

Loughborough College Group

Health and Safety Policy Statement

1. Scope and Purpose

This policy applies to Loughborough College Corporation, Loughborough College Group and all of the group companies and colleges. References to the Group or college refer to all parts of the group. Loughborough College Group will take all practical and reasonable steps (precautions) to protect employees, students, contractors, visitors and the general public from ill-health, work related injury; diseases or harm, related to the college's activities. The college also commits that the promotion of employee and student well-being and the provision of a safe working environment is an essential part of the college's operating philosophy.

2. Policy/Procedure Statement

The Corporation and Chief Executive of Loughborough College Group in conjunction with the Executive Team are committed to achieving a strong health and safety culture and recognise that effectiveness of the health and safety management system is their responsibility. Compliance with legislative requirements is the minimum standard that the college will accept, and the college aims to achieve ISO45001 accreditation by delivering continuous, cost effective improvements in performance and the adoption of best practice.

3. Impact Assessments

- 3.1. This policy/procedure has been assessed for its impact on equal opportunities and will be informed by the aim to eliminate all forms of discrimination in all strands of the equal opportunities' legislation.
- 3.2. This policy/procedure has been assessed for potential risk on data subjects due to the processing of personally identifiable information. All processing has been reviewed and is in line with all current Data protection laws and appropriate safeguards implemented to ensure that the policy has privacy by design as its underlying approach.
- 3.3. This policy has been impact assessed where appropriate for Safeguarding, Health and Safety and Sustainability Factors to ensure that all potential risks are identified and mitigated, and that the policy supports a safe, inclusive, and environmentally responsible learning and working environment.

4. Policy/Procedure

The College's strategy will be achieved by:

1. Recognising that the management of health and safety is a prime responsibility of all managers.
2. Recognising that objectives can only be achieved with the support, commitment and active participation of all employees.
3. In order to gain the full commitment of employees, Loughborough College Group will ensure that:
 - Employees, students or their representatives are involved, consulted and encouraged to participate actively in all elements of the health and safety management system.

Name:	Health and Policy Statement		Owner:	Health and Safety
Document Reference:	HS-PCG-001		Last Review:	August 2025
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- All employees and students are aware of their general and specific responsibilities for health and safety.
 - All employees and students receive appropriate information and training, and are competent to carry out their duties and responsibilities.
4. Identifying health and safety hazards and the adoption of appropriate risk control strategies.
 5. Setting and communicating specific health and safety responsibilities, objectives and performance monitoring.
 6. Providing appropriate financial, physical, and competent resources, including expert advice, to implement the policy.
 7. Reviewing, and where necessary revising the policy at least annually to ensure that it remains adequate and appropriate to the organizations requirements.
 8. Ensuring that through periodic auditing, the policy and its objectives are communicated, understood, implemented and maintained at all levels in the organisation.

5. Location and Access to the Policy/Procedure

This document can be found on:

- The Loughborough College Group's Website
- The Loughborough College Group's SharePoint
- The Loughborough College Group Health & Safety Manual

6. Linked Policies and Procedures

Details of management and employee's duties, risk control measures and arrangements for implementing this policy are set out in detail in the Loughborough College Group Health and Safety Manual.

7. Change log

Date	Version	Details of change	Review / Revision by	
			Name	Title
August 2025	1.0	New Health and Safety policy for Loughborough College Group	Sue Tyler	Head of Health and Safety

8. Appendix

N/A

This statement and any changes to it will be brought to the attention of appropriate parties.

Signed:



Date: 1st August 2025

Corrie Harris
Group Chief Executive

Signed



Date: 1st August 2025

Stephen Smith
Chair of Governors

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