

# University Strategy Green paper – H&S consultation - Results Summary

[Text redacted] May 2019

## Introduction

As part of the wider green paper consultation for the new University Strategy, the H&S community was specifically asked to comment on the strategy, in relation to H&S. In total 33 responses were received, representing a good spread across the various interested parties, representing schools, departments and professional services units.

A list of the questions asked is contained in appendix 1.

Chart: representation spread

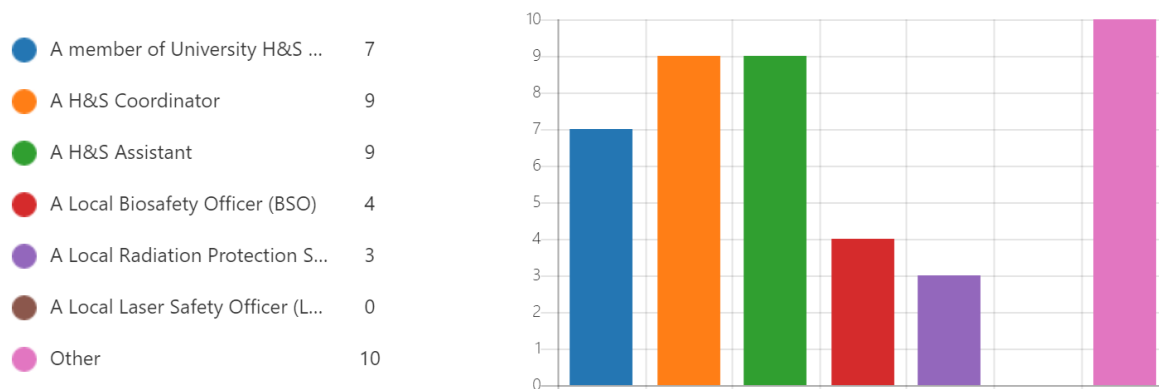
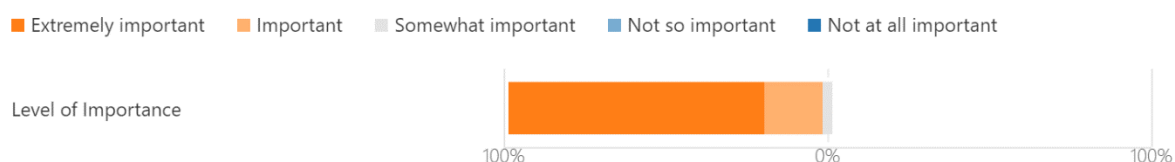


Table 1 in appendix 2 contains a list of departments that were represented in the response

## Results

It was clear that the vast majority of respondents thought felt that H&S is important for the success of the University, with 97% rating H&S important or very important.

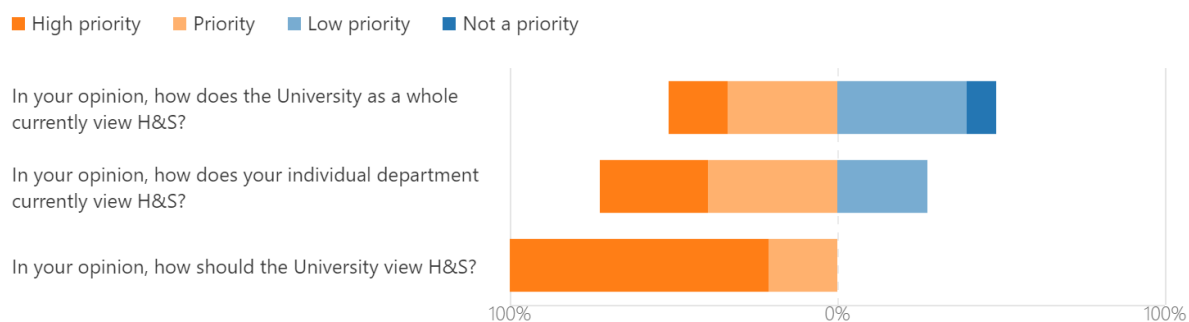
Graphic: prioritisation (question 3)



When asked, the majority of respondents remarked that the University prioritised H&S lower than they felt was appropriate. With individual departments doing slightly better than the University as a whole. This possibly represents their perceived opinion of central University functions and management.

Almost half (48.5%) thought that the University current prioritisation of H&S centrally was low or not a priority at all. 100% of respondents though that the University should consider H&S to be a priority, with the majority considering H&S to be a high priority.

#### Graphic: prioritisation (question 4)



Respondents had mixed impressions of the H&S Culture (question 5) at the University. 22 responded negatively about the current culture, 7 gave neutral responses and 4 gave positive responses. Suggesting that generally the H&S culture at the University requires significant improvement. Word like inconsistent, fragmented, slow and reactive were commonly used. A number also noted senior management buy-in and resourcing as being an issue.

The majority of respondents gave negative responses in relation to H&S and the green paper (question 6), with a number noting that there is no mention of either health or safety and nor is there a link between H&S and the strategy.

There was a range of responses to question 7 which related to an improvement they would like to see. The main issues highlighted were:

- Sharing best practice
- Routine checks (by the Safety Office)
- Additional resourcing for the Safety Office
- Better systems and tools (provided by the Safety Office)
- Increased communication and leadership on H&S by senior management
- Better integration and greater recognition of H&S

The majority of respondents didn't feel that the green paper sets an appropriate ambition for the future of H&S at the University (question 8), with 76% of respondents giving a negative response.

A number of recommendations were made in relation to additions and changes (question 9), the majority were associated with:

- More explicit intentions / mentions
- Inclusion of wellbeing in relation to H&S
- Acknowledgement of the importance of H&S, especially in relation to student experience and research
- A commitment to H&S of staff, student and visitors

A small number made additional comments (question 10) but the majority echoed the comments noted elsewhere.

#### **Recommendation(s)**

To consider a more explicit link to or mention of H&S within the strategy, linked to the core business (teaching and research), such as is the case with EDI, possible under the people and culture section or even throughout the document.

## Appendix 1: List of questions

1. Are you (H&S role definition)?
2. Please tell us what department you for work (optional)
3. In your opinion how important is H&S to the future and for our shared success?
4. How to do feel H&S is prioritised?
5. In a sentence or few key words, describe the current H&S culture of the University?
6. In the context of H&S, what are you general thoughts on the draft strategy (green paper)?
7. In the context of H&S and thinking about the future, tell us about one small or large change you would like to see?
8. Do you feel the strategy paper sets appropriate ambitions for the future of H&S at the University
9. In the context of H&S, is there anything you'd like to see added / changed in the strategy and if so what?
10. In relation to H&S and the green paper, please share with us any further thoughts you may have?

## Appendix 2: Table of respondents

Table: Range of respondents

Strategy Planning and Performance
Registrars
Faculty of Engineering
Medicine
Biosciences
University Counselling Service (Campus Life)
Psychology
Sport
SVMS
School of Life Sciences
Physics
Pharmacy
Campaign and Alumni Relations Office
SVMS
Physics and Astronomy
Libraries
Sutton Bonington
Life Sciences