 2.26.5 Supporting the Health and Safety Policy and supporting policies and embedding a positive Health and Safety culture throughout the organisation and to ensure that roles and responsibilities are defined within job descriptions.



## Part 3. General Arrangements

### 3.1. Abrasive Wheels

Only competent employees should operate abrasive wheels. Employees should hold the appropriate qualification for dressing or replacing abrasive wheels.

[Abrasive Wheels Policy September 2023.docx](#)

### 3.2 Accident, Incident and Near Miss Reporting, Investigation and Monitoring.

An accident is defined as any unplanned event that results in causing injury or ill health to people, damage to property or the environment. An Incident as defined by the HSE is an event that whilst no physical injury has happened there has been structural damage to property and/or buildings. A 'Near Miss' is defined as an incident that has the potential to cause harm or damage even though no harm or damage is caused. For further details please refer to the Policy on the reporting and investigating of accidents, incidents and near misses.

[Accident Incident Near Miss and Dangerous Occurrence Reporting and Investigation Procedure Oct 2023.doc](#)

### 3.3. Advice, Consultancy and Guidance

Where other outside health and safety consultancy or specialist advice is required, this should be done in conjunction with the HoH&S and HR where applicable. The Health and Safety Team will advise on the maintenance and storage of Health, Safety and Welfare documentation.

Health and Safety Policies and Procedures are procedural documents produced to provide more detailed guidance on Health, Safety and Welfare topics. These Policies and Procedures are available on the SharePoint Document Library or the Smartlog Information Portal.

### 3.4. Animals in the Workplace.

Animals are permitted in the college workplace under the following classifications:

- **Working / Teaching Animals.** These are animals that are used as a 'teaching aid' for animal related subjects.
- **Emotional Support Animal** (also known as comfort animals or therapy animals)
- **Sniffer Dogs** – for the purposes of drug prevention and control across Kirklees College
- **Assistance animals**

Other animals (pets) may be permitted in the workplace at the discretion of the relevant Executive Director and Head of Faculty. For further information and guidance please refer to the guidance on Animals within the Workplace.

[Policy on Animals on College Campuses - September 2023.docx](#)

### 3.5. Asbestos

Most Asbestos Containing Materials (ACM) within our buildings have been removed over the years and surveys carried out at buildings erected prior to 2000 have not revealed any ACM's. The remaining Asbestos at Pioneer House is encapsulated within the hillside, therefore it does not present a risk to health. It is also important that any damage to building structures – walls, floors or ceilings – is reported promptly to the Helpdesk.

The Board, as the employer, has ultimate responsibility for health and safety. DoFE&S is the Duty Holder<sup>1</sup> under the Control of Asbestos Regulations 2012. The duty to manage asbestos is contained in regulation 4 of the Control of Asbestos Regulations 2012.<sup>2</sup> For further information and guidance please refer to the Asbestos Management Plan.

<sup>1</sup>ACOP L143 'Managing and working with asbestos'

<sup>2</sup>ACOP L143 'Managing and working with asbestos'

### **3.6. Classroom or Facility Use by Unsupervised Learners**

Unsupervised use of classrooms or facilities by learners may result in accidents, injuries or damage to equipment. Lecturers have a Duty of Care responsibility towards their learners. Learners are not permitted unsupervised in any classroom, lecture room or the following areas/classrooms under any circumstances:

- Construction related, Engineering or Motor Vehicle workshops
- Science laboratories, prep rooms, classrooms, or storerooms
- Performing Arts Studios and Creative Art rooms
- IT & Media classrooms and Recording Studios
- Training restaurants or kitchens
- Hair & Beauty Salons
- Conference rooms
- Taylor Hill Glasshouse
- Gym

Only in exceptional circumstances will learners be permitted to use low risk areas/classrooms for private study. Prior approval of the SLT is required and if private study is approved then it is to be arranged and monitored by the student's relevant tutor.

### **3.7. College Events**

All college events are to be assessed for any hazards and level of risk. For further information and guidance please refer to

[Freedom Speech Code of Practice approved 160721.docx](#)

[KIRKLEES COLLEGE PROCEDURE 01 - RISK ASSESSMENT GUIDANCE AND ASSESSMENT PROCESS .docx](#)

### **3.8. Display Screen Equipment (DSE)**

Employees who are required to use display screen equipment will be required to complete the online DSE training. After completing the training, they will be required to complete the Workstation Self-Assessment form, which is provided automatically at the end of their DSE training. Any remedial action from the Self-assessment will be followed-up by the Health and Safety department.

Those deemed as "Users" as set out within the DSE policy and procedural document will have access to free Eye Tests and where an eye test shows the user needs corrective glasses to perform his/or her role then the College will meet these costs to an agreed set amount with the Colleges nominated supplier. All requests for eye tests must be made to the Health and Safety department, for further details please also refer to

[DSE Policy September 2023.DOC](#)

### **3.9. DSEAR (Dangerous Substances and Explosive Atmosphere Regulations)**

The College has procedures in place to ensure staff and learners remain safe and healthy in the working environment by the control of fire and explosion risks arising from the use of dangerous substances.

DSEAR applies if a dangerous substance is present (or is liable to be present) at the workplace and, the dangerous substance could be a risk to the safety of people because of fires, explosions or similar energetic events. For further information and guidance please refer to.

[KIRKLEES COLLEGE PROCEDURE FIRE PRECAUTIONS 2023.docx](#)

### **3.10. Duty Manager.**

A member of management will be on duty during the day and evenings while the College is open. For further information and guidance please refer to the Duty Manager policy and procedural document

[KIRKLEES COLLEGE POLICY DUTY MANAGER 16 - 2023.doc](#)

### **3.11. Educational Trips and Off-Site Activities**

All educational trips and off-site activities are to be assessed for any hazards and level of risk. For further information and guidance please refer to the Offsite Policy and Procedural document

[1. Off-site Activities Policy and Procedure May 2023.doc](#)

### **3.12. Electrical Equipment**

Periodic inspection and testing of the fixed electrical installation and periodic inspection and testing of portable electrical equipment will be carried out by appointed contractors. For further information and guidance please refer to the policy and procedure on Electrical Safety.

[Electrical Safety Policy September 2023.docx](#)

### **3.13. Emergency and Disaster Planning**

Procedures have been implemented to ensure foreseeable emergencies and disasters have been considered and practiced where appropriate and feasible. For further information and guidance please refer to the following Codes of Practice:

- Fire Safety
- Security and Emergency Procedures
- Disruption to Power and ICT (refer to Business Continuity Plan)
- Disruption due to weather (refer to Estates and Facilities Weather Plan)
- Invacuations procedures in respect Knives, Firearms and Terrorism events at Kirklees College
- Business Continuity and Disaster Plan
- Flooding (refer to the business continuity plan)

[Major Incident and Business Continuity Plan July 2023](#)

### **3.14. First Aid Arrangements**

The College has appropriate First Aid provisions relevant to the work activity carried out and the number of employees located on the site. The College First Aid has identified:

- 1-day Emergency at Work First Aid Training for those employed in Low Risk Areas
- 3-day First Aid at Work for those employed in high risk areas
- RTACC (Rescue Trauma and Casualty Care) A number of staff within each centre trained as to be able to provide a higher level of First Aid treatment should there be accidents and/or incidents relating to machinery, violence, terrorism, knives, bombs, guns and ballistics

For further information and guidance please refer to the First Aid Policy and Procedural document

[KIRKLEES COLLEGE FIRST AID POLICY 02 - August 2023.doc](#)

### **3.15. Fire Safety Measures**

Fire safety measures are co-ordinated for all Kirklees College sites by the Facilities and Estates Manager and assisted by the Head of Health and Safety. These include arrangements for:

- fire risk assessment,

- evacuation,
- provision and maintenance of fire related equipment (emergency lighting, fire detection and extinguishers, fire alarm systems, fire signage),
- training,
- record keeping.

Evacuations are managed by the Health and Safety Department. Fire evacuation arrangements are detailed in separate procedures. On non-College owned sites, arrangements of the site controller are followed. For further information and guidance please refer to the site-specific Fire Evacuation procedures found on SharePoint or within the Smartlog Information Library and the Kirklees College Policy and Procedure on Fire Precautions.

[KIRKLEES COLLEGE FIRST AID POLICY 02 - August 2023.doc](#)

### **3.16. Fluids and Gases under Pressure**

All pipe work i.e. water (hot and cold), compressed air, and gas must be identified and clearly marked. Pipe work containing water (hot and cold), compressed air, and gas must be isolated and drained before any work is undertaken. Compressed gases must be used and stored as laid down in the manufacturer's guidelines and current legislation. For further information and guidance please refer to the

[KIRKLEES COLLEGE FIRST AID POLICY 02 - August 2023.doc](#)

### **3.17. Health & Safety Committee**

The College has a Health and Safety Committee which meets Termly. Outstanding actions from the meetings are reviewed by the Committee. Minutes of the meetings are available on the HS&W website. In addition, the HoH&S produces an annual report which is reviewed by the Board and a full HS&W is regularly reviewed in SLT meetings and other College management and team meetings. Access to the Health and Safety Policy is available to all employees and learners on the College SharePoint portal. A hard copy of the General Statement of Intent will also be on display on the Health Safety & Welfare noticeboards located near to Reception within all College Sites.

### **3.18. Health, Safety, Monitoring, Reporting and Review Performance**

Health, Safety and Welfare is regularly reviewed by the Board, the SLT, The Health and Safety Teams, Heads of Curriculum and Business Support and the Health and Safety Committees (please refer to the terms of reference).

The principal functions of the Operational Health and Safety group are:

- To promote excellent Health and Safety management and to ensure that effective arrangements are implemented across all areas of Kirklees College.
- To ensure the successful implementation of agreed Health and Safety policies and procedures within curriculum and business areas.
- To consult with, and listen to the views of the recognised Trade Unions and other workplace representatives.
- To ensure, at departmental level, that all staff are actively seeking to create and maintain a safe working and learning environment.
- To protect the health, safety and wellbeing of all Staff, Students, and Visitors across all areas of our business.
- To promote a positive Health and Safety Culture

Health, safety and welfare monitoring (inspections, audits and spot checks) will be carried out at the appropriate intervals as detailed within the audit & inspection programme. Where a significant hazard or deficiency is identified the Board and SLT will be notified as soon as reasonably possible. Progress against the terms of reference will be reviewed by the Health and Safety Committee not less than once a year.

### **3.19. Health & Safety Training & Induction**

All new starters will receive appropriate induction from their Manager regarding health, safety and welfare relevant to their area of employment, including instructions on the College fire and emergency procedures and accident reporting. Details of training provided will be recorded and made available on request.

All employees are required to complete the relevant mandatory on-line Health Safety and Welfare training. Duty Managers and Fire Marshals are also required to complete the mandatory on-line Fire Warden training. To be refreshed every 3 years. Fire Marshals are responsible for familiarising themselves with the College's emergency procedures.

Induction and Mandatory Training will form part of the Health and Safety Audit and there is an expectation that all new staff within a Business or Curriculum Area receive suitable and sufficient instruction and training prior to them commencing within their new role.

### **3.20. Hot Work Operations**

This is defined as a temporary operation with a tool at such a high temperature that could create a fire, irrespective of who the work is done by. Examples are welding, brazing, soldering, 'hot' cutting (e.g. Oxy-Acetylene Cutting) or grinding.

Hot Works will be done under the control of a Permit to Work issued by the Estates and Facilities Department unless it is part of a regular course of training for learners.

For further information and guidance please refer to the Maintenance and Contracts Policy and Procedure incorporating Confined Spaces, Hot Working and Construction and Excavation.

[HOT WORKS POLICY 2023.docx](#)

### **3.21. Intoxicants and Drug Abuse**

Admission to the premises may be refused to any staff or learner where there is reasonable suspicion that they are incapable of performing their duties/studies and/or they may pose a risk to the health and safety of other individuals and/or the smooth operation of the business as a result of intoxicants or drugs. If an employee's doctor has prescribed medication which may influence their ability to perform their duties, then they are required to register this with their Line Manager or HR Business Partner. The employee may be required to undertake an Occupational Health assessment. For further guidance please refer to the HR Policy on Misuse of Drugs.

[Alcohol and Drugs Policy 2023.doc](#)

### **3.22. Legionella**

As the legal 'Duty Holder'<sup>3</sup>, the CEO shall appoint a person in writing to take day-to-day responsibility (the Responsible Person) for controlling any risk from legionella bacteria. The DoFE&S is the Responsible Person (Legionella Operations). The Contracts and Maintenance Manager is the Deputy Responsible Person (Legionella Operations) and shall have sufficient authority to act on behalf of the Duty Holder. For further information and guidance please refer to the Legionella Policy and Procedural document found on SharePoint or within the Smartlog Information Section.

<sup>3</sup> L8 HSE Approved Code of Practice Legionnaires disease

[Legionella Policy 2023.docx](#)

### **3.23. Lone Workers**

This procedure should be implemented whenever there is an occasion that an employee may have to work by themselves and a specific risk assessment produced. From the risk assessment a Safe System of Work should be implemented. The system should include checks on the lone worker at regular intervals either by telephone, email or other appropriate means. For further information and guidance please refer to the Lone Worker Policy and Procedure found on Sharepoint.

### **3.24. Machinery and Equipment**

Employees and learners should only use machinery or equipment for which they have been trained and must do so in accordance with the manufacturer's guidelines and any formal safe system of work and/or procedures in place.

Machinery or equipment designed to be used in conjunction with any guard must not be operated unless that guard is in place. All guards, interlocks and other safety devices are to be checked by the user of the equipment and/or the room technician prior to its use.

For further information and guidance please refer to policy and procedure on Work Equipment Use and/or Lifting Operations and Lifting Equipment found on SharePoint or within the Information section found on Smartlog.

[KIRKLEES COLLEGE POLICY 12 PUWER.doc](#)

### **3.25. Management of Contractors and Visitors**

The safety of contractors and visitors, whilst they are on the premises, is the responsibility of the member of staff who sponsors the visit ("Host"). It is the responsibility of the Host to warn visitors of any known hazards to which they may be exposed to whilst at work on the site. For further information and guidance please refer to the Control of Contractor Policy document.

Reception or the Host will ensure that the visitor enters their details in the Entry-Sign system. The Host or their deputy, where applicable, will escort the visitor(s) from reception to their office or meeting room. Known and approved visitors, contractors or suppliers are permitted unaccompanied access after an appropriate member of staff has received them into the building and provided an acceptable level of induction. In the event of an evacuation from the premises the Host must ensure that visitors are escorted to a fire assembly point, if safe to do so. If the visitor is missing, then the Duty Manager should be made aware of this.

[KIRKLEES COLLEGE PROCEDURE 04 - CONTROL OF CONTRACTORS POLICY AND GUIDANCE UPDATED OCT 2023.doc](#)

### **3.26. Manual Handling Operations**

All staff are required to complete the online Health and Safety Manual Handling training and reads the appropriate Safe Systems of Work and Risk Assessments. Additional practical training will be provided to staff where regular manual handling operations is routinely conducted. The College will provide appropriate mechanical handling equipment to reduce or eliminate risks where possible. For further information and guidance please refer to the Manual Handling Policy and Procedural document found on SharePoint and also within the information section on Smartlog.

[KIRKLEES COLLEGE PROCEDURE 05 - MANUAL HANDLING POLICY AND GUIDANCE 2023.docx](#)

### **3.27. New and Expectant Mothers**

An Expectant Employee risk assessment will be completed once the employee/learner has advised the College that they are pregnant. The risk assessment will be reviewed at appropriate intervals throughout the pregnancy and upon their return to work/learning after their maternity leave. Facilities will be made available for pregnant employees/learners if they are feeling unwell or need to rest. For further information and guidance please refer to the New and Expectant Employee Guidance found on SharePoint and also within the information section found on Smartlog.

[Health and Safety Guidance For New and Expectant Mothers at Work.docx](#)

### **3.28. Noise and Vibration at Work**



Managers are responsible for ensuring that staff, students, visitors, and apprentices are not exposed to excessive noise or vibration in the workplace and shall reduce exposure through the use of technical engineering solutions and management controls. If as a last resort after all other control measures have been deemed insufficient it is identified that staff are required to wear hearing protection (noise safety) or gloves (vibration) then it is to be suitable and provided at no cost to the employee. All employees deemed to be at risk of noise induced hearing damage or at risk of harm due to exposure to vibration from work activities will be subject to annual health surveillance. The curriculum area will also be subject to an annual survey ensuring that the control measures in place remain suitable and sufficient and that staff are not exposed to harm in respect of Noise, Dusts, and Vibration at work.

The Head of Health and Safety is the designated Hearing and Vibration Protection Officer and should be notified if it is believed that an activity or an area may require a Noise or Vibration Assessment through our partner Peritus Health Management. For further information and guidance please refer to the Noise and Vibration at Work policy document found on SharePoint and within the information section found on Smartlog.

[HEALTH AND SAFETY NOISE GUIDANCE AND POLICY DOCUMENT.docx](#)  
[HEALTH AND SAFETY NOISE GUIDANCE AND POLICY DOCUMENT.docx](#)

### **3.29. Occupational Health, Health Surveillance and Monitoring**

The occupational environment and health of employees will be monitored where appropriate to ascertain that their well-being is not impaired by the working conditions. The Occupational Health (OH) provider will carry out routine referrals, health checks, assessments etc.

Peritus Health Management working alongside the Health and Safety Team will conduct routine Health Surveillance covering Noise Assessments, Air Quality Assessment of workplace areas alongside the Health and Safety Officers assigned to that particular areas. Health and Safety Officers will conduct DSE Assessments and ensure that where applicable corrective appliances are ordered and put in place to further safeguard the Health & Safety of all of its employees. Managers wishing to refer employees to OH should contact HR to make an appointment.

All staff members within Kirklees College deemed to be at risk of harm in respect of Noise induced hearing loss, Respiratory Health, Hand Arm Vibration, and Skin Damage will be assessed on an annual basis to ensure that their health is safeguarded and protected. These assessments will be conducted on site by the College's appointed Health Surveillance Provider and all staff identified at risk must attend.

For further details please refer to the Health Surveillance Policy document found on SharePoint or within the information section on Smartlog

[HEALTH AND SAFETY NOISE GUIDANCE AND POLICY DOCUMENT.docx](#)  
[HEALTH AND SAFETY NOISE GUIDANCE AND POLICY DOCUMENT.docx](#)  
[HEALTH AND SAFETY OCCUPATIONAL LUNG DISEASE DOCUMENT.docx](#)  
[SKIN SURVEILLANCE - HEALTH AND SAFETY POLICY DOCUMENT.docx](#)

### **3.30. Personal Protective Equipment (PPE)**

Managers will ensure that the correct PPE is available to staff, students, visitors and apprentices and that it is kept in a good condition and replaced, as necessary. PPE will be freely available to all staff, visitors, students, contractors, and apprentices as required, along with the appropriate level of training in its use. All staff, Managers and Heads of Business Support and Curriculum are expected to enforce the policies and procedures relating to the wearing of Personal Protective Equipment within their areas of control and as such staff and students not wearing their identified Personal Protective Equipment in order to carry out a task or curriculum activity safely should be told to stop work immediately and not to resume work until PPE is worn

For further information and guidance please refer to the Personal Protective Policy document on

Smartlog.

[Personal Protective Equipment \(PPE\) Policy and Guidance WORD.docx](#)

### **3.31. Restricted Access**

All areas of high risk e.g. boiler and plant rooms, must be appropriately identified to prohibit unauthorised entry. Areas identified as restricted access must always be adhered to, and only those persons authorised may enter these areas. Specific areas at each college requiring a Permit to Work to access is to be signed 'Hazardous Area - No Access without a Permit to Work'.

### **3.32. Risk Assessment**

A crucial part of a good safety management system is hazard identification and risk management to ensure adequate control. It is the responsibility of all managers to ensure that risk assessments are carried out by competent personnel within their areas of responsibility. Copies of completed and signed risk assessments will be added to the risk assessment database on the Smartlog. For further details on the risk assessment process please refer to the Risk Assessment Policy and Procedure or to the appropriate stand-alone guidance i.e. risk assessing Working at Height within Kirklees College.

[KIRKLEES COLLEGE PROCEDURE 01 - RISK ASSESSMENT GUIDANCE AND ASSESSMENT PROCESS .docx](#)

[Safe System of Work - Procedural Document September 2023.docx](#)

### **3.33. Safe Systems of Work (SSoW)**

Formal SSoW will be developed by managers, Health and Safety Champions and Facilitators, with the assistance of the Head of Health and Safety where applicable, to cover potentially hazardous/dangerous operations in areas under their control. Managers and Estates and Facilities will be responsible for ensuring that work is carried out in accordance with these SSoW. For further information and guidance please refer to Policy and Procedure on Safe Systems of Work.

[Safe System of Work - Procedural Document September 2023.docx](#)

### **3.34. Smoking**

Kirklees College does not permit smoking inside any of its owned or managed buildings or vehicles. Except for in 'designated smoking areas', which are clearly identified, Kirklees College does not permit smoking externally, across any of its estate. For further information please refer to the Smoke Free Policy at Kirklees College.

[smoking policy September 23.docx](#)

### **3.35. Substances Hazardous to Health (including Biological and Viruses).**

Managers whose departments purchase hazardous substances will ensure that a Material Safety Data Sheet is obtained from the manufacturer or supplier for the product. If any doubt exists as to whether the product is classified as hazardous please contact the manufacturer or the Health and Safety Officer. Substances identified as hazardous should not be used until a COSHH risk assessment has been completed, and appropriate training and information has been provided. For further details please refer to the guidance on Control of Substances Hazardous to Health (COSHH).

[smoking policy September 23.docx](#)

### **3.36. Vehicles, Mobile Phones and in-vehicle technology**

All staff driving personal vehicles for college use must have the appropriate UK driving license and vehicle insurance (Business use), please refer to the Policy and Procedure for Workplace Transport. Mobile Phones should not be used when driving due to their distracting nature. Fully, hands free in- car communication systems must be used within all vehicles where a phone is to be used.



### **3.37. Welfare Facilities**

The provision of welfare facilities is a legal requirement. The wellbeing of staff is a moral requirement as well as in some cases a legal requirement. Please refer to the Policy and Procedure on Wellbeing & Welfare and the HR Wellness Policy for further details.

[KIRKLEES COLLEGE POLICY 10 Welfare Procedures.docx](#)

### **3.38. Workplace Transport.**

Our aim is to ensure a safe vehicle and driver environment, as appropriate across its sites. In particular, where reasonably practicable, we will ensure that there are adequate management controls in place to carry out suitable and sufficient assessments for all vehicle operation types, that control measures are in place, and that these are continually monitored and reviewed in order to minimise or if possible eliminate foreseeable transport related hazards. For further information and guidance please refer to the Policy and Procedure, Workplace Transport Policy found on SharePoint and Smartlog.

[Transport and traffic management Sept 23.docx](#)

### **3.39. Working at Height (W@H)**

W@H is defined as work in any place where a person could fall from a distance which is liable to cause personal injury. Where W@H cannot be avoided a risk assessment should be completed. A SSoW should then be implemented and adhered to. Roof Access – No access is permitted to any roof area without the authorisation and agreement of the Contracts and Maintenance Manager who will agree a SSoW and will issue a Permit to Work. For further information and guidance please refer to the policy and procedure on Working at Height.

[Transport and traffic management Sept 23.docx](#)

### **3.40. Work Experience Placements.**

Legislation places the responsibility on Employers to maintain the health, safety and wellbeing of learners under their temporary employment as they would do for their standard employees. We maintain our Duty of Care to providing a suitable and safe environment through a process of inspection and monitoring of the employer. This process is explained further in the Work Placement Health and Safety Manual.

[Placement Guidance Manual Updated July 23](#)

### **3.41. Offsite Venues**

Kirklees College has a duty of care to ensure, as far as is reasonably practicable, that staff and students are able to work and study in a safe environment. There is a legal responsibility for all staff to ensure that they work safely and do not put other persons at risk as a result of their acts or omissions. The Landlord of the premises has a legal obligation to ensure their premises meet legal Health & Safety standards and building regulations. As such Kirklees College must ensure that external offsite venues meets specific legislative requirements and can demonstrate compliance in accordance with such regulations as the Health and Safety at Work Act 1974, The Management of Health and Safety at Work Regulations 1999, The Regulatory Reform (Fire Safety Order) 2005, Control of Substances Hazardous to Health 2002, LOLER 1998, to name but a few. Further information can be found in the below:

[Off-site Venue Procedure.doc](#)

[Off-site venue flowchart - Appendix D.docx](#)

### **3.42. Young Person(s)**

Young Person(s)<sup>4</sup> will be provided with a higher level of training, information and supervision considering their inexperience, lack of awareness of existing and potential risks and their immaturity. Risk Assessments of activities involving Young Persons will need to be suitable and sufficient with young persons considered.

[KIRKLEES COLLEGE PROCEDURE 01 - RISK ASSESSMENT GUIDANCE AND ASSESSMENT PROCESS .docx](#)

[KIRKLEES COLLEGE PROCEDURE 01 - RISK ASSESSMENT GUIDANCE AND ASSESSMENT PROCESS .docx](#)

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<sup>4</sup> HSE classifies Young Persons as those under 18yrs and a Child as those under 16yrs.