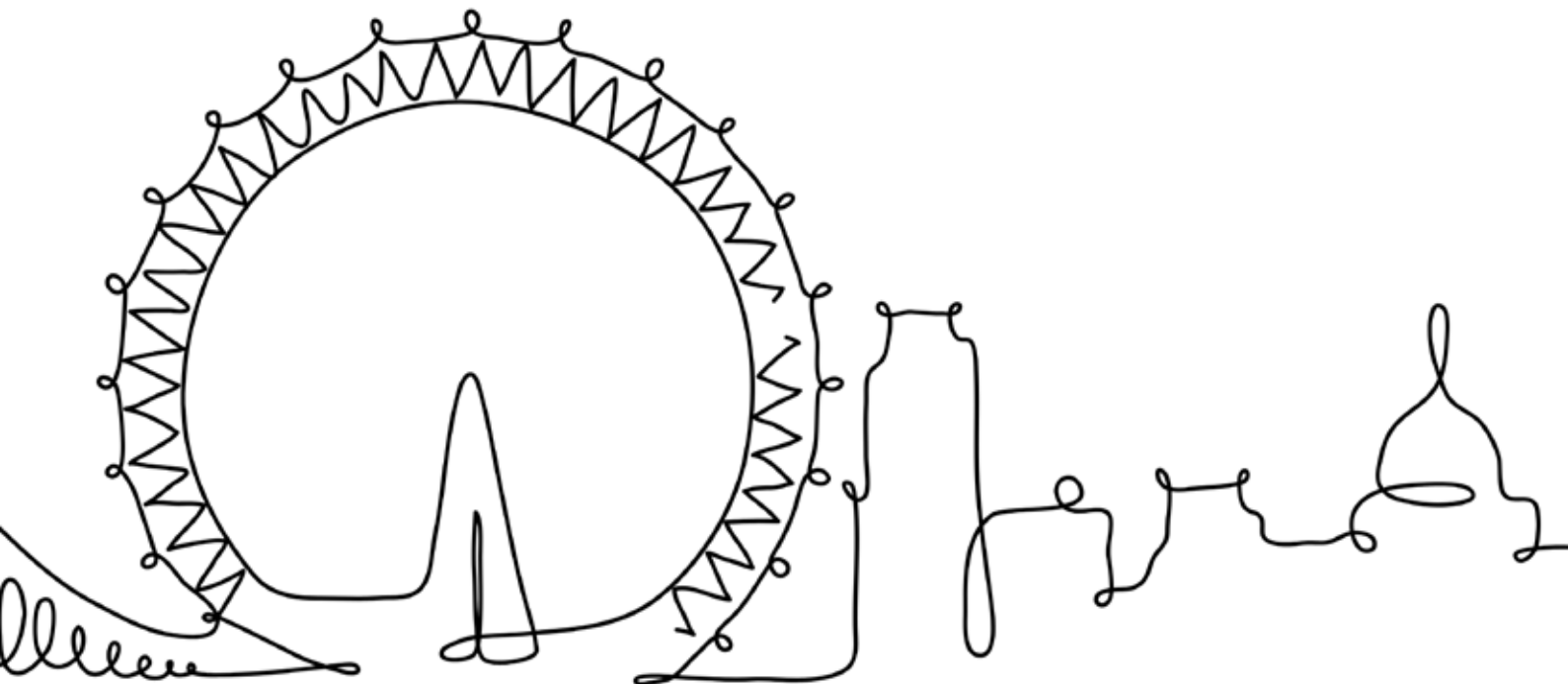


Health & Safety Policy Statement of Intent



Capital City College Health & Safety Policy Statement of Intent

Health and Safety is crucial to the safe operation of our colleges. Our facilities are highly diverse, encompassing classrooms, theatres, science labs, construction workshops, kitchens, and even an animal care site. With the responsibility of educating 30,000 learners annually and supporting 2,000 colleagues, it is our duty to perform our rolls safely and contribute to maintaining a safe environment across all our sites.

Our commitment to health and safety management is as vital to us as our responsibilities in teaching and learning, sustainability, and financial health. The College is dedicated to safeguarding the health, safety, and wellbeing of all students, staff, contractors, and anyone else impacted by our work, to the fullest extent reasonably practicable. We have established written procedures and arrangements to offer clear guidance. Additionally, all employees and others involved will receive the necessary information, instruction, training, and equipment to carry out their activities safely.

We will regularly review and update our health and safety arrangements, policies, and procedures as needed to reflect changes in legislation, other policies, or relevant circumstances. However, policies, guidelines, and procedures can only go so far. It is up to each of us to take responsibility for keeping ourselves and one another safe.

- I expect all staff to take every reasonable step to ensure compliance with current legislation and to meet the obligations set forth by our college policies and procedures. This includes ensuring that all activities, equipment, procedures, and work systems are safe. In particular, managers and supervisors have the responsibility to regularly monitor the health and safety aspects of the work activities under their control, ensuring adherence to the college's health and safety policies and procedures.
- We also require all learners, as well as external contractors and visitors to our sites, to fully cooperate in maintaining a safe and healthy working environment by committing to and adhering to our health and safety policies and procedures.

Health and safety must remain an integral part of our day-to-day working lives, whatever our role and wherever in the College we work. We owe it to ourselves, our learners and our colleagues.



Angela Joyce
Chief Executive officer
Capital City College Group

The Capital City College is committed to protecting and promoting the health, safety, and welfare of all employees, learners, contractors, visitors, and others who may be impacted by its activities, as far as is reasonably practicable, in accordance with the Health and Safety at Work Act 1974. The College believes that strong health and safety performance is essential to achieving its goal of being a first-class teaching institution.

In particular, it is the intention of the Group, to work to ensure:

- Policies, arrangements and procedures are developed and practiced with the aim of delivering a consistent standard of health and safety across the College.
- Emergency procedures are continuously developed and practiced including College wide critical incident response procedures with the aim of protecting all from harm in an emergency.
- Risk management systems are consistently developed, operated, monitored and reviewed by duty holders responsible for the safety of activities and operations with the aim of minimizing the likelihood of others being affected by their acts or omissions.
- Pro-active monitoring of health and safety arrangements and procedures, as far as is reasonably practicable, gives assurance of regulatory compliance and protection from harm.
- Reactive monitoring takes place with the aim of ensuring that loss events are appropriately managed, investigated and findings acted upon with the aim of reducing such events in future.
- Organizational and individual development arrangements are adequately supported with the aim of ensuring that duty holders and others are competent to meet the health and safety requirements of their roles
- Positive culture and safe behaviors are supported and recognized with the aim of developing healthy and safe practices "beyond compliance" as a cultural norm.
- Management and communication arrangements aim to ensure that adequate expert support is given to health and safety duty holders in meeting their roles and effective consultation arrangements are in place.
- Review takes place at regular intervals aiming to ensure consistent implementation of policy, arrangements and procedures across the College and that these continue to meet their purpose.
- Equipment and materials are procured, used, maintained, stored and disposed of with the aim of protecting from harm all those affected by College undertakings.

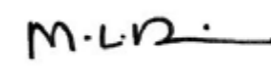
The Corporation and the Chief Executive of the College fully support this Policy Statement and will seek to ensure its implementation and monitor its application. They will also ensure it is reviewed annually or as required, bringing any necessary changes to the attention of all College employees, learners and visitors.

CEO:



Angela Joyce
Chief Executive officer
Capital City College Group

Chair:



Date: 31/1/2025



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