Beacon Plus College

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Health, Safety Policy Statement

SEPTEMBER 2026

POLICY STATEMENT:

Beacon Plus College recognises and accepts its responsibilities under the Health and Safety at Work etc. Act 1974 and associated health and safety legislation, both as an employer and as an institution of further education and training to provide a safe working and learning environment for its employees and for other users of its premises, including learners, visitors, contractors and members of the public.

This policy sets out the responsibilities and how they will be met by Beacon Plus in greater detail to comply with statutory regulations and to ensure, as far as is practicable, that a healthy and safe working environment is in place. Beacon Plus takes the following stance on health, safety and welfare matters:

- Health, safety and welfare are everyone's responsibility.
- Beacon Plus acknowledges the importance of mental health and wellbeing as integral to overall health and safety and will promote resources, training, and support to address these areas.
- The personal health, safety and welfare of everyone who uses our sites is our highest priority. We also focus on continuously improving the work and study environment.
- Health, safety and welfare can, and will be, effectively managed at every level.
- We believe that incidents can be prevented through effective leadership, risk assessment, staff engagement and continuous improvement. We strive continuously for zero harm to staff, learners, contractors and visitors.We choose to conduct our operations through efficient use of materials and energy, with minimum waste and damage to the environment.

To ensure maximum health, safety and welfare of everyone, we:

- Require every employee to take personal responsibility for health, safety and welfare by focusing on their own behaviour;
- Apply a systematic and measurable approach to continually improve our health, safety and welfare culture and performance;
- Bring with us our high health, safety and welfare standards wherever we do business. Complying with applicable laws and regulations is only the minimum;

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- Provide suitable health, safety and welfare information, instruction and guidance for all learners attending Beacon Plus CollegeOpenly communicate health, safety and welfare issues and performance, and share and learn from best practice, internally and externally;
- Integrate health, safety and welfare considerations into all business processes;
- Require managers to provide health, safety and welfare leadership and implement this policy within their areas of responsibility.

The policy is applicable to all staff, governors, learners, contractors and other stakeholders, whether they utilise Beacon Plus's resources and premises, work remotely/on a mobile basis or at outreach sites. The College Principal retains overall accountability for health and safety. Responsibility for the day-to-day coordination, monitoring and implementation of health and safety arrangements is delegated to the College Business Manager, who acts as the designated Health and Safety Lead.

Beacon Plus recognises the evolving nature of work and will ensure that health, safety and welfare arrangements extend to remote, hybrid and outreach working environments through appropriate risk assessment, supervision and support.

Digital safety, including cybersecurity and safe use of online platforms, is considered part of our health and safety responsibilities. This policy will be reviewed annually and updated where necessary, or sooner where significant legislative, organisational or operational changes occur.

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