



Policy

Health, Safety and Wellbeing

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| Document Type | Policy |
| Document owner | Anton de Paiva Head of Occupational Health and Safety |
| Approved by | Health and Safety Committee Senior Leadership Team |
| Approval date | 31 October 2019 |
| Review date | |
| Version | 1.0 |
| Amendments | Revised Policy |
| Related Policies & Procedures | Arrangements for Health and Safety Management |

1. SCOPE

- 1.1. This policy applies across London School of Hygiene and Tropical Medicine (LSHTM), including its activities away from the London estate and at the MRC Unit The Gambia at LSHTM. The exception to this is the MRC/UVRI and LSHTM Uganda Research Unit which has its own Health and Safety Policy.

2. POLICY STATEMENT

- 2.1. LSHTM is committed to the provision of a safe and healthy workplace and recognises the importance of fostering psychological as well as physical wellbeing. The following is a statement from Professor Baron Peter Piot, Director of LSHTM:

LSHTM has a dynamic health and safety system which places our people at its centre and is embedded as a core function of management. The outcome is a safe working environment that promotes positive health and safety behaviours throughout LSHTM.

These behaviours will become integral to the decision-making processes and encompass all aspects of working practices and phases of project management.

The underpinning health and safety systems will manage the risks and the control of identified hazards with the aim of reducing risk to as low as is reasonably practicable. In doing so, the components of the Health and Safety system will be compliant with statute, comprehensive in coverage, and transparent in the dual lines of accountability and shared responsibility. Collectively and in combination the

components of the system will work to support the academic work environment and aspire to match or exceed recognised good practice.

In recognition that everyone has an important part to play in ensuring the health and safety system works effectively to establish a positive safety culture, LSHTM expects all managers to lead by example and all students, staff and visitors to adhere, in full, with the general institutional policies and procedures and those specific to their work activities.

A handwritten signature in black ink, appearing to read 'D. D. W. H.', is positioned above the '3. POLICY' section.

3. POLICY

3.1. It is LSHTM Policy to;

- 3.1.1.** Prevent accidents and cases of work-related ill health by effectively managing its health and safety risks
- 3.1.2.** Provide clear instructions and information, and adequate training, to ensure staff and students are competent to do their work
- 3.1.3.** Consult with staff and students on matters affecting their health and safety
- 3.1.4.** Take full account of health, safety and wellbeing considerations in planning and decision making
- 3.1.5.** Provide and maintain safe means of workplace access and egress
- 3.1.6.** Ensure adequate emergency arrangements are in place and the first aid provision for all our staff and students
- 3.1.7.** Ensure arrangements are in place for the safe transport, handling, storage and disposal of all hazardous substances
- 3.1.8.** Create an environment where issues of concern can be raised to management by staff and their representatives in a blame-free culture
- 3.1.9.** Provide and maintain facilities, plant, equipment, systems and working conditions which are safe for the health of our employees, visitors, contractors and the public
- 3.1.10.** Provide adequate resources for personnel, time and funding to ensure the effective implementation of this policy
- 3.1.11.** Ensure that this Policy is continually monitored, measured and reviewed

3.2. In the delivery of the above all staff, students, visitors and contractors must understand that they;

- 3.2.1.** have a personal responsibility for their own health, safety and wellbeing and that of others that may be affected by the things they do or fail to do

- 3.2.2.** must adhere to all relevant policies, arrangements, procedures, codes of practice and guidelines
 - 3.2.3.** have the right to stop work if they feel that they or anyone else may be in serious or imminent danger
 - 3.2.4.** must use protective equipment or clothing provided for the tasks to be carried out
 - 3.2.5.** should report any dangerous incidents, including accidents, which cause - or may cause - injury to people, damage to property or harm to the environment
- 3.3.** Leadership, accountability, training and employee participation are the key elements for achieving an effective Health and Safety management system; in this regard, LSHTM will also;
- 3.3.1.** Ensure that management at all levels is responsible and accountable for the occupational health, safety and wellbeing of their staff, visitors and contractors
 - 3.3.2.** Provide information, instruction, training and supervision to all our employees to enable them to carry out their work activities in a safe and competent manner
 - 3.3.3.** Encourage active consultation with workers and invite suggestions for improvement in health and safety measures
 - 3.3.4.** Ensure all our employees and contractors receive training on the key environmental impacts and responsibilities associated with their individual jobs

4. PROCEDURES AND ARRANGEMENTS

- 4.1.** LSHTM's Arrangements for Health and Safety Management will be applied in the implementation of this policy in the United Kingdom. These arrangements will be applied so far as is reasonably applicable for all other LSHTM activities except for MRC Unit The Gambia at LSHTM and MRC/UVRI & LSHTM Research Unit, both of which have their own procedures.