



Health and Safety Policy

This policy is additional to the Pearson UK policy on Health and Safety matters and is aimed at **Pearson College**.

As a Pearson operating company Pearson College is committed to fulfilling its duties as an employer and learning provider to protect the health, safety and welfare of its employees, students, visitors and others who may be affected by its undertaking, in so far as is reasonably practicable.

The proactive management of health and safety within the workplace is seen by us not only as a legal duty but also as good practice which will prevent work related incidents/accidents and ill health, and increase employee and student morale and motivation. The Principal will ensure that the requirements of OHSAS 18001:2007 are implemented and maintained and as such will undertake personal responsibility for the assessment and subsequent control of health and safety risks within the organisation which may arise.

In recognition of our responsibilities under Health and Safety Legislation and other requirements relevant to our operations, Pearson College commits itself to:

- Continual improvement of health and safety management and performance and prevention of injury and ill health by the setting, measuring and reviewing of H&S objectives and targets;
- Promote standards of health, safety and welfare that will, as a minimum, comply with the provisions and requirements of the *Health and Safety at Work Act 1974*, all other statutory provisions and codes of practice relevant to our undertaking as well as our own company standards;
- Make available such resources in the form of finance, equipment, personnel and time as are necessary to fulfil this policy;
- Provide and maintain appropriate systems to ensure a safe and healthy working environment and to protect employees, students and others from harm, in so far as is reasonably practicable;
- Provide all employees and students, including temporary staff, with sufficient information, instruction, training and supervision that they need to work safely and efficiently, and to develop safety awareness among our employees and promote the 'Safe Student Blueprint' principles at all Pearson College locations.
- Ensure that all work placement providers are checked for suitability in terms of health and safety, in line with the Education and Skills Funding Agency and other guidance.
- Ensure that all students are provided with sufficient information, instruction and training to enable them to work safely and efficiently within their work placement providers working environment.
- Define individual responsibilities for health and safety matters and encourage students to develop a positive attitude towards safety;

- Provide and maintain a system to ensure that accidents and ‘near misses’ are fully investigated and appropriate action taken to reduce the likelihood of their reoccurrence;
- Encourage full and effective joint consultation on all health and safety matters; and,
- Conduct periodic reviews and revise the policy where necessary to ensure it remains relevant and effective, and to make policies easily available to all employees and students.

In deciding what is ‘reasonable’ we will take into account business, economic and work constraints but will not compromise on safety. This policy will be reviewed periodically and, if necessary, amended to ensure that it is kept up to date. The policy will be made available to all employees and students at induction, on the College website and to other interested parties on request.

Person responsible	Deputy Vice Principal (Academic Affairs)
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