

HEALTH, SAFETY AND SAFEGUARDING POLICY

1. Policy Purpose

The College of Animal Welfare is committed to ensuring the health, safety, welfare and safeguarding of all learners, staff, contractors, visitors and placement providers. This policy aligns with current Health & Safety legislation.

2. Legislative Compliance

- Health & Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Fire Safety Regulations with 2025 updates
- Terrorism (Protection of Premises) Act 2025 (Martyn’s Law)
- COSHH 2025 strengthened duties
- PPE Amendment Regulations (coverage for limb-b workers)
- Mental Health & Psychosocial Risk guidance 2025–2026
- Remote / hybrid working safety standards (HSE updates 2025)
- Keeping Children Safe in Education (KCSiE) 2025–2026

3. Health and Safety Responsibilities

Senior leaders, staff, learners, volunteers and contractors must adhere to updated requirements including security risk assessments, safeguarding disclosures, mental health risk identification and placement safety.

4. Risk Assessment

Risk assessments include physical, chemical, fire, terrorism, psychosocial, online, remote work and placement-related risks. Reviews occur termly and after incidents.

5. Emergency Procedures

Includes: fire safety, lockdown, invacuation, terrorism response, medical emergencies. Drills conducted termly.

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Principal	Mar 26	V1.1

6. Accident and Incident Reporting

All incidents require reporting within 24 hours via the College reporting system. Safeguarding incidents must be escalated immediately to the DSL.

7. Safeguarding & KCSIE 2025 – 2026 Compliance

Includes online safety, deepfakes/AI imagery, misinformation harms, AP/placement monitoring, gender-questioning guidance (pending DfE publication), child-on-child abuse, and statutory attendance monitoring.

8. Training Requirements

Annual mandatory training: Health & Safety, Safeguarding & Prevent, Online Safety, Fire Safety, Terrorism Awareness, COSHH, Mental Health awareness.

9. Record Keeping and Compliance

All records must be secure, GDPR-compliant and produceable.

10. Review

This policy will be reviewed annually or in response to regulatory updates.

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Equality Impact Assessment Tool

1. Aims and Implementation

This Policy has been assessed for equality impact by Human Resources.

The purpose of this assessment is to ensure the policy does not unlawfully discriminate against any individual or group and supports the organisation's commitment to equality, diversity and inclusion.

2. Evidence and Data

Barriers could result in		
Equality Group	Impact	Assessment
Age	Positive	Safeguarding measures and statutory guidance (KCSIE) provide enhanced protection for younger learners while ensuring safety across all age groups
Disability	Positive	Risk assessments, reasonable adjustments and health and safety controls support accessibility and reduce risks for individuals with disabilities, including physical and mental health needs
Gender Reassignment	Neutral/Positive	Policy supports safeguarding and respectful treatment. Risk management and safeguarding processes apply equally and help protect individuals from harm or discrimination.
Marriage and Civil Partnerships	Neutral/Positive	No differential impact identified. Policy applies equally to all individuals regardless of marital status.
Pregnancy and Maternity	Positive	Health and safety risk assessments consider specific needs (e.g. pregnancy-related risks), ensuring appropriate protections and adjustments.
Race	Neutral/Positive	Policy promotes equal protection and safeguarding. Monitoring and reporting processes support identification of any disproportionate risks or incidents.
Religion or Belief	Neutral/Positive	No adverse impact identified. Risk assessments and inclusive practices allow consideration of individual needs where relevant (e.g. dress, practices).
Sex and Sexual Orientation	Neutral/Positive	Safeguarding measures, including protection from harassment or abuse, promote a safe and inclusive environment for all individuals.

3. Assessment of Impact

No adverse impact has been identified. The policy is considered to have a neutral and/or positive impact across protected characteristics.

The policy will be monitored to ensure no disproportionate impact occurs and reviewed if required.

Review Arrangements and Version Control:

This version of The College of Animal Welfare’s Health, Safety and Safeguarding Policy replaces all previous versions. This document is subject to regular revision and maintained electronically by its owner. Electronic copies are version controlled. Printed copies are not subject to this control. The College of Animal Welfare will review this policy regularly as part of internal continuous improvement processes and will revise it as and when necessary, in response to changes in our practices, actions from the regulatory authorities or inspections, changes in legislation, or trends identified from previous situations.

Documented changes from previous version	
Section	New document
All document	Updated information
Equality Impact Assessment	New section

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