Health and Safety Office – Team Philosophy

The **BEAR** necessities of health and safety

**BASE**

Ensuring the college operates with a firm base of legal Compliance

• We will monitor the College’s compliance with health and safety law
• We will inform College management where the College is not legally compliant to allow them to manage the risk
• We will communicate the difference between absolute requirements (must do) and those where there is a degree of choice (reasonably practicable)

**EXCELLENCE**

Aiming for excellence in our process and procedures and best practice within the HE Sector

• We will aim for best practice within the sector in all that we do
• Where possible, we will aim to lead best practice and be proud to share our policies and procedures with other HEI
• We will streamline processes and remove bureaucracy where possible

**ASSIST**

Assist our customers through training and empowering them to make sensible decisions about health and safety

• We will empower others to make decisions about safety themselves, by providing clear requirements in our policy supported by thorough guidance
• We will provide a range of training opportunities to build competence and confidence within the workforce
• Where possible we will provide options, with the final decision being made by the customer
• We will help people but never take over the role of others – we work with people but don’t do it for them
• We will have the confidence to tell people “no” – to empower them or where the request is unreasonable

**RELATIONSHIPS**

Working with the college community to building relationships and influence people to improve health and safety.

• We will build relationships across the College at all levels to assist us in influencing people to promote better health and safety
• We will building relationships outside of the College, both with other HEI and in wider industry