



Health & Safety Policy

1) Statement of Intent

Wolfson College recognises and accepts its duty to provide, so far as is reasonably practicable, a safe environment for staff, students, and all visitors, in accordance with the Health and Safety at Work Act 1974, associated regulations, and other relevant legislation and common law duties of care.

The College is committed to maintaining high standards of health and safety, promoting a positive safety culture, educating members and staff, and continually improving the effectiveness of its health and safety management system.

All College members, including staff, students, visitors, and contractors, are expected to comply with College policies and procedures and to recognise their legal and moral responsibilities for their own safety and that of others.

The College intends to ensure the health and safety of all persons who may be affected by its activities by:

- a) Setting standards that comply with relevant statutory requirements relating to the health and safety of employees, students, contractors, visitors, and the public.
- b) Safeguarding employees and others from reasonably foreseeable hazards connected with work activities.
- c) Implementing safe systems of work and controlling residual risks to health so far as is reasonably practicable.
- d) Identifying hazards and carrying out suitable and sufficient risk assessments where appropriate.
- e) Providing, managing, and maintaining substances, plant, and equipment so that they are safe, so far as is reasonably practicable, and risks to health are controlled.
- f) Providing sufficient information, instruction, training, and supervision to ensure that staff are competent to undertake their work activities and aware of associated hazards and control measures.
- g) Providing, managing, and maintaining College properties so that they are safe, so far as is reasonably practicable, and risks to health are controlled.
- h) Providing adequate and appropriate welfare facilities and arrangements.
- i) Promoting good health and wellbeing amongst employees, including the prevention of occupational disorders and diseases.
- j) Communicating and consulting with college members and staff on health and safety matters and securing their cooperation in implementing this Policy.
- k) Undertaking inspection, audit, and review activities to ensure that health and safety objectives are met.
- l) Keeping up to date with relevant legislation, best practice, and authoritative guidance.

All staff are required to comply with the systems and procedures put in place to protect health and safety. Where members of staff are found to be in repeated breach of this Policy, the College may take appropriate action in accordance with its disciplinary procedures.

This Policy has been prepared with the advice and direction of the Health and Safety Committee and is intended to provide essential information and guidance for staff, College members, visitors, and contractors. The Policy is published on the College website and staff intranet.

Policy Authorisation

As the undersigned Bursar of Wolfson College, and with the approval of the College Council, I accept responsibility for the implementation of this Health and Safety Policy and for ensuring that appropriate arrangements are in place to give effect to this Statement of Intent.

Signed: *J. H. Cheffins*
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Joanna Cheffins
Bursar

Date: *4th February 2026*
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