



CARDIFF UNIVERSITY OCCUPATIONAL SAFETY, HEALTH, ENVIRONMENT AND WELLBEING (SHEW) POLICY STATEMENT

We want to be a world-leading, research-excellent, educationally outstanding university. Driven by creativity and curiosity, we aim to fulfil our civic, cultural, and economic obligations to Cardiff, Wales and the world - ambitions underpinned by our embedding of the UN Sustainability Development Goals in all that we do and our commitment to be carbon net zero. To support our aspirations, we have developed and committed ourselves to implementing systems to fulfil our safety, health, environmental and wellbeing (SHEW) obligations.

As the employing body the Council bears ultimate responsibility for the health and safety of persons at the University, the health and safety of those affected by the activities of the University, the protection of the environment in relation to University actions and support for the wider wellbeing of staff and students.

In practice, the Council has delegated the authority for ensuring compliance with its obligations to the Vice-Chancellor. The Vice-Chancellor has delegated this authority to the Pro Vice-Chancellors of the Colleges and to the University Secretary and Chief Operating Officer who have further delegated the authority for ensuring compliance with the University's SHEW obligations to Registrars, Heads of Schools and Heads of Professional Services. This is consistent with the delegation of other responsibilities within the University.

To ensure appropriate management of its safety, health, environmental and wellbeing obligations, Cardiff University has established mechanisms for planning, implementing, checking and reviewing safety, health, environment and wellbeing management and performance; these are detailed in its SHEW Management System. This system supports the University's commitment to:

- (i) Providing a safe and healthy working environment in order to prevent work-related injury and/or ill health by eliminating hazards and reducing risks
- (ii) Continually reviewing and enhancing our wellbeing initiatives and support to colleagues, equipping them with the understanding, skills and psychologically safe working environment in order to provide the best possible workplace experiences for all
- (iii) Protecting the Environment, including preventing pollution in the workplace, reducing our carbon emissions, and increasing biodiversity across our estate
- (iv) Continually improving safety, health, environmental and wellbeing performance through the setting and reviewing of SHEW objectives
- (v) Meeting compliance obligations in Safety, Health, Environmental and Wellbeing requirements to which the University subscribes
- (vi) Providing the necessary resources required to deliver this Policy

(vii) Consulting with and encouraging the participation of staff and student representatives.

Cardiff University will ensure that the commitments in its Safety, Health, Environmental and Wellbeing Policy are driven by its senior managers, are communicated to all members of staff and are publicly available. In addition, Cardiff University will ensure that staff and students are aware of their personal safety, health and environmental responsibilities and the importance of their own wellbeing, including their duty to each other and that they receive the appropriate level of instruction and training to undertake their work in as safe, healthy and environmentally considerate a way as practicable.

Chair of Council:



Date: 18 March 2026

Vice-Chancellor:



Date: 18 March 2026