

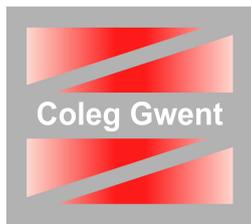
The Assessment Tool

The Assessment Tool has been designed to complement the Health and Safety Executive's strategy for the health and safety of Great Britain. Each HSE strategy goal has been interpreted by FESH, and recommendations on how that goal might be evidenced have been included for evaluation by college corporations.

The following case study provides evidence how the assessment tool can be successfully used by further education colleges with the development and implementation of a structured health and safety management system.

Case Study - Coleg Gwent.

Coleg Gwent is one of the largest further education colleges in Wales operating from five campuses based at Newport, Crosskeys, Ebbw Vale, Pontypool and Usk with two further outreach centres at Monmouth and Cwmbran. Coleg Gwent provides a wide range of general and vocational education courses and training programmes. The college employs 1600 staff and has 32000 students. The college also works in partnership with five local authorities to deliver adult education through franchise agreements.



In September 2010 the college set itself an ambitious plan to develop and implement an integrated management system that would provide a set of core principles to support and drive all other college policies and procedures. To ensure this a clear message was communicated that health, safety, wellbeing and sustainability had to be integrated into the day to day management of the college and that it must be given the same 'priority' as all other management decisions affecting the college and not just a bolt on afterthought. This commitment and leadership was given by the senior management team.

Initial work was carried out by members of the Health, Safety & Wellbeing Committee, led by the Manager (Health, Safety & Environment), who conducted a comprehensive gap analysis of the college using the Assessment Tool. The assessment tool provided the college with a structured method of recording the strengths and weakness of its current management systems. By using the assessment tool the college were able to develop and implement a structured action plan that would assist the college achieve its goal of developing an integrated management system. The assessment tool was also used during a series of discussions and workshops with staff, students and unions, in order that their views could be obtained and considered. The aim of this process was to ensure that from the very start all groups of the college were included and had a sense of ownership and responsibility. As a result a set of challenging but realistic initiatives and targets were agreed.

By utilising the assessment tool and action plan the college successfully achieved the following:

- Accreditation to BS OHSAS 18001 and ISO 14001
- The Gold level of the Corporate Health Standard.
- A reduction in staff and learner accidents by 49%
- Improved staff and learner engagement
- Improved health and safety awareness
- Increased attendance in health & safety training

A Coleg Gwent has continued to utilise the assessment tool and it now forms part of the college internal audit process that ensures that the college are able to demonstrate continuous year on year improvements in health, safety, wellbeing and sustainability.
