



The College of
Animal Welfare

Health, Safety and Safeguarding Policy

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.

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

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.

Risk Assessment

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

Emergency Procedures

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

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.

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.

Training Requirements

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

Record Keeping and Compliance

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

Review

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

Date Policy Reviewed	March 2026
Version	
Policy Owner	Barbara Cooper
Next review due	March 2027