

<b><u>Policy Title</u></b>	Health Safety and Wellbeing Policy Part 3 Written Arrangements
<b><u>Policy Category</u></b>	Compliant
<b><u>Owner</u></b>	Assistant Director of Health Safety and Environment
<b><u>Group Executive Lead</u></b>	Chief Executive Officer
<b><u>Date Written</u></b>	March 2023
<b><u>Considered By</u></b>	Executive Board
<b><u>Approved By</u></b>	Corporation Board
<b><u>Date Approved</u></b>	July 2023
<b><u>Equality Impact Assessment</u></b>	The implementation of this policy is not considered to have a negative impact on protected characteristics.
<b><u>Freedom of Information</u></b>	This document will be publicly available through the Groups Publication Scheme.
<b><u>Review Date</u></b>	July 2024
<b><u>Policy Summary</u></b>	Its primary purpose is to ensure that members of NCG are aware of their responsibilities in relation to this policy and to assist them to discharge those responsibilities and achieve our Health, Safety and Wellbeing objectives.

<u>Applicability of Policy</u>	<u>Consultation Undertaken</u>	<u>Applicable To</u>
Newcastle College	Yes	Yes
Newcastle Sixth Form College	Yes	Yes
Carlisle College	Yes	Yes
Kidderminster College	Yes	Yes
Lewisham College	Yes	Yes
Southwark College	Yes	Yes
Group Services	Yes	Yes
West Lancashire College	Yes	Yes

<u>Changes to Earlier Versions</u>	
<u>Previous Approval Date</u>	<u>Summarise Changes</u>
July 2023	Section 1 <ul style="list-style-type: none"> <li>Removal of word Strategy in title for and replacement with approach</li> <li>Replacement of strategy with arrangements in body of text</li> </ul> Section 4. addition of word Subcontractors Section 5 replacement of use of HR with People and Development



<u>Linked Documents</u>	
<u>Document Title</u>	<u>Relevance</u>
Health Safety and Wellbeing Policy - Part 1 Statement of Intent and Policy Objectives	Part 1 of the policy
Health Safety and Wellbeing Policy - Part 2 Roles & responsibilities & organisational structure	Part 2 of the policy

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### Equality Impact Assessment

	Judgement	Explanatory Note if required
<b>EIA 1 - Does the proposed policy / procedure align with the intention of the NCG Mission and EDIB Intent Statement in Section 2?</b>	Yes	
<b>EIA 2 - Does the proposed policy / procedure in any way impact unfairly on any protected characteristics below?</b>		
<b>Age</b>	No	
<b>Disability / Difficulty</b>	No	
<b>Gender Reassignment</b>	No	
<b>Marriage and Civil Partnership</b>	No	
<b>Race</b>	No	
<b>Religion or Belief</b>	No	
<b>Sex</b>	No	
<b>Sexual Orientation</b>	No	
<b>EIA3 - Does the proposed policy / processes contain any language / terms / references / phrasing that could cause offence to any specific groups of people or individuals?</b>	No	
<b>EIA4 - Does the policy / process discriminate or victimise any groups or individuals?</b>	No	
<b>EIA 5 - Does this policy / process positively discriminate against any group of people, or individuals?</b>	No	
<b>EIA 5 - Does this policy / process include any positive action to support underrepresented groups of people, or individuals?</b>	No	
<b>EIA 6 - How do you know that the above is correct?</b>	Consultation was undertaken with Professional Peers and Executive Board. The policy reflects Health and safety legislation and is written accordingly.	



## 1. Health Safety and Wellbeing Approach

NCG health, safety and wellbeing Approach enable greater consideration of health and safety implications by dedicating adequate resource to supporting change management and designing in health and safety at the start of the process rather than dealing with the consequences after change has occurred.

Arrangements set out how we will achieve these objectives through the development of a number of approaches. This will ensure support and delivery of NCG wider strategic objectives.

Priorities.

In order to achieve the vision for Health, Safety and Wellbeing has been divided into five clear priorities:

- Leadership and Commitment.
- Training and Competence.
- Risk Control.
- Performance Management.
- Communication and Engagement.

## 2. Governance of Health Safety and Wellbeing Management

Overall accountability for the Health, Safety and Wellbeing, management resides with the Chief Executive Officer (CEO).

NCGs Health, safety and wellbeing Management shall be supported by associated policies, standards and guidance as identified through requirements of the review of the legal register and the relevant aspects and impacts of health, safety, and wellbeing within our undertakings.

NCG may add to, delete, amend, or produce new standards from time to time in the interest of continuous improvement of the health and safety management.

## 3. Arrangements

Key arrangements are:

- A systematic approach to risk management.
- Provision of adequate funding, resources and expert advice.
- Provision of information, instruction, supervision and training sufficient to enable colleagues to carry out their duties safely and effectively.
- Monitoring compliance and effectiveness of arrangements.
- Regular auditing.
- Investigation and review of incidents.

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- Management review and continuous improvement

#### 4. Safety

- Colleagues are adequately trained and competent to carry out their assigned tasks.
- Suitable and sufficient risk assessments are undertaken, and control measures implemented; thereby providing instruction and information when briefed.
- The application of a hierarchy of risk minimisation controls e.g. (Eliminate, Reduce, Inform and Control) with PPE being introduced as a last resort.
- Visible safety leadership via the involvement of Principals, Heads of Service, Managers, Supervisors and Colleagues. This includes members of the supply chain, partners, Subcontractors and other stakeholders.

#### 5. Health and Wellbeing

- Positive environments. Building, improving, and maintaining positive and supportive working and learning environments.
- Policies and practice. Embedding wellbeing in our Health and Safety and People Development policies and practices.
- Healthy lifestyles. Encouraging and promoting healthy lifestyles.
- Mental wellness. Encouraging and supporting colleagues and students to maintain good mental health and manage problems should they arise.
- Removing mental ill-health stigma. Creating a culture where more people feel able to talk openly about their mental health as they do physical health.
- Culture and behaviour change. Embedding workplace health promotion to foster the culture enabling support and encouragement of health behaviour change.

#### 6. Document Review

All Policies, Standards, guidance and supporting forms and registers shall be reviewed no less than every two years or more frequently as appropriate.

#### 7. Health Safety and Wellbeing Management

##### 7.1. Risk Assessment

NCG will ensure that risk assessments are completed and reviewed for all significant hazards arising out of or in connection with the activities undertaken in accordance with relevant standards.

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Managers will be responsible for ensuring that risk assessments, as required under health and safety regulations, have been undertaken and that the hazards identified together with the preventative and precautionary control measures have been considered and recorded.

- The findings of the risk assessment will be passed to employees to safeguard their health, safety or wellbeing.
- Full details are contained within the respective risk assessment standards.

### **7.2. Process for Identifying and Dealing with Priorities**

Managers will prioritise and deal with safety matters within their own area of responsibility and decide to rectify matters relating to health and safety. Where the matter cannot be dealt with locally then the issue must be reported to their line manager immediately.

### **7.3. Monitoring Health and Safety Performance**

Principals, Heads of service will ensure that managers and supervisors of their respective spheres of responsibility will carry out active monitoring of health, safety and wellbeing by regular inspection and checking to ensure that standards are being maintained and appropriate controls are working in accordance with the workplace inspection procedure.

- Any items for remedial action should be reported and actioned appropriately.
- Health, safety and wellbeing will be a standing item on team briefings / meetings.
- Reactive monitoring will also take place if things go wrong, this will include investigating injuries, cases of illness, property damage and near misses.

### **7.4. Health and Safety Audit**

One of the priorities of NCG is to ensure that everyone who visits our premises, whether customers, suppliers, contractors, or colleagues, do so in a safe environment. To ensure this NCG has implemented a health, safety, and wellbeing policy, we have conducted risk assessments and have in place a robust self and external checking procedure.

To meet NCGs legal obligations and expectations the following checking standards are to be undertaken:

- Site health, safety, and wellbeing inspections – completed by the college / service area management team.

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- Internal health, safety, and wellbeing audit – conducted by the occupational health and safety professionals in accordance with the agreed audit schedule.
- The completion of the Estates Compliance Tracker in accordance with the Compliance monitoring Standards

### 7.5. Accident and Incident Reporting

- All accidents, health and safety related incidents, work related ill health, violent incidents or dangerous occurrences that occur at, or as a result of, work for NCG must be reported immediately following the accident and incident reporting standard.
- All incidents, accidents, ill health or dangerous occurrences will be reported verbally to their line manager and confirmed by the completion of an incident and accident report form on the event reporting system in accordance with the incident investigation and reporting standard.

## 8. Joint Consultative Arrangements for Health, Safety and Wellbeing in NCG

As part of the commitment to establish effective joint consultation for health, safety and wellbeing issues, NCG has adopted the following arrangements:

- NCG Estates, H&S and Environment Committee
- College Health Safety and Wellbeing Councils – meeting a minimum of three times per year; and
- College HSW Committees at School / Service / Regional level – meeting a minimum of three times per year.

### 8.1. NCG Estates, H&S and Environment Committee

The NCG Corporation Board has created an Estates Committee to oversee the following areas:

- Estates
- Health & Safety
- Environmental

The Committee has its own Terms of Reference and delegated powers from the Corporation Board.

### 8.2. College Health, Safety, Wellbeing Council Membership:

This shall be determined by the Principal of each college, but must as a minimum comprise the following:

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- Principal (Chair).
- Member of the senior leadership team.
- HR representative if required (optional).
- College Health and Safety Manager / Officer.
- TU representation (max 2 per union) or Representative of Employee Safety (max 4 representatives).
- Learner representation if appropriate (e.g. Student President).
- Estates / facilities representation.

### **8.3. College Health, Safety and Wellbeing Council Terms of Reference:**

- To promote a programme of activities on health, safety and wellbeing issues, supporting behaviour which fosters a positive safety culture.
- To act as the forum for considering and determining college issues regarding health, safety, and wellbeing.
- To measure success or otherwise of the NCG health, safety and wellbeing policy within the college.
- To set, agree and measure college health, safety and wellbeing targets and objectives in line with those of NCG.
- To be made aware of actions resulting from any enforcement authority activity.
- To measure college performance with regard to health, safety, and wellbeing activities and to initiate and monitor action plans as appropriate.
- To review annual health, safety and wellbeing results.
- To evaluate the effectiveness of health & safety training programmes, identifying where improved provision is necessary.
- To establish and agree terms of reference for college health, safety and wellbeing committees.

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#### 8.4. College Health, Safety and Wellbeing Committees

- Committees will be formed by the relevant Director of School / Head of Service / Manager.
- Chaired by a senior person.
- Each Curriculum area or Service must have a committee or be part of a committee group.
- The membership (which should include a member of college health and safety employees), quorum and terms of reference must be established by the relevant college safety council.
- The college committees if separate must feed into college council meetings, should further clarity be required at a more senior level by their SLT.

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