LINCOLN COLLEGE

HEALTH AND SAFETY POLICY

POLICY CO/PO/17

SPONSOR

Health and Safety Officer

Equality and Diversity Statement

Lincoln College strives to treat all its members and visitors fairly and aims to eliminate all forms of unlawful discrimination, specifically across all protected characteristics. We will work towards a fair and just organisation and promote inclusion for all those impacted by Lincoln College and the wider community.

LINCOLN COLLEGE

HEALTH AND SAFETY POLICY

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LINCOLN COLLEGE

HEALTH AND SAFETY POLICY

1 PURPOSE

1.1 The purpose of this Policy is to outline the approach by Lincoln College (the College) to manage health and safety.

1.2 The College has based the health and safety management system in accordance with the latest guidance available from regulating bodies, including the Health and Safety Executive (HSE).

1.3 In accordance with current guidance, the Policy contains an overall statement of Policy, an organisation section detailing the roles and responsibilities of individuals and groups in relation to health and safety and details in the arrangements section how on health and safety is managed.

2 SCOPE

2.1 This Policy applies to all the College premises and all those who work in and visit them. This includes direct employees, students, agency employees, volunteers, trustees, any visitors, contractors, and third-party service providers.

3 POLICY STATEMENT

3.1 It is the Policy of the College to ensure, as far as reasonably practicable, the health and safety of all persons (identified in section 2) who may work on, visit, or use College premises, or who may be affected by its activities, products used, or services.

3.2 In order to achieve this aim, it is the College Policy to provide the appropriate resources to achieve a healthy and safe working environment, provision of safe equipment, the use of safe systems of work and provision of adequate information, training and supervision.

3.3 The College will remain up to date with its legal responsibilities and requirements through various media, including legislation updates and CPD undertaken by the internal health and safety resource.

3.4 The College considers the management of health and safety, including fire safety issues as an essential part of governance arrangements. This includes a commitment to prevention of injury and ill health and to continual improvement in Occupational Health and Safety management and performance. It also includes a commitment to comply with applicable legal requirements and with other requirements to which the organisation subscribes.

3.5 Where the College engages external contractors to undertake or manage work on its premises, it is the Policy to work with competent contractors who have an effective and established health and safety management system and who will undertake their work either in

accordance with the College Contractor Rules and Permit to Work systems or with an agreed alternative, which provides an equivalent standard.

3.5.1 Before engaging such contractors, the College will make reasonable enquiries to check that the contractor is competent to undertake the work safely and without risks to health.

3.5.2 The College will keep the performance of external contractors under review in order to ensure satisfactory standards of health and safety are maintained.

3.6 Where temporary or contract staff are working on the College premises, the same health and safety standards will be provided for them.

3.7 Where the College acquire new premises or develop new activities, a health and safety review of the prospective developments will be undertaken as part of normal due diligence process. In the event of the acquisition/development proceeding, an improvement plan will be put in place to address any deficiencies identified in the review, if necessary.

3.8 The College will ensure that all service areas have access to appropriate health and safety, and fire safety, advice and support. Employees will be consulted on health and safety matters with a view to actively involving employees in the effective implementation of this Policy.

3.8.1 Such consultation will be undertaken through prevailing arrangements in place at the College, with employees directly as appropriate to the location and employee group concerned.

3.9 The College will set and review health and safety objectives annually, in order to monitor performance and strive towards continuous improvement.

3.9.1 The objectives will be set by the Health & Safety Committee in the first instance, before being approved by the Group Leadership Team and ratified by the Board of Corporation.

3.10 This Policy and the health and safety performance of the College will be reviewed annually, and at any other time when there are significant changes in its operations or management.

3.11 The following sections describe the organisation and responsibilities of the Group Leadership Team, Principal/CEO, Deputy Principal, Vice Principal, Assistant Principals, managers and staff within the College on implementing the above Policy and gives details of the general health and safety arrangements and standards to which we operate.

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Mark Locking
Principal / CEO
2026

4 ROLES AND RESPONSIBILITIES

4.1 BOARD OF CORPORATION

4.1.1 The Board of Corporation have the overall responsibility for health and safety matters within the College and specifically for:

- Delegate approval of the general statement on the Health and Safety Policy to the Accounting Officer.
- Annually reviewing the Policy on the advice of the Accounting Officer;
- Reviewing the health and safety performance of Lincoln College, annually, by considering written reports submitted to Audit and Risk Committee and Board of Corporation;
- Approve resources allocation for effective management of health and safety and the implementation of this Policy through business cases presented by the Group Leadership Team;
- Ensuring that Board of Corporation decisions are consistent with the objectives of the Health and Safety policy.

4.2 ACCOUNTING OFFICER

4.2.1 The Accounting Officer of the College is the Principal / CEO who has overall executive accountability for health and safety matters within the College.

4.2.2 The Principal/CEO has delegated authority for health and safety planning, coordination and monitoring to the Chief Strategy and Development Officer

4.2.3 The Principal/CEO and Chief Strategy and Development Officer will have a direct oversight of health and safety within the College.

4.3 THE GROUP LEADERSHIP TEAM

4.3.1 The Group Leadership Team has overall responsibility for ensuring that effective systems are in place for managing and monitoring the standards for health and safety within the College. The Group Leadership Team comprises the following roles:

- Principal/CEO;
- Vice Principal - Performance, Standards and Student Experience
- Vice Principal - Curriculum, Apprenticeships and Operations;
- Managing Director of International and Commercial;
- Chief Finance and Compliance Officer (CFCO);
- Chief People Officer (CPO);
- Chief Information Officer (CIO);

4.3.2 The Group Leadership Team will ensure that health and safety is kept under review and that all relevant decisions are consistent with this Policy of developing and maintaining high standards of health and safety.

4.3.3 The Group Leadership Team via the CFPO will formally review health and safety arrangements and provide a report to the Audit and Risk Committee with onward referral to the Board of Corporation on issues arising and action proposed or taken.

4.4 THE HEALTH AND SAFETY COMMITTEE

4.4.1 The Health and Safety Committee meet three times a year to review health, safety, occupational health, and environment and property safety issues.

4.4.2 The core membership is the CFCO, Health & Safety Officer, union representation, academic areas representation, HR Officer and others deemed suitable to be co-opted onto the Committee.

4.4.2 The core membership of the Committee is supplemented by the College management representatives from operational departments or their representatives. Other Directors, Assistant Principals and staff may attend the Committee periodically.

4.4.3 The members of the Committee are required to attend all meeting except in exceptional circumstances in which case the Chair must be informed in advance and an alternative attendee must be agreed.

4.4.4 The Committee may call upon specialist staff, or experts as necessary to the areas being discussed.

4.4.5 The function of the Health and Safety Committee is to:

- Identify health and safety issues which require a generic approach throughout Lincoln College, in relation to health and safety, fire safety, security and environmental protection, and to develop and implement policies and strategies for approval and ratification;
- Monitor safety standards achieved throughout Lincoln College and report on any key areas of concern and recommended actions to the Group Leadership Team;
- Inform the Group Leadership Team of changes, legal requirements, good practice and recommend and implement an appropriate course of action;
- Provide specialist advice relating to matters within the remit of the Committee;
- Identify and review via the Health and Safety Officer or CSTO, as appropriate, the health and safety implications of any proposed changes in relation to business activity undertaken, major changes in organisational structure, outsourcing or in-sourcing projects or business acquisitions or divestments;

- Receive reports identifying necessary actions to ensure adequate standards are maintained while keeping the Group Leadership Team informed;
- Review health and safety incident statistics and trends reporting relevant and appropriate information to the Group Leadership Team;
- Monitor and, through the Health and Safety Officer, coordinate any contact and involvement with health and safety, fire safety and environmental enforcing authorities;
- Provide specialist advice to the Group Leadership Team relating to matters within the remit of the Committee;
- Advise the Group Leadership Team on the content of proposed health and safety policies and procedures;
- Review reports on health and safety audits undertaken across the College and advise on any appropriate actions needed.
- Develop and implement policies relating to health and safety.
- Promote a positive Health and Safety culture throughout the College.
- Oversee Mental Health provision and review reports from the Working Group.

4.5 CHIEF FINANCE AND COPLIANCE OFFICER

4.5.1 The CFCO is responsible to the Principal/CEO for the effective oversight of the governance process and in particular for:

- Monitoring the Health and Safety policies and procedures to meet governance objectives;
- Liaising with Assistant Principals and operating managers to monitor implementation of policies and procedures and identify areas for improvement;
- Assisting the Health and Safety Officer in producing reports on governance matters where these relate to health and safety;
- Ensuring, with the assistance of the Health and Safety Officer that the Group Leadership Team and subsequently Board of Corporation are advised on significant health and safety issues, and receive and consider a quarterly update and annual report on health and safety matters;
- Ensuring, in consultation with relevant members of the Group Leadership Team, that there are adequate arrangements for identifying, prior to the acquisition of any new business premises or facility, any serious health and safety deficiencies and for ensuring prompt corrective action is implemented;
- Establishing effective systems of governance incorporating the specific arrangements for health and safety management developed by the Health and Safety Officer and the Health and Safety Committee;
- Periodically reviewing the effectiveness of the governance systems with the assistance of the Health and Safety Officer reporting to the Group Leadership Team on the outcomes and the plans for improvement where applicable;

- Ensuring that there are adequate arrangements for the provision of competent health and safety and fire safety support and advise the Committee in accordance with the requirements of the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999, the Regulatory Reform (Fire Safety) Order 2005/ Fire Safety (Scotland) Regulations 2006, through an appropriate combination of external and internal resources;
- Overseeing the work of the Health and Safety Officer ensuring that they are effective and have adequate resources at their disposal to fulfil their responsibilities;
- Ensuring, in consultation with the Principal/CEO, and through the business planning process, that there are adequate resources and assistance to properly discharge the functions allocated under this policy;
- The financial planning process takes adequate account of the need to resource health and safety requirements in accordance with this Health and Safety policy;
- In respect of any prospective business acquisition, in conjunction with the Principal/CEO, health and safety issues are reviewed as part of the normal due diligence process and an adequate plan is put in place to address such deficiencies in the event of the acquisition proceeding;
- The financial control procedures require tenders for contract works, including contractor competency assessments, and are rejected where it is apparent that the contractors concerned are not competent, or adequately resourced, to undertake the proposed works safely;
- Advice is sought from the Health and Safety Officer or external sources on any prospective changes to health and safety legislation which may have significant cost implications, these can be incorporated in the financial planning processes;
- Insurance arrangements, meeting the requirements of the Employers' Liability (Compulsory Insurance) Regulations, are maintained.

4.6 HEALTH AND SAFETY OFFICER

4.6.1 The Health and Safety Officer is responsible for assisting and advising the College in all aspects of health, safety and fire safety management with the support of the retained external health and safety consultants. In particular, the Health and Safety Officer is responsible for:

- Providing advice and support to Assistant Principal's and managers on all aspects of health and safety management and in particular supporting the CFCO in fulfilling the responsibilities allocated under this Policy;
- Assisting the CFCO to ensure that the Group Leadership Team and Board of Corporation are advised on significant health and safety issues and receive and consider a quarterly update and annual report on health and safety matters;

- Advising the Group Leadership Team on the content of proposed Health and Safety policies and procedures;
- Reviewing reports on health and safety audits undertaken across the College and advising on any appropriate actions needed;
- Assisting in the evaluation of any new business premises or facility, in order to identify any serious health and safety deficiencies and clearly identify the corrective action that requires implementation;
- Ensuring that there are adequate arrangements for the provision of competent health and safety and fire safety support and advise the Committee in accordance with the requirements of the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999, the Regulatory Reform (Fire Safety) Order 2005/ Fire Safety (Scotland) Regulations 2006, through an appropriate combination of external and internal resources;
- Continuously developing the arrangements for the management, monitoring and review of health and safety throughout the College, including maintenance and accessibility of the Health and Safety policies;
- Liaising with authorised health and safety consultants on the development of suitable internal health and safety policies and procedures in response to new health and safety and fire safety legislation and coordinating the internal response within the College to changes in such legislation;
- Coordinating the implementation of changes to health and safety and fire safety policies and procedures;
- Annually reviewing with the CFCO the effective discharge of the College's allocated health and safety responsibilities and providing feedback on the outcome;
- Instigating an audit programme, which involves a review of the health and safety management system and fire safety arrangements in practice at all the College locations;
- Devising and implementing a programme to monitor the health and safety standards of appointed contractors;
- Initiating and supporting the investigation of serious health and safety incidents, coordinating the College response and liaising with the enforcement authorities;
- Ensuring the College implements correct procedures for the statutory reporting and recording of accidents and incidents;
- Developing an annual health and safety improvement programme incorporating the findings and recommendations of the audit programme, the outcome of incident investigations and other current issues arising from the internal and external environment;
- Ensuring an annual health and safety management plan is also devised and implemented by all areas of the College;
- Providing briefings for relevant Group Leadership Team in relation to health and safety improvement areas identified;
- Assist in implementing appropriate training programmes to assist the Group Leadership Team and managers in carrying out their responsibilities in relation to all aspects of health

and safety, including fire safety, security, control of biological hazards;

- Support and update managers throughout the College,
- Ensuring, through the CFCO and departmental managers, that there is an adequate and coordinated programme of undertaking and updating risk assessments for all the College activities and monitoring that this is undertaken effectively;
- Maintaining a sound level of technical knowledge through a programme of continuous professional development and appropriate professional training;
- Maintaining effective two-way communications with the CFCO to provide strategic advice to the College;
- Liaising with the CFCO and insurers in response to civil liability, business disruption and property damage claims arising from health and safety incidents;
- Coordinating Lincoln College's relationship with the Health and Safety Executive (HSE) and relevant local authority Environmental Health Departments.
- Informing the Chief Finance and Compliance Officer of any reportable incidents to the HSE.

4.7 ASSISTANT PRINCIPALS, DIRECTORS AND MANAGERS:

4.7.1 Assistant Principals and managers have a general responsibility for the health and safety of staff in their area and others, whether employed by the College or not, who may be affected by work undertaken within their areas of responsibility.

4.7.2 Assistant Principals and managers are expected and required to comply with health and safety policies and procedures and to promote within their area of responsibility a culture which is consistent with high standards of health and safety performance.

4.7.3 They are also responsible for monitoring through the normal supervision and staff appraisal processes that their direct reports fulfil their responsibilities under this Policy.

4.8 CURRICULUM LEADS/ CO-ORDINATORS:

4.8.1 Curriculum Leads/ Co-ordinators are responsible for inspecting their curriculum area to maintain a safe and healthy environment. They should communicate any concerns in their area by writing to the Health and Safety Officer.

4.8.2 Information received concerning health and safety should be passed, where relevant, to staff who should ensure that they and their colleagues are fully conversant with the health and safety rules and the literature pertaining to their particular situation.

4.8.2 (i) It is the Curriculum Leads/ Co-ordinator's duty to ensure that all such literature is readily available and, health and safety information warning of hazards and

dangerous practices is displayed in prominent positions in working areas.

4.8.3 They should identify to the Health and Safety Officer any training requirements necessary to ensure continuing safe working practice.

4.8.3 (i) The Health and Safety Officer in consultation with the Director of Strategic Growth will ensure that all training needs identified are met using recognised training courses when appropriate.

4.9 TEACHING AND NON-TEACHING STAFF

4.9.1 These include Activity Organisers, Equipment and Resource Managers, Senior Administrative Staff, Caretakers.

4.9.2 These staff:

- Have a general responsibility for the application of the College's Health and Safety Policy in their own area of work and are directly responsible to the Health and Safety Officer as appropriate for the application of existing safety measures and procedures within respective area of work;
- Shall establish and maintain safe working procedures in the area of work including arrangements for ensuring, as far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances (e.g. chemicals, boiling water, duplicating fluid, guillotines);
- Shall make every effort to resolve any health and safety problem in their area of work which any member of staff may refer to them, and refer to the Health and Safety Officer any of these problems for which they cannot achieve a satisfactory solution within the resources available to them;
- Shall ensure, as far as it is practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and students to avoid hazards and contribute positively to their own health and safety at work;
- Shall report to the Health & Safety Officer on requirements for safety equipment and on additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so;
- Shall ensure that all hazardous materials used by the College are locked away in special stores when not in use.

4.10 SPECIAL OBLIGATIONS OF CLASS – BASED TEACHERS

4.10.1 The safety of students in class is the responsibility of class - based teachers; teachers by law carry responsibility for the safety of students when they are in charge.

4.10.2 Class - based teachers are expected to

- Exercise effective supervision of the students and to know the emergency procedures in respect of emergency evacuation and first aid, and to carry them out;
- Know the special safety measures to be adopted in their own teaching areas and to ensure that they are applied;
- Give clear instructions and warning as often as necessary;
- Follow safe working procedures personally;
- To ask for protective clothing, guards, special safe working procedures, etc. where necessary;
- To make recommendations to the Health & Safety Officer e.g. on safe equipment) and on additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so.

4.11 EMPLOYEES

4.11.1 All employees of the College have the following responsibilities to:

- Act with due regard to the health and safety of themselves and others who may be affected by what they do, or fail to do, whilst they are at work, or on the College premises;
- Comply with instructions and procedures relating to health and safety and making full and proper use of any protective or safety equipment provided;
- Report to their manager any serious danger to health or safety, or defects in structures or equipment, or safety procedures that come to their notice and which they cannot immediately rectify;
- Report to their manager any incidents which have led, or might have led, to injury or damage, in addition to following the required local incident reporting procedure;
- Only use equipment or substances in accordance with information, instruction and training provided by the College.

4.11.2 Assistant Principals, manager and employees of the College are not authorised to initiate, or continue any process or activity, which places any person on the premises in danger, or is in breach of statutory obligations with respect to health and safety.

4.12 TEMPORARY, AGENCY, VOLUNTEER, AND SELF-EMPLOYED STAFF WORKING FOR LINCOLN COLLEGE AND CONTRACTORS OCCUPYING COLLEGE PREMISES

4.12.1 All temporary, agency, volunteer, self-employed staff working within the College premises and contractors occupying related accommodation will be expected to comply with the College's health and safety arrangements. All staff and volunteers will be advised of relevant and appropriate health and safety arrangements by the operational managers within operational locations.

4.13 STUDENTS

4.13.1 Students are expected to

- Exercise personal responsibility for the safety of self and others;
- Observe standards of dress consistent with safety and/or hygiene (this would preclude unsuitable footwear, knives and other items considered dangerous);
- Observe all the health and safety rules of the College and in particular the instructions of teaching staff given in emergency;
- Use and not wilfully misuse, neglect or interfere with things provided for their safety;
- Report student infringements/non-compliance to a member of staff for further action.

4.14 VISITORS

- All visitors and other users of the premises (e.g. delivery personnel or drivers from specific companies) are required to observe the health and safety rules of the College;
- All visitors should report to Main Reception on arrival where they will be asked to sign in indicating the nature of their business, who they wish to see and the registration number of their vehicle if it is on site. Visitors will be given a statement of emergency procedures. Similarly, all visitors are expected to inform Main Reception on departure;
- If any member of the public refuses to leave the premises or constitutes a nuisance a member of the Security team can be asked to phone the Police and request immediate assistance;
- Visitors who are contractors on site have special obligations which will be specified in contracts between the Company and the College.

5 ARRANGEMENTS FOR HEALTH AND SAFETY

5.1 STANDARDS AND GUIDANCE

5.1.1 Mandatory common standards and guidance are contained in the health and safety policies under the authority of the Director of Strategic Growth and issued to all relevant staff.

5.1.2 The policies give information and required standards on a number of health and safety issues relevant to the College.

5.1.3 Where internal guidance or standards do not cover a specific issue, the practices or standards recommended in Health and Safety Executive publications or relevant British or European Standards will be adopted.

5.2 COMPETENT PROFESSIONAL HEALTH AND SAFETY SUPPORT AND ASSISTANCE

5.2.1 The CFCO has responsibility for ensuring there is a coordinated provision of competent health and safety advice and assistance to the College from a combination of a Health and Safety internal team, internal specialists and industry working groups.

5.2.2 The CFCO will ensure that there are arrangements for providing the Group Leadership Team and Board of Corporation with guidance on internal policies and procedures and assist in obtaining any detailed health and safety information required.

5.2.2 Day to day advice and assistance on health and safety matters at individual operating locations is provided by the internal health and safety team.

5.3 RISK ASSESSMENTS

5.3.1 The College has comprehensive arrangements in place for undertaking risk assessments relating to general risks and specific risk areas.

5.3.2 These arrangements are specified in the Policy on risk assessment and are undertaken by nominated trained staff.

5.3.3 In the case of complex risks, the assessment will be undertaken by a specialist.

5.4 ACCIDENTS, DANGEROUS OCCURRENCES AND ILL HEALTH REPORTING

5.4.1 Accidents to employees, or others, on the College premises, or affected by college activities, must be reported immediately to the relevant line manager and escalated in accordance with the College's Incident Reporting Policy.

5.4.2 The incident and near miss reporting procedure must be followed.

5.4.3 The Health & Safety Officer in accordance with Policy will submit statutory accidents or dangerous occurrence reports to the enforcement authority and make statutorily required accident and incident records. The same procedure covers cases of occupational ill health or dangerous occurrences.

5.5 TRAINING

5.5.1 All new employees will receive relevant instruction and induction training on health, safety, fire safety and welfare matters from their line manager and through an induction process.

5.5.2 Specific health and safety training will be provided for employees, as appropriate to the work being undertaken.

5.6 CONTRACTOR CONTROL ARRANGEMENTS

5.6.1 Where contractors are engaged to undertake minor work on College premises, they will be required to work in accordance with the relevant health and safety standard requirements.

5.6.2 Where the work to be undertaken falls within the requirements of the Construction (Design and Management) Regulations 2015, the work will not be permitted to proceed until the appointed Principal Designer has produced an adequate construction phase health and safety plan for the work involved and other relevant requirements of the College, as the client, have been fulfilled in line with requirements prevailing at the time.

5.7 FIRE SAFETY

5.7.1 The College has established standards and policies to ensure that the risk of fire is minimised, and should a fire occur it can be contained with all persons in the premises being removed from areas of risk.

5.7.2 A detailed Fire Safety Policy is contained within the range of Health and Safety policies.

5.8 FURTHER HEALTH AND SAFETY POLICIES, PROCEDURES AND ARRANGEMENTS

5.8.1 To carry out the responsibilities and duties within the Policy, the College has a number of policies, procedures and arrangements in place all of which are available for information and guidance. These include:

5.8.2 **Policies**

T:\ [DOCUMENTS]\CollegePolicies\Facilities Policies

- Contractor Management Policy
- Vehicle Fleet Policy
- Lone Working Policy
- Asbestos Policy
- Environmental Sustainability Policy
- Adverse Weather Policy

T:\ [DOCUMENTS]\College Policies\Health and Safety Policies

- Legionella Management
- Homeworking
- CoSHH
- Management of Materials containing Asbestos
- Fire Safety Policy
- Eye Test Procedures for DSE
- Driving for Work Policy
- Smoking Policy

- Legionella Management Policy

T:\ [DOCUMENTS]\College Policies\Corporate Policies

- Risk Management Policy
- PEEPs Policy
- Bomb Threat Policy

5.8.3 **Procedures**

- Fire Action and Evacuations
- Accident Reporting and Investigation
- Risk Assessment and Safe Systems of Work
- Near Miss Reporting Procedures
- Electrical Safety and Testing
- New and Expectant Mother Assessment

5.8.4 **Arrangements/Guidance**

- Health Surveillance guidance
- Fire Arrangements
- First Aid Arrangements
- Hazardous Substances
- Hazard Reporting
- Manual Handling (MSD)
- Visitor Arrangements
- Statutory Test/Inspection
- Electrical Equipment Arrangements
- Personal Protective Equipment
- Aggression and Violence
- Major Disaster Arrangements (contained within the Business Recovery Procedure)

FAILURE TO OBSERVE ANY PART OF THIS POLICY MAY LEAD TO DISCIPLINARY ACTION BEING TAKEN

6 DOCUMENTS ASSOCIATED WITH THIS POLICY

6.1 This Policy is the overarching Health and Safety policy, which forms part of and relates to all Health and Safety policies.

6.2 **REFERENCES**

- *The Health and Safety at Work, etc. Act 1974 – Section 2(3)*
- *The Management of Health and Safety at Work Regulations 1999, as amended – Regulation 5*
- *The Regulatory Reform (Fire Safety) Order 2005 – Article 11*
- *The Fire Safety (Scotland) Regulations 2006, Regulation 11*
- *The Construction (Design and Management) Regulations 2015*

- *The Employers' Liability (Compulsory Insurance) Regulations 1998*
- *Health and Safety Executive and Institute of Directors Guidance Document "Leading Health and Safety at Working 417:2011*

7 PROCESSES FOR MONITORING COMPLIANCE TO EFFECTIVENESS OF THE POLICY

7.1 The effectiveness of this Policy will be monitored as part of routine health and safety monitoring arrangements for the respective facility through a combination of internal inspection and annual internal and external audits.

7.2 This Policy and the health and safety performance of the College will be reviewed by the Board of Corporation via the Group Leadership Team annually and at any other time when there are significant changes in our operations or management.