Health and Safety

Annual Report

2020/2021

Notice: Higher Education Sector Injury Accident data has been updated on 17 April 2023 to correct an anomaly.

SUMMARY OF KEY PERFORMANCE INDICATORS

73.53% Attendance at the central staff induction	NEW STAFF (CENTRAL) INDUCTION	16.47% below target
COMPUTER USERS	75.21% Completion of Training and Self-Assessment	9.79% below target
INJURY ACCIDENTS TO STAFF	9.6 Accidents per 1000 Employees	Comparable with the Sector

STAFF SICKNESS ABSENCE RATE

3.87

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2. H&S POLICIES & KEY DOCUMENTS

A summary of new, revised and revoked key institutional health and safety documents introduced, removed, or modified during the year.

NEW & REVISED POLICIES

No new policies were introduced in 2020/21.

The only Policy revision during the year was to the

Statement. This change was as a result of an Internal Audit in which it was noted that the University H&S Policy did not specifically reference pandemics and how the University would react and put in place appropriate arrangements to mitigate against risks.

The amendment, considered and subsequently agreed by Council reads as:

> *xvii. React to any pandemic or epidemic and put in place suitable systems, arrangements, and controls to mitigate and manage risk*

Canolfan Bedwyr	69%
Corporate Services	73%
Digital Services	94%
Finance Services	93%
Human Resources	94%
Marketing, Communications and Recruitment	80%
Campus Services	90%
Student Services and Administration	93%
Students' Union	76%

COMPETENCY

This KPI, reflecting health and safety training levels for senior management has not changed from last year. It is anticipated that senior management training will be available in 2021/22, following postponements due to Covid-19, and this KPI will be re-introduced to the Report.

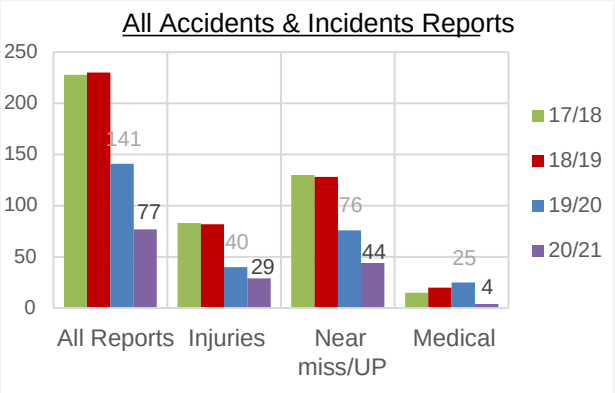
6. ACCIDENTS & INCIDENTS

PERFORMANCE INDICATION	

The number of reported accidents and incidents have been significantly impacted by the pandemic, and resultant reduction of staff and students on-site and decrease in activities. This is reflected across the sector.

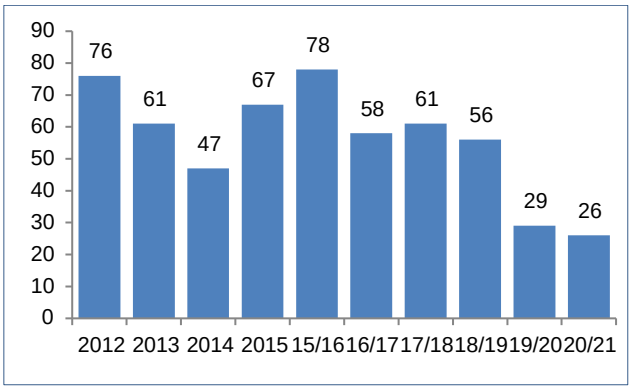
During 2020/21 there were 77 incident reports, which is lower than 2019/20 *(141)*. 29 of those (non-sport), 44 were non-injury incidents (near miss, dangerous situation, unsafe practice) and the remaining 4 were reports of medical incidents (such as fainting, illness and convulsions).

The 29 injuries occurred on-site and/or during university-led activities to Students, Staff, Contractors and Visitors.



INJURY-ACCIDENTS TO STAFF AND STUDENTS

The accident and incident rates continued to be reduced in 20/21, certainly reflecting the ongoing impact of the Covid pandemic and reduced on-site activity.



The number of Staff and Student accidents reported in 2020/21 that involved injury and occurred because of their University work or studies or on University property was 26 (*29 in 19/20*). Of these, 19 *(23 in 20/21)* accidents related to Staff and 7 *(6 in 19/20)* to Students.

In addition to the Staff/Student injury-accident reports, a further 3 (11 in 20/21) Injury-Accident Reports were received for injuries to visitors and contractors. All were minor injuries.

MAJOR INJURIES

There were no major injuries (as defined) during the year.

INJURY ACCIDENTS RATE (per 1000 at Risk)

Staff

The Staff injury-accident ratio for 2020/21 was 9.6 accidents per 1,000 employees[7], a decrease from the

[7] Based on 1,979 members of Staff during the year (headcount)

11.5/1000 reported in2019/20. The National Rate 20/21 was10/1000.

Sector and Bangor University Injury Accidents averaged per 1000STAFF (2011 2020/21)

13 14 15 15/16

COVD - Suspected or confirmed cases of Covid 19	12.9%	7.0%	5.3%
OTHR - Other known causes not covered by the UCEA categories	2.1%	5.0%	4.8

are approximately 9,000 smoke/heat detectors installed across the estate.

COLLEGES & PROFESSIONAL SERVICES

Due to the restructuring of Schools and Professional Services in 2021, we are unable to provide a breakdown of sickness absence.

HEALTH SURVEILLANCE

Health Surveillance was undertaken for around 96 members of Staff to confirm their work is not causing harm to health during 2020/21.

Surveillance, of various types, is provided to Staff who are regularly exposed to vibrating equipment and high intensity noise levels, and to several research scientists, technical and grounds staff, shift workers, contracted drivers and animal handlers.

No adverse work-related health-impact results were identified during 2020/21.

Health Surveillance is primarily provided to confirm certain workplace risks are not adversely impacting their health. During 2020/21 all health surveillance was by Welsh Government and HSE Covid-19 Guidance and was primarily conducted via questionnaires, with a few prioritised face to face appointments held.

8. FIRE ALARM ACTIVATIONS

PERFORMANCE INDICATION	

The University has hundred buildings, with most protected by automatic fire detection and alarm systems. There