

ensure that everyone within the college have the tuition and direction needed to avoid and sort out any risks, then it is agreed throughout the establishment that no such dangers should be presented again.

Because of the environmental (no threat to the surroundings or people inside the workplace), economic (funds to run the business) and social (relationships with all students and staff) issues valued throughout the college, the administration have made health and safety an important matter connected to 'corporate responsibility'. There have been very few problems concerning the constant impact of the industry and all of its workers, so 'corporate social responsibility' must be doing fine so long as everyone as well as key personnel can ensure this continues.

Although there are only a few of them who are specifically trained to handle just health and safety matters, all staff have been given the experience necessary to support each other and students as they are their responsibility regarding HSE. These are 'competent people', and despite those problems that are out of staff hands, they are the one's who report these type of issues and have done so when needed. A primary part of these duties is letting students know of their lawful errands since they apply to everyone, along with reporting to higher management any risks identified, even though I haven't recognised this being performed. There's a department that works specifically on the HSE of the workplace, with the health and safety officer as management on such matters, inspecting everyday on what should be changed and updated.

Whilst everyone has their obligations for the safety of the organisation the manager director reports HSE procedures to the authorities when needed to be notified, appoints the director responsible for safety, ensures sufficient training is provided for all employees, uses the competent persons of the workplace to check that all staff are following the legislations and regulations of health and safety and that they are always met, checks that funds and facilities follow the requirements of company policy, and certifies that every director and manager comprehend and fill out their requirements to HSE. A factor that I find the managing director could improve is setting an example of health and safety, because there is not much identification of this, which can be improved by setting up more equipment of safety that can be easily seen, if there were annual meetings which inform us of our H&S responsibilities, and if training of staff on such matters could be shown with students. Another factor which the managing director could improve is ensuring that effective company policy for H&S informs everyone of their individual responsibilities, which is not shown very much throughout the workplace. This can be enhanced by placing posters which describe health and safety policy, assessment books for all students and continuous demonstrated risk assessments for everyone each week/month.

There is also the director of health and safety, who is appointed by the managing director to perform a number of tasks. Such as bringing H&S matters to the board of directors at regular periods, that a satisfactory training programme on HSE is provided and that the safety culture is encouraged for all employees, that distributing and communicating health, safety and welfare data acquired for the H.S.E, Safety organisations and Trade associations are by passable means, making certain that any new duties and allegations are brought on HSE are brought to the Board of Directors, and interact with the Safety Manager about the full extent of their roles and responsibilities. Factors which the director could improve include ensuring