Document reference number	HSP:001:01	Document developed by	Enterprise Risk Management Function, Office of Corporate and Legal Affairs
Revision number		Document approved by	Professor John O'Halloran, President
Distribution	All UCC Employees		
Date	June 2025	Review	Annual

University Health and Safety Policy

University College Cork aims to create and sustain an environment for the enrichment of society and stewardship of our planet. To achieve this with respect to health and safety, as a minimum standard we will manage risk *so far as is reasonably practicable[i]*. We further aim, to manage health and safety to *tolerable risk[ii]* levels that enable employees, students, volunteers, and third parties (such as visitors, members of the public and contractors) to thrive.

This is achieved through an integrated approach, where health and safety is integral to all work carried out and not a separate entity. It's a comprehensive, management systems approach to safety, health and wellbeing that's shaped by input and participation. The approach is applied to every aspect of the University's business, including all education, knowledge exchange, research, commercial, leisure, residential, and management activities.

Achieving excellence in health and safety culture "the way things are done around here" takes a team approach, as follows:

Senior Leadership. Governing Authority and the University Leadership Team (ULT) who set, as well as lead, the culture and expectations with respect to health and safety. Overall responsibility for managing health and safety rests with the President, as chief officer, and this is delegated to and shared by ULT and managers ("Responsible Persons" - as defined below) throughout the organisation.

Manager. A manager is anyone who directs and controls the work of an employee, individually or as part of a team, OR who holds responsibility for an area, process, building, or facility. Managers with direct authority over employees are responsible for their health and safety. Managers who oversee areas, processes, buildings, or facilities are responsible for ensuring that the physical environment, systems, equipment and substances under their control support healthy and safe conditions for everyone using the space.

Head. Head of an academic, administrative, or research unit, like a school or institute, including those acting in the role. This term also covers managers delegated by the Head. While all Heads are Managers, not all Managers are Heads. In terms of health and safety, the head is the manager responsible for ensuring the safety statement, health and safety systems, and related resources are in place and maintained.
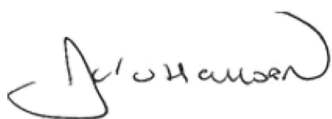
Employees, students and volunteers. Take responsibility for themselves and others. This includes identifying risks as well as working to develop and implement improvements for their areas of work/activity. Health and safe practices are understood and lived, rather than just followed. Training is attended as a core requirement, with the intent to gain an understanding of risks and the tools to manage them. All incidents and near misses are reported and investigated, not only to achieve compliance, but also to prevent future incidents.

Contractors. Are selected only after demonstrating that they can reduce risk *so far as is reasonably practicable*. A positive safety culture view is adopted, where all work is undertaken as a partnership journey with UCC staff, working towards excellence.

Specific commitments

UCC will:

- Contribute to the *UN Sustainable Development Goals (SDGs)[iii]*, specifically SDG 3, 6, 11 and 12, through improving human health, safety and wellbeing.
- Apply an enterprise risk management approach that considers both threats and opportunities to help it thrive in achieving its vision, strategic goals and objectives.
- Meet applicable legal requirements.
- Identify, assess, and control workplace risk in a proportionate manner, to prevent ill health and work-related injury and promote wellbeing.
- Ensure continual improvement in our health and safety performance, leveraging people, process and technology.
- Implement health and safety policies and procedures that positively influence working conditions and control risk to persons who are not our employees but may be affected by UCC activity.
- Provide adequate resources for health and safety and the implementation of this policy.
- Integrate health and safety and associated requirements and costs as a *"cradle-to-grave"* component of UCC business, projects and research.
- Implement effective communication mechanisms on health and safety to ensure consultation of all stakeholder groups.
- Collaborate with health and safety representatives and committees, in preventing ill health and work-related injury, ensuring cooperation between the university and employees.

Professor John O'Halloran, President
University College Cork
June 2025

i "So far as reasonably practicable (AFARP)" as defined in subsection (6) of the SHWW Act 2005, means that an employer has exercised All Due Care by putting in place the necessary protective and preventative measures, available at Safety, Health and Welfare at Work Act 2005 (irishstatutebook.ie) [accessed 3 November 2023]

ii "Tolerable risk", as defined in the University of Cork College (2020). Risk Management Policy 2020.

iii "UN Sustainability Development Goals (SGs)", are the world's shared plan to end extreme poverty, reduce inequality, and protect the planet by 2030, available at sustainabledevelopment.un.org/post2015/transformingourworld [accessed 3 November 2023]