

Health & Safety Statement of Intent

It is the policy of DN Colleges Group (the College) to pursue high standards and progressive improvements in the health, safety and welfare of its employees, students, apprentices, volunteers, visitors and others who may be affected by its work activities. It will do all that is reasonably practicable to enable and promote good practice in the management of health and safety. In particular the College recognises that health and safety is a core management function and good practice entails its full integration into the management of all other activities. To succeed in this the College will endeavour to ensure that adequate resources are provided to support this policy and that arrangements are in place to review the Policy, including the statement on an annual basis or as changes need to be made.

The College affirms its commitment to the following:

1. Adoption of the principles of 'Successful Health and Safety Management' (HSG65) published by the Health and Safety Executive.
2. Constantly improving, enabling and promoting health and safety standards and performance. It will to this end, endeavour to ensure that all relevant Statutes, Regulations, Codes of Practice and relevant standards are complied with. The minimum standards that will be adopted by the College are those required by law, although the organisation will seek always to exceed such standards in health and safety.
3. Management will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.
4. The College will provide the necessary information, instruction, training and adequate supervision to employees, (including part time, temporary and others as required) to ensure their competence with regards to health and safety.
5. The College will devote the necessary resources in the form of finance, equipment, personnel and time to ensure health and safety. The assistance of specialist help will be sought where the necessary skills are not available within the organisation.
6. The College will ensure that adequate arrangements are in place for the health and safety of all students, apprentices, employees, volunteers, contractors and visitors whilst on the College premises. We will also ensure that adequate health and safety provision is in place for students and employees whilst undertaking authorised College activities off site.
7. The College recognises that safety is the responsibility of everyone within the organisation and is not just a function of management. Managers will have specific responsibilities to comply with the letter and spirit of the Policy. Employees will

- have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required.
8. The College will ensure that health and safety is fully integrated into the management planning and decision-making processes within the organisation.
 9. The College will ensure that all accidents and near misses are investigated and appropriate action taken to reduce the likelihood of their re-occurrence.
 10. The College will provide safe plant, equipment and premises, and to ensure the health and safety of its employees and students it will maintain safe access and egress.
 11. The College will develop safe systems of work from risk assessment to ensure the health and safety of its employees and students.
 12. The College will devote the necessary resources in the form of finance, equipment, personnel and time to ensure the effective management of a pandemic or other major incident that has the potential to significantly impact on the organisations ability to conduct business as usual.

Organisation

The Corporation fulfils the role of employer and is ultimately responsible for health and safety policy of the College.

We will establish and maintain a clear structure of responsibility and accountability on health and safety performance at all levels. All employees fulfilling these duties will be provided with appropriate equipment, training and time to meet their responsibilities.

The College will employ a Head of Health and Safety (as a competent person within the law) with sufficient training, knowledge and experience of the College activities to advise on health and safety matters including statutory compliance and risk assessment.

The Chief Executive Officer will establish a Health and Safety Committee under the direction of the Head of Health & Safety. That Committee will monitor performance in all matters related to health and safety. It will also review Policy and arrangements in the light of statutory requirements and good practice and will recommend changes and improvements as appropriate to the Senior Leadership Team.

Planning and Implementing

The College will implement a health and safety planning process to identify how best to deploy resources and to foster a culture that eliminates, reduces or controls risks.

This will include the systematic identification of workplace hazards, their analysis and evaluation via risk assessment and appropriate safe systems of work.

Measuring Performance

The College will implement a performance measurement system to capture, record and analyse the necessary qualitative and quantitative data to meet statutory obligations and to enable corrective action to be taken.

Audit

The College will undertake periodic audits of its systems and procedures to determine whether actual activities and results conform to planned arrangements, whether these arrangements are implemented effectively and actively support achievement of the Policy and objectives.

Compliance

The College requires all students, apprentices, employees, volunteers, visitors and contractors to comply with Health and Safety Regulations and any policy/procedure agreed by the Corporation and to act accordingly. Disciplinary procedures will be invoked against any individual who is deemed to have intentionally or recklessly, interfered with or misused anything provided in the interest of health and safety or fire risk management or to have blatantly failed to fulfil their responsibilities at any level, whether intended or not.

Publication

A copy of this Policy Statement will be made available to all employees, students and apprentices of the College.

Signed: *Angela Briggs*

Chair of the
Corporation

Date: 2 March 2026

Signed: *Danny Fenwick*

Acting
Chief
Executive
Officer

Date: 2 March 2026