

screens, fitting 3000 tiered lecture theatre seat straps, removing 3100 chairs, displaying 9000 posters, providing circa 6000 litres of hand sanitiser gel / foam.

- iii. All arrangements are overseen by the Covid-19 Risk Assessment which is monitored by HSEMTG to ensure it reflects current University activities and legislative requirements.
- iv. Inspections and site visits are ongoing to seek assurance arrangements are working.
- v. Schools have implemented robust, local arrangements to enable activities to be undertaken safely.
- vi. Since September the University has had an on-site Student Test Facility supported by BCUHB. The University is informed as soon as a student attends fudent

- ii. *Training KPIs:* The 2019/20 target was missed by 47%. 63 out of 145 new (applicable) contracted staff completed the General University Staff Induction. The target for 2020/2021 will remain at 90%.
- iii. *Computer User Training:* 226 staff completed the online Computer Users Training (bringing the total to 82.96% of estimated Computer Users having completed the training). This figure is a 2.4% increase from last year's total of 81%, however it fell short of the target of 85%, mainly due to Covid-19 working restrictions.
- iv. *Accidents and Incidents:* There were 29 (56 in 18/19) injury-accidents to staff and students reported (23 to staff and 6 to students). The accident and incident rates have reduced notably due to the cessation of many activities due to lockdown.
- v. *Lost Time Staff Incidents:* No lost-time injury reports were received.
- vi. *Non-Injury Reports:* 101 non-injury incidents reported. 76 involved a near miss, dangerous situation, unsafe practice and the remaining 25 were reports of medical incidents (such as fainting, illness and convulsions).
- vii. *Overseas Travel:* Trips are significantly down due to the cessation of travel in March. At the on-set of Covid-19, 10 staff and students requested support via the University to return, whilst 22 students elected to remain overseas.
- viii. *Vehicle Incidents:* There were 2 motor vehicle accident claims; one for slight front apron damage at a cost £620 and the other was for rather more substantial damage to the side of a large MPV, with a cost of £2,470.
- ix. *Site Inspections:* The number of construction/ maintenance in-house H&S Inspections decreased to 74, from 189 in 18/19.

from home and being able to work to some degree even if feeling unwell.

593. Annual Review of the Performance and Effectiveness of the Committee

The process for the Committee to assure its own effectiveness was discussed. The Chair asked members to confirm if they felt the H&S Committee was effective and empowered to challenge aspects of health and safety, in turn raising awareness with Council.

Following discussion, the members affirmed that the Committee is effective and empowered.

594. Arrangements for the Mass Testing of Students, Covid-19

A summary of the work to support students returning home for Christmas was provided. The following key items were noted:

- i. In October the University started to plan for the departure of students at Christmas in recognition that what happened at the beginning of the academic year with arriving students could happen in reverse with students transmitting the virus to their community.
- ii. Initially the University tried to recognise 'at risk' students (i.e. those going home to vulnerable persons) and preparation work, in conjunction with BCUHB, commenced to enable asymptomatic testing of such students.
- iii. Subsequently, in the last 10 days, the Welsh Government announced mass testing would be provided for students returning home. This is a UK Government led initiative facilitated by Deloittes with all 'signed up' Universities

Further to the recommendation of the Internal Audit by RSM that " Management will review, update and approve the Health and Safety Policy given the recent significant changes in light of the Covid-19 pandemic, Homeworking and Returning to Campus, as set out in the Policy Review statement in section 23 of the Health and Safety Policy" the following addition is recommended for the University's Health and Safety Policy Statement (see point xvii).

1.0 GENERAL STATEMENT OF HEALTH AND SAFETY POLICY

- 1.1 It is the policy of Bangor University, so far as is reasonably practicable, but in accordance with the relevant legislation, statutory requirements and good practice, to ensure the health and safety of staff, students and visitors to the University.
- 1.2 This statement sets out the full commitment of the Council and the senior management of the University to implementing this policy, provide leadership in health and safety and ensure that proper consideration and support are given to health and safety provisions, as appropriate.
- 1.3 In practical terms the responsibility for ensuring the safe performance of any activity rests with those who have, to any degree, the management, stewardship, supervision or control of it, or, who arrange and direct it, as well as with those who carry it out. Everyone must have regard for health and safety and the importance of maintaining appropriate standards.
- 1.4 The University considers that health and safety procedures are about the management of risk and not necessarily about the elimination of risk. Their purpose is not to prevent activities on the grounds that an element of risk exists, but to enable activities to be undertaken in a reasonable and safe manner.
- 1.5 The University is also committed, as far as is reasonably practicable, to:
 - i. Ensuring the prevention of injury and health impairment to all those affected by its activities;
 - ii. Achieving and maintaining good practice in health and safety;
 - iii. Promoting positive health and safety behaviour and culture;
 - iv. Seek continued improvement in overall health and safety performance;
 - v. Enable and promote inclusivity and safeguard those with additional needs.
- 1.6 In pursuance of these commitments, the University's objectives are to:
 - i. Promote the use of good health and safety practices in both existing and proposed activities and managerial systems;
 - ii. Appropriately resource health and safety risk management and the implementation of this Policy Statement through the provision of adequate personnel, support, expert assistance, competent advice, time and funding;
 - iii. Supplement this Policy with more detailed Policy Standards, management systems and information on particular hazards and risks;

- iv. Provide and maintain premises and equipment that are operated without significant risk to health and safety;
- v. Identify hazards that may arise through the activities of the University, to assess the risks arising and to implement effective control measures to eliminate, minimize or manage any significant risks and thereby enable the activities to occur safely;
- vi. Implement safe systems of work that eliminate or control all significant hazards and risks to health and safety;
- vii. Provide such information, instruction, training and supervision as is necessary to ensure the health and safety of staff, students and others;
- viii. Implement a monitoring, inspection and auditing procedure to ensure effective management of health and safety throughout the University;
- ix.