



De Montfort University (DMU) is a higher education establishment with around 27,000 students, and 3,000 staff on an open campus near to the centre of Leicester.

De Montfort University recognises health and safety of all at the University is a core value. The university is committed, as a minimum, to comply with legal obligations and other, non-legislative requirements, continually improving standards and aims to achieve best practice in health and safety as a critical part of providing excellence in operations, teaching and learning and research.

The university is committed to reduce the potential for injury and ill health through risk assessment, and to provide and maintain a healthy and safe working environment. DMU will continuously review its documentation and practices to ensure that any necessary improvements are implemented in a timely and effective manner.

To achieve this policy, DMU has adopted the following principles:

- Develop a health and safety management system following the structure of ISO45001:2018
- Individuals personally accepting their responsibility and accountability towards health and safety
- Communications based on openness, consistency and clarity,
- Actively engaging staff and students in the pursuit of health and safety goals
- Encouraging effective risk management through sharing of best practice
- Promoting competence in health and safety at all levels of the institution
- Auditing regularly to ensure compliance to standards
- Committing the necessary resources to implement this policy

This policy is to be brought to the attention of all staff, students and contractors at the University.

The ultimate responsibility for health and safety rests with the Vice-Chancellor, on behalf of the Board of Governors. Likewise, all managers are responsible for those areas of responsibility within their control.

Health and Safety Policy Statement

Stemming from this policy are organisational structures and arrangements to provide for the detailed management of health and safety at the university. These are accorded the full force of this policy. Breaches of the requirements of the OH&S Management System may be regarded as serious disciplinary matters.

The health and safety policies apply to the campus site in Leicester, those staff that work and travel nationally and internationally and employees that work at home.

In order to achieve a healthy and safe environment, the University needs the continued co-operation of all staff, students, contractors and visitors to support the measures detailed in the OH&S Management System.

The university shall also maintain the competency of all staff and students on health and safety matters, as well as monitor the competency of its contractors. All staff and students are expected to demonstrate a positive commitment to health, and safety including:

- Taking reasonable care of their own, and others', health and safety.
- Co-operating to enable compliance with health and safety requirements.
- Reporting any faults or defects which may affect people's health and safety.
- Not interfering with, or misusing, anything provided for health and safety reasons.

This policy statement and the associated OH&S documentation will be produced in consultation with safety representatives for DMU staff and unions. Formal reviews of this policy statement shall be undertaken by the University Health and Safety Committee at least annually and sooner if there are changes in the matters to which it relates. The Committee will also formally monitor and review the effectiveness of the OH&S Management System.

Signed

A handwritten signature in black ink, appearing to read 'Katie Normington', written over a light blue horizontal line.

Professor Katie Normington - Vice Chancellor

Dated: 17 January 2023