Our Commitment to Health and Safety

Vision

1. Royal Holloway, University of London and its Council fully commits to ensuring the health, safety and welfare of all staff and students, contractors working on its premises, as well as others, including visitors, who may be affected by College activities. Health and safety is considered of paramount importance and our Health and Safety Policy enables the College to operate effectively and allow activities to be undertaken without detriment to people’s health, safety and well-being.

2. We recognise and value the contribution made by our employees and by working together. We strive to ensure the work we do sustains a safe and healthy environment for everyone. We take the view that accidents at work are avoidable, and all work-related ill health, preventable.

3. Our goal is to continually improve our health and safety management and performance leading to standards beyond legal minimum requirements. In setting this objective, the College recognises that a positive health and safety culture can be achieved through:

   ▪ Strong leadership and management that focuses on safe working practices and behaviours. We recognise that such an approach is essential to encouraging and fostering a culture where people actively engage with and commit to improving our standards of health, safety and welfare;
   ▪ Developing appropriate organisational structures to provide direction and support for senior managers in achieving a positive culture. We recognise that this also secures the full participation of all members of the College and supports the management of risk.
   ▪ Ensuring that health and safety is integrated into every aspect of College business, including all educational, research, commercial, residential accommodation, recreational and management activities.
   ▪ Providing those with accountability or responsibility for health and safety with the necessary training, information, guidance and support to enable them to perform their roles effectively. We recognise that health and safety is a line management responsibility and improvements in performance can be achieved through positive action by our competent managers and staff;
   ▪ Sensible risk management that meets defined health and safety standards, including compliance with regulatory requirements. We recognise that taking due account of health and safety risks and ensuring such risks are managed through processes of risk assessment and risk control is integral to our operation and the prevention of injury, ill health and loss;
   ▪ Full engagement with safety and safe working practices by staff at all levels, and by students, contractor and visitors. We recognise that health and safety is everyone’s responsibility and, as such, we all have a contribution to make in improving our standards and performance.
   ▪ People feeling they can question and challenge assumptions, which so often incubate mistakes and are encouraged to be proactive in raising concerns or reporting problems. We recognise that empowering people engenders commitment and drives improvements in our performance;
   ▪ Continually improving our level of performance, and adapting to changing circumstances and demands while maintaining focus on health, safety and well-being. We recognise the importance of reviewing our current performance and will aim to measure the effectiveness of all our systems and processes regularly to ensure that we continually improve.

Together we can work to continually improve our health and safety performance.

The organisation and arrangements that support this Vision and the supporting Policy Statement can be found on the Health and Safety Office webpages.