



Health & Safety Policy

The Rase Veterinary Nursing College regards the management of health and safety as an integral part of its business and as a management priority. It is our Policy that all activities and work will be carried out in a safe manner and we will ensure the health, safety and welfare of our employees, learners and others who may be affected by our activities.

Our target is for zero accidents and zero work-related ill health to be achieved by applying current best practice in health and safety management. Compliance with current health and safety legislation is therefore regarded as the absolute minimum standard acceptable.

Proper management of health and safety issues is seen as an integral part of the efficient management of our College's activities, and critical to developing the professional culture of the organisation and establishing and maintaining a solid reputation with all of our clients.

The College and arrangements to meet the above objectives and for the implementation of this Policy are detailed within the College Health and Safety handbook which is reviewed annually. The objectives of this Policy are fundamental to our College and its business. Senior management are responsible for ensuring that the requirements of this Policy are achieved with overall responsibility for implementation resting with the Principal.

Management, staff, learners, and other users have responsibility for implementing the specific arrangements made under this Policy. All employees are expected to read the relevant sections of the Health and Safety handbook, familiarise themselves with its provisions and carry out their defined responsibilities including regular risk assessments and staff training. A copy of the Health and Safety handbook is given to the student. The Health and Safety Policy is available for all learners and visitors on the College through our HR department.

'Young Person' refers to someone who is over the school leaving age of 16 years and under 18 years. This Policy does not apply to 14 – 16 year old learners who fall under the jurisdiction of the school which they attend and the local authority policies relating to that age group.

'Vulnerable Adult' refers to a person who is aged 18 years and over, who is or may be, unable to take care of him or herself, or take steps to protect him or herself from significant harm or exploitation.

The college has a duty of care to all of its learners, but particular responsibilities to those under 18 years, and those who are vulnerable adults. There are five main elements to the policy:

- Raising awareness of safeguarding issues and equipping young people and vulnerable adults with the skills needed to keep them safe;
- Developing and implementing procedures for identifying and reporting safeguarding cases;
- Supporting young people and vulnerable adults who have been identified as in need of early help or at risk of harm and those presenting with safeguarding concerns.
- Establishing a safe environment in which young people and vulnerable adults can learn and develop.
- Ensuring Rase Veterinary Nursing College practices safer recruitment in checking the suitability of staff to work with young people and vulnerable adults. Relevant Legislation Children Act 1989/2004 Safeguarding Vulnerable Groups Act 2006 The United Nations Convention on the Rights of the Child 1991 The Human Rights Act 1998 The Data Protection Act 1998 The Education Act 1996/2002/2011 2 Equality Act 2010 The Protection of Freedoms Act 2012.

The College will provide appropriate training and make available competent health and safety advice and adequate resources including time and money so that legal obligations may be met.

Employees are expected and encouraged to be proactive on health and safety issues as part of the continued development of the health and safety culture of the College.

All employees, learners, contractors and sub-contractors are required to co-operate with the College and their colleagues in implementing the Health and Safety Policy and shall ensure that their own work is without risks to themselves and others as far as reasonably practicable.

Failure to adhere to the College health and Safety arrangements is considered a disciplinary matter. The Health and Safety Policy is revised on an annual basis or more frequently to reflect changing needs and any legislative changes that may occur.

The Rase Veterinary Nursing College will:

1. Bring Health and Safety to the attention of all employees, learners and others to ensure they fully understand their responsibilities as described in the policy.
2. Carry out regular risk assessments and review on a six monthly basis or more frequently if required.
3. Adhere to systems of work to minimise risk to Health and Safety.
4. Ensure the safe handling, use, storage, disposal and transport of animals, substances and other products to reduce risk to health.
5. Provide initial and ongoing training and supervision as necessary to secure effective Health and Safety.
6. Provide a safe place of work and learning with safe access and egress from it.
7. Provide and maintain all machinery and equipment to ensure that it involves minimal risk to Health and Safety.
8. Provide adequate welfare facilities and arrangements. Provide appropriate protective clothing and equipment.

9. Report all (where required) accidents and cases of ill health to the HSE and funding organisations and carry out internal investigations to reduce the risk of a repetition of any incidents that may be a risk to Health and Safety.
10. Monitor activities to ensure that procedures in place are being implemented and that agreed standards are being maintained in relation to Health and Safety.
11. Monitor and maintain control of all contractors who work at the College premises or on behalf of the College.
12. Provide sufficient resources to ensure the provision of Health and Safety across the college.
13. Ensure that all subcontractors and placements where learning takes place comply with all aspects of Health and Safety as defined by the College's Health and Safety policy.
14. Ensure that the Management of the Health and Safety at Work Regulations 1999, with regard to learner experience, potential risks and lack of maturity are fully considered and appropriate adjustment made to ensure all risks are controlled.
15. Monitor and maintain safeguarding arrangements.
16. Ensure appropriate supervision is in place in the workplace.
17. Communicate risks and measures taken to control the risks with parents and guardians of young workers or learners.
18. Supervise and monitor learner progress and make adjustments as required.

Signed:

Date:

Dr Norrie Graham

Principal

Rase Veterinary Nursing College