Health and Safety Philosophy

The guiding principles for how health and safety will be managed by the College are Polar.

**PEOPLE**

Ensuring the health and safety of people is the fundamental principle.

- People are important; the point of health and safety is to ensure that work does not affect individuals’ health and safety.
- In addition to our staff, so far as is reasonably practicable we will ensure the health, safety and wellbeing of our students, visitors, contractors, and members of the public.

**OWNERSHIP**

Health and safety can only be effectively managed where it is appropriately owned.

- The college will outline the accountability and responsibilities for health and safety for committees, groups, roles, and individuals.
- Health and safety is owned by all employees of the college and are expected to meet the responsibilities outlined. Each role will have responsibilities appropriate to the grade.

**LEGAL**

Legal compliance is the start point of our management system and not the end.

- The college expects that legal minimum standards will be met.
- However, these standards are a starting point and we should always look to apply better controls were possible. Ideally we will met, or set, best practice within Higher Education.

**APPLICABLE**

Health and safety policies and procedures must be realistic and applied.

- The Health and Safety Office will develop policies and procedures but these will be applied by everyone is the college completing, supervising, or managing work.
- Where policies and procedures are not able to be effectively applied this is not a reason to ignore the requirements, the Health and Safety Office should be contacted for advice.

**RISKS**

Health and safety risks must be identified and managed.

- The college will capture and manage risks but for this to be effective, new or developing risks must be identified.
- New or developing risks must be raised with the Health and Safety Office.