

POLAR3 9 - Health & Safety Policy

Statement of Intent

All College policies and procedures adhere to the guidelines and ethos of Equality and Diversity

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Date of Origin			22/01/2022		
Last Updated			18/06/2025		
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EQIA Date			21/05/2025		
DPIA Date			N/A		
Responsibility or Review			Assistant Registrar – Health, Safety & Wellbeing		
Executive Board or Committee Approval			22/05/2025		
CLAN	x	MyNCL	x	Website	x

At New College Lanarkshire, we are committed to providing a safe, healthy, and positive environment that supports the wellbeing of all students, staff, visitors, and stakeholders. We recognise that a proactive approach to health and safety is essential for fostering a productive and inclusive community where everyone can thrive academically, professionally, and personally. By recognising that brain health plays a vital role in overall wellbeing and academic success, we are dedicated to integrating brain health awareness and support into our health, safety, and wellbeing strategies.

Our Purpose at New College Lanarkshire is to advocate social justice, enable whole-person education, and partner to unleash potential within our communities.

Our Mission is to bring Education Closer.

Our Values are:

1. We are just
2. We give our all
3. We are kind
4. We are bold
5. We respect all
6. We give more than we take

Our vision for health, safety, and well-being aligns directly with our purpose and mission as we strive to develop one college community where everyone is engaged in protecting each other. Our values help ensure that we meet our daily health and safety goal to ensure that everyone works safely and is free from harm

Our Aims

- To provide a safe and healthy work environment for all employees, students, contractors, and visitors following the Health and Safety at Work, etc. Act 1974, while working collaboratively with our Trade Union Representatives per the Safety Representatives and Safety Committee Regulations 1977.
- To establish uniform health and safety policies, procedures, processes, and practices across all campuses and continuously assess and improve these to meet the evolving needs of our community.
- To identify, assess, and manage risks effectively, implementing controls to prevent accidents and harm.
- To undertake thorough incident investigations to uncover the underlying cause, prevent a recurrence, and continue to improve everyday safety performance.
- To provide the necessary competent resources for health and safety management to ensure safety, health, and wellbeing are treated as core principles and underpins all that we do.
- To provide appropriate training, resources, and support to empower everyone within our college community to prioritise safety and wellbeing.
- To collaborate on safety-related issues and provide candid, open feedback on health, safety, and well-being-related concerns.
- To promote mental resilience, stress management, and cognitive wellbeing through positive interactions, resources, education, and support services.
- To advocate for brain health and healthy lifestyle choices to improve the health and well-being of our employees and students.
- To strive to create a culture where everyone takes personal responsibility for their actions and behaviours, and foster the belief that nothing is so important or urgent that it cannot be done safely.

Our Commitments

- Leadership and Responsibility: College leadership will demonstrate a visible commitment to health, safety, and wellbeing, ensuring responsibilities are clearly defined and assigned.
- Engagement: We will actively involve staff and students in health and safety initiatives and decisions, encouraging feedback and participation.
- Prevention and Risk Management: We will identify possible dangers and apply appropriate controls by conducting frequent risk assessments and safety audits.
- Wellbeing Support: We will provide access to support services, wellbeing programs, and resources aimed at promoting mental and physical health.
- Training and Awareness: We will deliver ongoing training and awareness campaigns to ensure everyone understands their responsibilities and knows how to act safely and supportively.
- Continuous Improvement: Our policies will be reviewed regularly, and improvements will be made based on feedback, incident reports, and evolving best practices.

Our Responsibilities

New College Lanarkshire's Board of Management shall oversee the strategic direction of health and safety concerns related to our operations through the Executive Board, as well as the implementation of appropriate risk management policies and processes to identify and manage such risks.

Everyone at New College Lanarkshire has a role to play in maintaining a safe and healthy environment. We encourage open communication, respect, and a culture of care, where concerns can be raised without fear.

Conclusion

New College Lanarkshire is dedicated to safeguarding the health, safety, and wellbeing of our community with a special focus on promoting brain health as a fundamental component of overall wellbeing and academic success. We believe that a safe and healthy environment is fundamental to our success and the personal development of all members of our college community.

Signed

Principal and Chief Executive



Date: 18th of June 2025

Signed

Chair



The Lanarkshire Board

Date: 18th of June 2025

History of Changes

Date	Page Number/Paragraph/ Section/Form	Description of Change	Rationale for Change
January 2024	3	The policy was reviewed by the Joint H&S Committee to ensure it was still relevant. The Chairman and Principal signed and dated the reviewed policy.	Annual review.
June 2025	3	The policy was reviewed by the Joint H&S Committee to ensure it was still relevant. The Chairman and Principal signed and dated the reviewed policy.	Annual review