

**SCOTTISH AQUACULTURE INNOVATION CENTRE
HEALTH AND SAFETY POLICY**

1. All SAIC staff are formally employees of University of Stirling and therefore are included in the university Health and Safety Policy. The University Policy Statement is as follows:
2. The University of Stirling is committed to providing a safe and healthy place of work where staff and students are confident that their health, safety and welfare are considered to be of the utmost importance at all times. The University is also committed to providing a safe and healthy environment for others who may be affected by its activities such as contractors and visitors to the University.

3. In satisfying this commitment the University will:

Ensure that managers and senior University personnel are fully aware of their responsibilities for safety and show strong and active leadership on safety management, in particular to establish safety objectives, ensure good risk control and to monitor performance.

- Establish effective communication systems and arrangements for safety, integrating good health and safety management with the strategic planning processes and business decisions.
- Ensure, through a robust system of performance monitoring and audit, that the University is complying with current health and safety law and where practicable aim to achieve higher standards and continual improvement in safety performance.
- Provide appropriate training, information, instruction and supervision to secure the competence of all staff and students.
- Adopt a collaborative approach between Trade Unions and staff safety representatives and University management on health and safety issues.
- Allocate adequate resources to health and safety at all levels.
- Ensure that the University has access to competent specialist advice for health and safety.

4. The University also expects all staff and students to show high standards with regard to health and safety. All staff should be aware that they have statutory duties to take reasonable care for their own safety and the safety of others who may be affected by their actions, and that they must cooperate with the University's arrangements for Health and Safety.
5. The University Safety Policy and Procedures document is 38 pages long can be found at:
<http://www.she.stir.ac.uk/documents/SafetypolicyIssue1.3.pdf>
6. An extract from this document sets out the responsibilities for implementing the University's policy:

Heads of academic departments and service directorates and other responsible officers within departments have day to day responsibility for the safe operation of University activities. This entails ensuring that University policies and procedures are followed, records are kept, risk assessments are made and acted upon, and that supervision and monitoring arrangements are in place to ensure that all of this is being done effectively.

Operational Risk and Environmental Sustainability (OR&ES) are responsible for providing competent safety advice and guidance to ensure that the University's safety performance is of a good standard and that appropriate policies, systems and monitoring processes are in place; for establishing the corporate sustainability policy and objectives; and for directing the University's business continuity planning and response processes.

10 March 2015