

Safety, Health and Wellbeing Policy

1. The Policy Statement

- 1.1. City St George's, University of London (City St George's) recognises its obligations under health and safety law and is committed to ensuring the safety, health and wellbeing of its employees, students, contractors, visitors, and tenants as far as is reasonably practicable.
- 1.2. To achieve this, City St George's will:
 - 1.2.1. Integrate health, safety, and wellbeing considerations into all work planning and decision-making processes across the University, ensuring that everyone understands and upholds their responsibilities.
 - 1.2.2. Proactively manage workplace to reduce the risk of injuries and work-related ill health. Conduct thorough risk assessments of work activities, buildings, and equipment and regularly review them to ensure safe systems of work and effective risk management.
 - 1.2.3. Provide and maintain adequate facilities and arrangements for our employees' and students' welfare at work.
 - 1.2.4. Provide instructions, information, training, and supervision as necessary to ensure that all employees and students have the skills and knowledge required to carry out their work safely and responsibly.
 - 1.2.5. Implement suitable arrangements to effectively manage emergencies associated with buildings and equipment, first aid or security incidents, to protect our people, property, and the environment.
 - 1.2.6. Ensure arrangements are in place to minimise safety and health risks in connection with the use, handling, storage, and transport of articles and substances.
 - 1.2.7. Engage with employees and students and ensure appropriate consultation with their Trade Union representatives in accordance with the recognition agreement on matters affecting health, safety, and welfare, creating an open, positive, and transparent culture for achieving high health, safety, and wellbeing standard across City St George's.
 - 1.2.8. Require cooperation and collaboration from all employees, students, contractors, tenants, and partner/third-party organisations in health and safety matters, recognising that a collective effort is essential for maintaining a safe working environment.
 - 1.2.9. Create a positive health, safety, and wellbeing culture across City St George's, where best practices are shared, and incidents, including near misses, are reported and viewed as opportunities for learning and continuous improvement.
 - 1.2.10. Strive for continual improvement in our health, safety, and wellbeing management and performance, including conducting proactive and reactive monitoring through inspections, reviews, and audits to ensure ongoing progress and effectiveness. This

includes reviewing the organisational level arrangements annually and reporting to the Council with an interim and annual health, safety, and wellbeing report.

1.2.11. Ensure compliance with all applicable legal requirements for health and safety, managing our operations and premises in accordance with current statutory obligations and good practices.

1.2.12. Promote a healthy workplace, supporting occupational health, managing work-related ill health, and making reasonable adjustments for those with health conditions or disabilities to ensure an inclusive and supportive environment.

1.3. To support the commitments listed above, City St George's has established an appropriate health and safety governance structure, management systems, processes, and procedures.

1.4. City St George's seeks and expects all staff, students, and individuals engaged in University activities to act responsibly and comply with health and safety requirements and ensure that their actions or inactions do not impact others adversely. Collaboration with the University in fulfilling the commitment of this policy is essential, as is actively contributing to the ongoing improvement of safety, health and wellbeing practices.

1.5. As President I commit to ensuring that this policy is implemented across City St George's, and seek your support to assist me in delivering the commitments set out here in.

Signed: 

Professor Sir Anthony Finkelstein CBE FREng MAE
President

City St George's, University of London, February 2026