

Learner Health and Safety Policy

Sparsholt Campus

Our Mission

Raising Aspirations, Unlocking Potential, Advancing Futures

Our Values

Excellence, Passion, Team Work, Integrity, Innovation,
Sustainability, Valuing Others and Supportiveness

Sparsholt College Group

The Sparsholt College Group (the College Group) includes Sparsholt College, Andover College, University Centre Sparsholt, Sparsholt College Services, Westley Enterprises and Andover Town Football Club. College Group policies apply to each part of the group unless specified otherwise.

The Health and Safety Policy and Procedure for Learners (Sparsholt Campus) was reviewed and approved by the Board of Governors in July 2026 and supersedes all previous versions.

Originator: Health & Safety Officer

Located: College Group Websites
College Group Intranet

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Learner Health & Safety Policy – Sparsholt Campus

Foreword

Agriculture has the worst rate of worker fatal injury (per 100,000) of the main industrial sectors. It is 21 times as high as the average rate across all industries. Just over one in a hundred workers (employees and the self-employed) work in agriculture, but it accounts for about one in five fatal injuries to workers. In farming, forestry, horticulture, and other associated land-based industries there were 23 fatalities in 2023/24 which shows a small improvement on the 5 years average of 24. Struck by a moving vehicle remains the most common cause of death with struck by an object, contact with machinery, fall from height, and injured by an animal the cause of most other deaths. Over the 5-year period to 2019/24 an average of 5 members of the public have been killed each year, some of which were children. Workers aged 45 and over account for 80% of all worker deaths in the sector over the last 5 years. In British industry, the figure for 2023/24 is 138 workers killed in work-related accidents. This is a reminder to us all why health and safety is so important in our workplaces.

We are acutely aware of the significant hazards presented by many of our practical activities including tractor driving, horse riding, shooting on our rifle range, farming, arboriculture, and work in our laboratories. All of the classic features which could result in an industrial accident are present within our workplaces. Health and Safety is an integral element of the curriculum and in all our activities.

This document has been prepared to provide you with information relating to general safety issues within the College, however, you will receive further specific safety details relating to your course and to your chosen sector in industry as the year progresses.

With your help, I am sure we can raise the general standards of safety within your chosen area of industry and with the safety knowledge gained through your studies at this College, strive to reduce the incidence where injuries may result.

Julie Milburn
Principal and Health and Safety Director

Learner Health and Safety Policy – Sparsholt Campus

CONTENTS

Section	Page
1. Origins of the Duties	5
2. The Approach of the College	5
3. Organisation within the College to meet its Health and Safety Objectives	5
4. Scope of the Duties	6
5. Responsibilities	6
6. Health & Safety on Work Placements – Information for Students	6
7. Rules and Procedures	8
8. Fire Emergency Procedure	9
9. Lockdown Emergency Procedure	11
10. First Aid	11
11. Accidents and Near Miss Reporting	12
12. Medical Ailments or Conditions	12
13. Smoking and Vaping	15
14. Alcohol	16
15. Drugs, New Psychoactive Substances and Solvents	17
16. Personal Protection	17
17. Handling Materials	18
18. Hand Tools	18
19. Electrical Hazards	18
20. Visual Display Units	19
21. Tidiness	20
22. Machinery	20
23. Vehicles, e-bikes and e-scooters	21
24. Guns and Explosives	22
25. Offensive Weapons	22
26. Staff Supervision – Restricted Tasks	22
27. Building Construction and Repairs	22
28. College Wellbeing Committee and College Health and Safety Working Group	22
29. Learner Voice/Student Council	22
30. Learner Use of Mobile Telephones	23

Appendix A – Fire Assembly Points	25
Appendix B – First Aid Box Locations	27
Appendix C – Smoking and/or Vaping Shelters	28

Learner Health and Safety Policy – Sparsholt Campus

1. Origins of the Duties

By virtue of a number of Acts of Parliament, the College has duties to learners to make 'reasonably practicable provisions for securing their safety, health and welfare' whilst on College premises and off-site on College organised activities. Further duties are owed in common law. However, such duties do not rest with the College alone. ***It is clear at every stage that safety is a matter for close co-operation with learners playing an active part.***

2. The Approach of the College

The College takes its obligations seriously and, through the various Faculties/departments, will endeavour to ensure that buildings, work areas and equipment are all of a safe standard. Procedures are in place to regularly confirm that these standards are being maintained.

Facilities are only as safe as those who use them, and it is important that both staff and students adopt safe working procedures. To this end training in emergency procedures, to deal with fire and accidental injury, is given to a large number of staff on site. Indeed, many student groups will also benefit from such training during their course programme.

Training does not only apply to emergency procedures. It is more important to complete all tasks that we do in a safe manner and hopefully the emergency procedures need never be tested for real.

Safety is not just about reducing the number of accidents; it is also concerned with minimising the likelihood of learners suffering long term illnesses or disabilities such as lung or hearing difficulties. Later sections will provide some advice on how you can help yourself to stay fit and healthy.

The College has a duty to ensure the safety of all learners. (In this policy, 'learners' encompasses all learners and students enrolled or attending the College.)

The College will ensure as far as reasonably practicable that learners with physical, sensory, health related impairments (e.g. epilepsy, asthma, diabetes), or emotional/behavioural disability, study in a healthy and safe College environment. Support needs will be assessed at interview and as necessary risk assessment will be undertaken by trained support staff and advice sought as required from the College Health and Safety Manager.

3. Organisation within the College to meet its Health and Safety Objectives

3.1 Ultimately the responsibility for all College organisation and activity rests, by definition, with the Corporation and is carried out on their behalf by the Principal and in her absence, by the Deputy Principal. However, all staff and learners have a responsibility towards safety with specific lines of delegation.

3.2 The College Strategic Leadership Team are responsible for the co-ordination of

safety in each department's operations. The Health and Safety Manager acts in an advisory and monitoring capacity on safety matters, monitors general safety programmes as agreed by the College and reports to the Principal and Wellbeing Committee.

4. Scope of the Duties

The Board of Governors has a duty in respect of the premises, plant and machinery, tools and materials used, working methods and rules applying to them and the general supervision of learners. The Board has appointed the Principal as Health and Safety Director.

Learners' duties relate principally to the acceptance of a personal responsibility for safety, adoption of standards of behaviour and dress appropriate to the work situation, observation of safety rules and the proper treatment of anything for safety in general.

5. Responsibilities

College

Duties are owed to learners by the Board of Governors, however responsibility for all safety, its organisation and activity within the College rests with the Principal as Health and Safety Director. The responsibility for organisation and arrangements is delegated to the Health and Safety Manager, but any member of College Group staff would be correct in advising a learner of any hazard or any dangerous act at any time.

Learners

Equally, as learners, you have a responsibility for your own health and safety and for the health and safety of those around you. Please report any matters where safety is not up to standard to your lecturer or to the College Health and Safety Manager. Follow safety procedure and do not interfere with items provided for safety.

6. Health & Safety while on Work Experience and Industry Placements – Information for Learners

As part of your studies with us at Sparsholt & Andover College you are likely to be involved with two types of industry experience related to your main learning aim. "Work experience" which is 2-4 weeks of block working with an employer or organisation that directly contributes to one of your units of learning. This takes place between the end of Spring Term and early Summer Term. "Industry Placements" is a weekly timetabled requirement for students on specific Level 3 vocational courses completing 350 hours working with an employer or organisation to gain industry-specific skills across the whole of the academic year.

Health & Safety Checks

For both types of industry experience, the College will undertake due diligence checks with your proposed employer or organisation to ensure it is safe and a high-quality setting:

- Employers and Public liability insurance cover
- Appropriate Vehicle insurance cover
- Premises and machinery which are in safe working order
- Safe work procedures for you to follow
- Sufficient information, instruction, training, and supervision necessary for you to perform your work safely
- An induction programme for you regarding health and safety arrangements and highlight your responsibilities
- A nominated supervisor (s) for you whilst on placement
- A written health and safety policy and risk assessments which they will bring to your attention.
- A nominated health and safety person
- Co-operation from all employees regarding health and safety practices
- Emergency evacuation procedures i.e., fire
- First aid facilities and reporting procedures for certain injuries to the appropriate authorities
- Adequate welfare facilities to include toilet, washing, changing, rest area and provision of drinking water
- Work equipment, which is suitable, safe, properly maintained and used
- Measures in place to prevent or control exposure to substances
- Appropriate precautions for flammable, toxic or explosive substances, electrical equipment, noise, and radiation
- Safe manual handling procedures
- PPE (personal protective clothing) or equipment for you to use if necessary
- Appropriate safety signs in the workplace

Your Performance while on Placement

Your supervisor will be asked to assess your performance. He or she will look to see how well you do in these areas:

- Punctuality
- Attitude to work
- Working with others
- Safety Awareness
- Working alone (independently) Ability with animals Employability in the industry

Personal Health & Safety Care

When you are on your work experience or industry placement, you must ensure that you:

- Take reasonable care for your own Health and Safety and of others, who may be affected by your activities
- Disclose certain personal information to your employer/ organisation, i.e., a current health/medical condition and/or prescribed medication, which could affect your ability to undertake certain work, driving licences, training certificates etc.
- Work with your employer/ organisation on Health & Safety matters
- Report to your supervisor any situation, which you think is unsafe

- Use equipment safely and correctly
- Be mindful of how you use technology while on placement by protecting your passwords, following workplace IT rules, keeping information confidential, and thinking carefully before sharing anything online or on social media
- At college, internet use is protected by firewalls and restrictions, but placements may not have the same safeguards. Students should use technology responsibly, avoiding unsafe websites
- Wear any personal protective equipment given to you
- Do not interfere with, or misuse any equipment provided for your Health, Safety and Welfare
- Talk to your supervisor at your employer/ organisation if you are worried about any aspects of Health & Safety
- If you are still worried then you must raise this with your College Lecturer, Progress Coach, or Industry Placement Liaison Officer – they will then get the necessary advice for you.

Documentation to be Completed

For Work Experience:

To ensure that all pre-placement tasks are completed and that students have every chance to access a placement of their choice, the WP1 Placement request form must be completed and submitted to the Course/Subject Coordinator within the following deadlines:

Work Experience Placement Undertaken	WP1 Deadline Submitted
• Prior to October Reading Break	• End of Summer Term (previous year)
• October Reading Break	• Week 2 of Autumn Term
• Spring Term	• October Reading Break
• Summer Term	• February Reading Break

If your work experience is not local, you may need accommodation. You will not be able to attend your work experience until it has been risk assessed and authorised by the College. No work placement overseas will be authorised by the College if you are under 18. (For over 18's – please see your Course/Subject Coordinator for guidance). If you are under 18 and require lodgings, whether residential or bed and breakfast accommodation, a parental/legal guardian's signature on the WP1 form must be given before any administration of the placement can take place.

For an Industry Placement:

Industry Placement staff will complete the same detailed checks as per the work experience requirements. We will sign an agreement with your employer/ organisation that will include key tasks and commitment to providing you with a high-quality experience while with them. We will require you to sign an agreement with similar content within it. Where you are under 18 years of age at the start of your placement,

we will require a signed authorisation from your parent or guardian, in order for the placement to start.

7. Rules and Procedures

Learners will receive details of rules and be advised of safety procedures by a number of means listed below:

- 7.1 Through the initial group tutorial process, during Flying Start, students are guided through a Health and Safety induction including fire, first aid and staying safe on campus.
- 7.2 General and specialist advice, issued by a Learning Area.
- 7.3 Notices displayed giving advice relating to machines or operations.
- 7.4 Laboratory and workshop experiments and exercises which have accompanying instructions or worksheets with reference to hazards and safety practice.
- 7.5 Laboratory induction (if applicable)
- 7.6 Additional advice given where necessary, such as local codes of practice e.g. when using flammable liquids or toxic chemicals.
- 7.7 Statutory requirements in equivalent industrial situations

Please ask for advice or clarification if you are unsure of any safety rules or procedures relating to your area of training or generally across the college campus.

Codes of Practice are available for specific areas of location within the College. Check with your lecturer.

8. Fire Emergency Procedures

Firefighting equipment is for use in emergencies only. Do not tamper with it - your life and the life of others depend on it and to do so constitutes an offence. Locate firefighting equipment and emergency exits, which must be free of any type of obstruction. Don't wait until there's a fire to learn where these things are. Familiarise yourself with the College fire procedures.

The College will hold fire drills every term, so please ensure you know the procedure. Take all practices seriously.

8.1 Fire action

Any person discovering a fire should

- 1. Sound the alarm by breaking the glass in the nearest red call-point.
- 2. Close all windows and doors.
- 3. Switch off gas and electrical apparatus.
- 4. In office hours contact the College switchboard (dial 3333) and ask for the Fire Brigade. At all other times dial 999 on internal telephones and ask for the

Fire Brigade or use your mobile 999 and for the Fire Brigade.

On hearing the fire alarm you should

1. Close all windows and doors.
2. Exit the building via the nearest fire emergency route and fire exit door (marked by the green and white signs).
3. Lifts are strictly not to be used in the event of fire as a means of evacuation.
4. Students with disability will be assisted to the assembly point by able-bodied staff in their charge.
5. Specifically trained staff will utilise the evacuation chairs to ensure mobility impaired students are evacuated safely down stairs.
6. Report to assembly point.

Classes should assemble as a group and register as present with their lecturer. Study groups assemble as a group in areas designated but separate from the classes. If you think someone is missing or known to be still in the building report to the duty officer or person in charge.

- Do not attempt to fight a major fire. Do not take risks.
- Do not return to the building for any reason (until authorised to do so).
- Do not smoke at the assembly point.

8.1.1 Personal Emergency Evacuation/Lockdown Plan (PEELP) – Learner with Disability/Impairment

A personal emergency evacuation lockdown plan (PEELP) should be filled in by all learners who have a disability, impairment, temporary or permanent that may make it difficult for them to evacuate the building in case of emergency, e.g. mobility, sight or hearing. This includes both permanent and temporary disabilities.

Please request a **PEELP** from your Course/Subject Coordinator and copy to the Health and Safety Manager.

8.2 Assembly Point

See Appendix A for a list of assembly points.



- 8.3 Fire alarms are tested within the halls of residence/teaching/main buildings weekly and will sound for 1 or 2 seconds. If they sound for longer than this period assume that it is a real fire and respond accordingly.
- 8.4 Practice evacuation procedures are carried out once per term for each of the major areas within the College. Accept the exercise seriously, it could save your life or others when seconds count.
- 8.5 Note that smoking is not allowed within any building, teaching areas, where food preparation or distribution is carried out, near stores of fuel, chemicals, hay and straw, nor in any areas containing combustible materials such as gas cylinders.
- 8.6 **Water filled extinguishers SHOULD NOT be used on electrical, oil or fat fires. CO2, dry powder or P50 Foam extinguishers can be used on electrical fires.**

Use a fire blanket on cooking oil and fat fires. Only use a fire extinguisher if trained to do so, and do not endanger your own life. See Table

Table Fire Classification and Extinguishers

<i>Classification of Risk/Extinguisher Color, media</i>	WATER (Red)	FOAM (Cream or Red with Cream band)	CO2 (Black or red with black band)	DRY POWDER (Blue or red with blue band)	WET CHEMICAL (Red or silver with yellow band)	P50 FOAM (Red, text P50 Foam')
A <i>Paper, Wood and Textiles</i>	YES	YES		YES	YES	YES
B <i>Flammable Liquids</i>		YES	YES	YES		YES
C <i>Flammable Gases</i>				YES		YES
E <i>Electrical</i>			YES	YES		YES
F <i>Oil and Fats</i>					YES	

In addition, there are fire blankets that can be used on enclosed oil and fat fires.

Do not attempt to use extinguishers without training

Learners who discharge fire extinguishers for unauthorised purposes and who misuse fire alarm systems will be subject to disciplinary action by the College and, under Section 8 of the Health and Safety at Work Act 1974, are liable to prosecution. Any student found misusing fire extinguishers will be liable for the re-charge fee and or prosecution.

9 Lockdown Emergency Procedures

Public concern throughout the world with regard to personal safety in the event of a serious incident, for example enacted by a knife-wielding or gun-wielding assailant(s) in a school, college, airport, bus/train station, hospital or other public space, has led to an expectation that there should be 'lockdown procedures' in place in these areas. Consequently, the College has devised lockdown procedures which are intended to alert everyone about a possible dangerous incident and to minimise exposure to harm.

You will receive a briefing from your Progress Coach or Course/Subject Coordinator on the action to take for lockdown. The alarm signal for lockdown will be the sounding of a siren. Follow the key principle of run and hide, if in corridors or public areas. If in a classroom, follow the instructions of your teacher, which will normally require, the drawing of door and window blinds, barricading and/or locking the classroom door and taking up a position on the floor under tables. Be silent.

The all clear will be two short bursts of the lockdown alarm with pauses in between sounding. In the event of an actual incident, it will be the emergency services who co-ordinate any evacuation and give the all clear.

10. First Aid

If you feel ill, report it. Get attention to all cuts, however slight and ensure all wounds are

properly covered before you start any practical work. It is recommended that you are immunised against Tetanus. Report all injuries to your Course/Subject Coordinator or instructor/ lecturer.

Locate the first aid boxes within your area and identify those staff who are qualified in first aid and can render assistance if necessary. **See Appendix B for locations of First Aid Boxes.**

Mark on a map/maps (as required) of your main work areas the location of all First Aid boxes. Identify the member of staff most likely to be available to render First Aid assistance.

11. Accidents and Near Miss Reporting

Learners should report accidents to the nearest member of staff. Where an injury/near miss has occurred, a record should be made by the teacher on the Health and Safety reporting database (Smartlog). Near miss incidents shall be reported using the QR codes displayed across campus or via the Microsoft Forms links available on campus and on the SharePoint page. If off-site on practical a College accident form may be completed by your lecturer and forwarded to the Health and Safety Manager. If a student injures themselves as a result of their medical condition, then this is recorded on the reporting database and any subsequent paperwork forwarded to the Health and Safety Manager.

If a student as a result of the accident is taken off site by ambulance, purely as a precaution when no injury is apparent this must be recorded by lecturer or instructor immediately on the reporting database. The Health & Safety Manager must be kept informed of when student leaves and when they return.

12. Medical Ailments or Conditions

If you are subject to medical ailments such as diabetes, epilepsy or respiratory problems, or any medical condition that can occur unexpectedly, it is in your best interest to inform your Course/Subject Coordinator and/or lecturer. With advance warning, staff will be in a position to assist with appropriate action to aid recovery. Any details given will be treated with the strictest confidence and will only be disclosed to those who will be required to provide assistance. Any episode of the condition will be recorded on personal file.

Please note: Health and medical details are requested on registration documents, sent at the time of the offer letter and also asked at interview.

If you take regular medicines, please ensure these are listed on the form. If you have a temporary or permanent condition that might make it difficult for you to evacuate the building in the case of an emergency, ensure that it is listed on the form so that a Personal Emergency Evacuation/Lockdown Plan (PEELP) can be drawn up.

121 **Weils Disease** is caused by a spirochaete which is transmitted through the urine of rats. It may be absorbed into the body through cuts or abrasions or through the mouth. **It is essential that all people working in areas where rats may be present, must protect cuts and abrasions with a waterproof dressing and wash hands thoroughly after this task or before eating.**

Medical advice must be sought at the earliest stage possible, if persistent flu-like symptoms develop, seek medical help rapidly.

122 *Enzootic abortion in sheep* - Pregnant people and their unborn children face a health risk from an infection which causes enzootic abortion by sheep. It is, therefore, advisable that pregnant people avoid close contact with sheep, particularly at lambing time. The disease can be effectively treated by antibiotics and it is therefore advised, that any pregnant person who has been in contact with sheep and who develops feverish symptoms should seek medical advice.

123 *Tetanus* is a serious infectious disease of the nervous system, in which a bacterial toxin causes severe muscle spasm. It is sometimes referred to as lock-jaw. Infection occurs when a bacteria (*Clostridium tetani*), which is commonly found in soils, enters the body through open wounds.

The first symptoms usually are headache and depression, followed by difficulty in swallowing and in opening the jaws.

Although about 60 per cent of identified cases are fatal, immunisation before injury together with regular booster injections is extremely effective. Tetanus rarely occurs in people who have been immunised.

The College encourages all learners to be immunised against tetanus and as the recommended frequency of the booster injection varies, we would recommend that you consult either your family doctor or the College nurse.

124 *Lyme disease* Learners undertaking practical outdoor activities in areas of woodland, moorland and pasture may have a possible risk of contracting Lyme disease.

What is it?

Lyme disease is a bacterial illness caused by a bacterium called a spirochete (*Borrelia afzelii*) and is caused by a bite from a sheep tick (*Ixodes ricinus*), a blood sucking parasite which normally lives on deer. It must be stressed that not all ticks will have the bacterium.

Lyme disease can cause abnormalities in the skin, joints, heart and nervous system.

Signs and Symptoms

If you are unfortunate to be bitten by a tick and subsequently develop the symptoms listed below it is important that you see your G.P. explaining the sort of work you do and possibility of Lyme disease. Prompt action would allow for antibiotic prescription and preventing severe symptoms from developing.

The disease affects different areas of the body in varying degrees as the disease progresses.

Location of bite: expanding reddish un-raised rash. You may not recall a tick bite or may not even get a rash.

Body symptoms: It may be one to four weeks before flu-like symptoms, fatigue, muscle and joint pains and stiffness, swollen glands and headache develop. You may then develop a facial paralysis. Lyme disease may cause inflammation of the heart tissue and heart failure may develop in severe cases.

Therefore if you suspect you may have Lyme disease, you must seek medical attention promptly.

Diagnosis: This usually involves having a blood sample taken and testing the blood for anti- bodies

Treatment

Oral or intravenous antibiotics

Tick Bite Avoidance

- Wear long clothing in forest and long grass areas, where there is a possibility of deer habitation
- Insect repellents can help avoiding tick bites

- 125 Tick-borne encephalitis (TBE) is a viral infection spread by tick bites. Ticks infected with the virus are found in parts of Europe (including the UK) and Asia. In the UK, the risk of getting it is very low. It causes a range of disease, from completely asymptomatic infection, to mild flu-like illness, to severe infection in the central nervous system such as meningitis or encephalitis. Symptoms of this are similar to other causes of meningitis, and can include a high fever with headache, neck stiffness, confusion or reduced consciousness. TBEV-infected ticks have been identified in four locations in the UK since 2019: Thetford Forest, the Hampshire and Dorset border, the New Forest and the North Yorkshire Moors.
- 126 **Meningitis** is the inflammation of the tissues which cover the brain and spinal column. People carry the bacteria which can cause meningococcal meningitis or septicaemia in the back of the nose and throat. It is passed from person-to-person by coughing and sneezing. About four people in every 100,000 are affected annually. 90% of people recover from bacterial meningitis, but the recovery rate from meningococcal septicaemia can vary from 80% to just 50%.
- 127 The signs and symptoms of meningococcal disease are:
- Violent or severe headache
 - Stiff neck
 - Being sick
 - A dislike of bright lights
 - A very high temperature
 - Painful joints
 - Drowsiness and lack of energy
 - Fits

These symptoms may not appear all at the same time. It is very important to recognise the symptoms early. Someone with meningitis will become extremely ill. It can develop

slowly over one or two days, but it can develop very rapidly and they can become seriously ill within a few hours.

Meningococcal septicaemia (blood poisoning) can develop very quickly. A rash appears under the skin. It starts as a tiny cluster of blood spots which, if not treated, will get bigger and look like fresh bruises. It can be anywhere on the body. The spots or bruises will not turn white if they are pressed. **A doctor should be called immediately if you have this rash or arrange to go to A & E or a walk in treatment centre.** It is important to be alert and look after your friends. If you are worried let someone know.

128 **Dermatitis** Contact dermatitis is inflammation of the skin caused by contact with a range of materials. These include detergents, toiletries, chemicals and even natural products like foods and water (if contact is prolonged or frequent). It can affect all parts of the body, but it is most common to see the hands affected. There are three main types of contact dermatitis:

- irritant contact dermatitis:
- allergic contact dermatitis:
- contact urticaria.

Irritant contact dermatitis is caused by things that dry out and damage the skin, e.g. detergents, solvents, oils and prolonged or frequent contact with water. Allergic contact dermatitis occurs when someone becomes sensitised to something that comes into contact with his or her skin. The allergic reaction can show up hours or days after contact. Common causes include chemicals in cement, hair products, epoxy resins and some foods.

Urticaria is a different kind of allergy. It occurs within minutes of the material touching the skin. Things like plants, foods and natural rubber latex gloves can cause it.

The signs and symptoms of the different types of dermatitis are similar. Dry, red and itchy skin is usually the first sign. Swelling, flaking, blistering, cracking and pain can follow. Sometimes the consequences of contact with a material are immediately visible.

Sometimes contact occurs without apparent effect. However, every contact can cause minute amounts of 'invisible' damage to the skin that can build up until more serious signs are seen. So, don't be lulled into a false sense of security.

Following three simple steps can prevent dermatitis:

- Avoid contact with materials that cause dermatitis.
- Protect the skin.
- Check for early signs of dermatitis.

No contact = no dermatitis.

13. Smoking and Vaping

Inhale smoke and you take tar, nicotine and poisonous gases like carbon monoxide into

your body. **(It is not just smokers who inhale, of course - it is those around them too.)**

The more you smoke, the more likely you are to suffer from heart disease, blood clots, cancer, strokes, bronchitis, bad circulation and ulcers. The sad fact is that tobacco is a cause of well over 100,000 early deaths in the UK every year.

Things to note

If you smoke, multiply your weekly cost of cigarettes by 1000, this is how much you are likely to spend over the next twenty years, assuming inflation doesn't rise and your intake remains the same.

Legislation in the form of the Health and Safety at Work Act 1974 and the Workplace (Health, Safety and Welfare) Regulations 1992 impose a duty on employers to ensure the environment to which employees, visitors and learners are subjected, is free from risk of injury to health. From 1st July 2007 a ban on smoking in public areas and workplaces came into force throughout England.

The College recognises the distinction between vaping (e-cigarettes) and smoking, and the evidence on the relative risks for users and bystanders. International peer-reviewed evidence indicates that the risk to the health of bystanders from exposure to e-cigarette vapour is extremely low. Although vaping is not covered by smoke free legislation, smoking prohibitions will apply equally for considerations other than health risk to bystanders. It is never acceptable to require vapers to share the same outdoor space with smokers. Where a designated outdoor smoking area has been provided in a public place or workplace, vapers will be allowed to vape elsewhere.

To uphold the law and to reduce the risk to health from passive smoking, smoking is not permitted in any College building, adjacent to building entrances or walkways. Smoking is also not allowed within any College vehicle. Smoking and Vaping are **only** permitted in the shelters/areas detailed in **Appendix C**.

To be clear, smoking is considered as a serious fire risk and as such, smoking is not allowed in or around any farm or its buildings or Equine Centre areas, as these are likely to contain chemicals, fuel, hay, straw and/or combustible dusts. Smoking is also not permitted in or around any area containing combustible materials such as gas cylinders.

See Appendix C for locations of Smoking and Vaping Shelters.

Students should dispose of cigarette stubs and packaging in appropriate bins.

Learners are also reminded that transference of disease from hands to mouth whilst smoking is also a very great risk.

14. Alcohol

For many people, drinking in moderation can be an enjoyable and sociable experience, but it can go too far.

Alcohol can lead to double vision, loss of balance and unplanned trips or falls, sometimes followed by unconsciousness, while heavy drinking increases the risk of liver disease,

various cancers, heart and circulation disorders as well as ulcers.

To avoid damaging your health, it is a good idea to stick to some sensible limits - people are advised not to drink more than 14 units a week on a regular basis. (One unit is equivalent to half a pint of ordinary strength beer, lager or cider, a small glass of wine or a single pub measure of spirits.)

By far the most common danger of drinking alcohol is injury in accidents. Each year over 600 people are killed in alcohol related road accidents with countless serious injuries.

IN ACCORDANCE WITH THE LICENSING LAWS, NO PERSON UNDER THE AGE OF 18 YEARS IS PERMITTED TO CONSUME OR PURCHASE ALCOHOL ON COLLEGE PREMISES. NOTE THAT IT IS ALSO AN OFFENCE TO PURCHASE ALCOHOL FOR SOMEONE WHO IS UNDER THE AGE OF 18 YEARS.

The College Code of Conduct does not allow for anyone to consume or be under the influence of alcohol between 9.00 am and 5.00 pm. Where there is any indication of residual effects of alcohol, then you will not be allowed to participate in machinery practicals. (This includes tree climbing and using any firearms). Staff also have the authority to exclude students from lectures and practical's if there is evidence of recent drinking of alcohol.

15. Drugs, New Psychoactive Substances and Solvents

Any illegal drugs, NPS or drugs taken without medical prescription are dangerous. Some drugs reduce the control you have over your muscles, lessen your reaction time and lower your concentration. If you work with machinery or drive vehicles, you are likely to be a positive danger to yourself as well as to other people.

If you are feeling depressed, anxious or aggressive, drugs will not solve the problem. In fact, they will probably make it even worse.

With drugs available on the black market, nothing is what it seems. For example, they may have been mixed with sugar, laxatives or even cheaper and more lethal drugs.

Some people think they can control their habit of drug taking. This is rarely the case.

Dabbling with illegal drugs, NPS or solvents may not necessarily mean that you are sent to prison, but you could end up with a criminal record, which certainly will not help when it comes to looking for a job.

The possession, selling or abuse of illegal drugs, including NPS and solvents on College premises is strictly forbidden and is regarded as an extremely serious disciplinary issue.

The possession, selling or abuse of illegal drugs (including the use of solvents) on College premises is strictly forbidden and is regarded as an extremely serious disciplinary issue.

The College's Substance Use and Misuse Policy for Learners outlines its approach to products containing CBD and THC and the risk these products may contain to the health and safety of its community. Any request to use these products will be dealt with on a case-by-case basis by the Wellbeing Team with accompanying medical evidence.

16. Personal Protection

- 16.1 **Specific PPE required for certain tasks (eg chainsaw use) must be used and will be identified by your trainers. To not do so is a breach of college rules and may be a breach of Health and Safety law.**
- 16.2 Long hair and loose clothing such as ties, open coats, cuffs, belts, scarves, lanyards and jerseys can contribute to accidents with machinery. Please give your student identification lanyard to your teacher before undertaking practical machinery sessions where there is a risk of entanglement. Wear suitable boots or shoes (safety footwear). Learners with long hair will not be allowed to participate in practical's involving machinery unless a suitable cap is worn.
- 16.3 Learners will be required to wear specified clothing for certain areas of work, eg, laboratory coats, engineering - safety footwear, overalls. This will be stipulated within each area of learning
- 16.4 People wearing nylon overalls or Wellington boots will not be allowed in the welding shop, while those wearing soft shoes will not be allowed to participate in Machinery Practical's or Estate Skills, for example.
- 16.5 The wearing of jewellery for particular activities, where there is a risk of injury, will be detailed in the policies of individual departments, e.g. If you are working with or handling animals REMOVE any nose and earrings. Some animals may be attracted to it and attempt to remove the jewellery from you.

17. Handling Materials

Look for sharp edges, burrs, splinters, nails and hot items, use gloves where provided. Handle chemicals and empty containers with special care. Ask for help when lifting heavy objects and LEARN THE CORRECT WAY OF LIFTING.

18. Hand Tools

A common injury to learners at Sparsholt College is caused through incorrect use of hand tools. Keep them in good order and avoid using equipment with poor fitting handles, damaged knives, files without handles etc. Use only the right tool for the job and use it properly. Carry tools carefully, do not drop them and protect sharp edges.

Ensure you receive adequate training and instruction.

19. Electrical Hazards

- 19.1 Do not interfere with or misuse electrical equipment. Examine portable equipment leads for chaffing or wear and cracked plugs or casings. Report any defect to your teacher/lecturer and do not use the equipment.
- 19.2 No power tool may be used except where the learner has been instructed in their use and a member of staff is to hand.
- 19.3 Electric heaters, cookers, rice steamers or microwave cookers must not be used in

halls accommodation as these are likely to overload the electrical system and are considered fire hazards.

- 194 The wiring of all personal electrical goods such as cd players or radios must conform to British Standards. ***(If in doubt, ask a warden to arrange for your equipment to be tested).***
- 195 Learners are not allowed to bring into College other portable appliances and utilise a socket outlet either in a classroom, corridor or communal area. The only exception to this is in connection with College work or project, where the portable appliance has been electrically tested by a qualified electrician having a certificate and label on the appliance stating that the equipment is electrically safe. The learner must gain from their teacher expressed permission to bring such appliance into College.
- 196 Learners may bring to College personal mobile phones, tablets and laptops and may wish to charge devices at College. This is acceptable, but mobile phones should not be charged in classrooms and should be in silent mode.
- 197 Laptops and tablets can be utilized and charged in classrooms, when permission to do so is given by the teacher and the learner is using the laptop/tablet to facilitate note taking in the lesson or another reason in connection with the lesson.

Things to note: Visually check your electrical equipment for exposed wires or other electrical hazards.

20. Visual Display Units/laptops

Evidence suggests that prolonged use of VDUs may give rise to eyestrain, headaches or similar discomfort. Short regular breaks, 2 to 3 minutes every 20 minutes should alleviate this problem. Bad posture, incorrect height and adjustment of chair, incorrect use of keyboard and mouse, can lead to back and neck pain and possible repetitive strain injury to the wrist and fingers. The HSE suggest that short, frequent breaks are better than less frequent longer breaks, so a 5-10 minute break after 50-60 minutes is better than a 20 minute break every 3 hours. Learn how to set up your workstation correctly.

Laptops and tablets (including Surfaces) are not very 'good posture' friendly – it's not usually possible to use them in a good posture and they can cause you problems.

You need to try to prevent:

- Neck or eye problems from trying to see the screen at an awkward angle
- Wrist and hand problems from bending your wrists to use the keyboard, or from overusing the other input devices (mouse, nipple, rollerball, pad etc.)
- Shoulder or back problems from carrying the laptop, or from reaching too far to use it, or from using it extensively in an unusual posture such as slouching, bending over or lying down
- You will also be aware that laptops are tempting for thieves, and by carrying one on or off campus, you need to take steps to avoid being a victim of theft

Working on a laptop

- Find a posture in which you can keep your wrists straight (neutral, in line with your forearms), your shoulders relaxed and your back supported, and in which you feel comfortable
- Align the laptop centrally with your body – don't twist round to use it
- Take frequent breaks from working on the laptop, and get up and stretch and walk around, at least once an hour and more frequently if possible. Download free software from [Workrave](#) . This software prompts you to take regular breaks from the screen
- Change your posture often, whenever it becomes even slightly uncomfortable; don't stay in one position for more than 15 minutes or so
- Rest your eyes frequently by looking at something far away or by closing them, for a minute or two
- Remember to blink more, to prevent your eyes feeling dry
- Do not support the laptop on your lap (because of the heat), or purchase a laptop cooler pad available from most large computer suppliers
- Make sure the laptop is supported and stable and will not wobble or slide as you work
- Adjust the laptop screen angle (and height if possible) to reduce stretching your neck and to minimise glare on the screen
- If possible, if using the laptop for long periods, attach an external full-size keyboard and an external mouse. Roll up key boards and lap top stands are small and portable and can be obtained from most computer suppliers
- Think before you use the laptop – try to cut down intensive usage because the more you use it, the more likely you are to develop problems

If you start to get symptoms such as aches and pains associated with your use of the laptop, please consult your doctor.

21. Tidiness

Tidiness - is the foundation of accident prevention. Keep your workplace tidy and if you see anything anywhere in an obviously unsafe place, remove or report it. There are places for rubbish and waste. Dumping things 'any old where' may lead to a fire or an accident. Floors should be kept clean with any spills being dealt with immediately e.g. water or oils. Tidy up as you go along and remember that the job is not finished until you have cleared up and have put things away.

22. Machinery

22.1 You must first receive training, instruction and be authorised to use the piece of machinery. First learn how to stop a machine before operating it. Always ask for supervision at first. Do not change a given operational procedure without permission. Switch off a machine before adjusting it and **never** clean moving machinery. Check over a machine and set up before starting and do not use a machine that is not properly guarded.

Do not distract anyone operating a machine.

- 222 You must be aware of the risk assessment for the use of the machinery. Specific site risk assessments will be carried out for the use and operation of machinery where required and these must be adhered to at all times
- 223 Learners must not ride more than one on a tractor. Riding on tractor/trailer drawbars, linkage arms and equipment that has no position provided for standing or sitting, is forbidden.
- 224 Do not direct compressed air at yourself or workmates as this can kill.**
- 225 Report damaged equipment and guards to the person in charge of your group. Not only does this ensure a safer environment, but it also ensures that the equipment is repaired for the next class.

23. Vehicles and transporters on College campus

Drivers of vehicles on College property are subject to all normal road traffic regulations including the wearing of seat belts and crash helmets. A maximum speed limit of 10 mph is imposed on all vehicles on the College roads with a 5mph limit in force in areas of high risk, such as tractor bay and Equine Centre surrounds. Drivers of all vehicles, whether car or motorcycle, must not drive carelessly or inconsiderately. Parking of vehicles is only acceptable in the clearly defined areas. Illegal parking can hinder access by emergency vehicles and restricts the flow of traffic throughout the College thereby increasing the risk of accidents.

Violators of these rules may be subject to disciplinary action which may result in withdrawal of permission to keep a vehicle on the College premises.

To bring a vehicle onto the College campus and utilise car parking facilities, will require the learner to register the vehicle on the drivers register and display the correct sticker.

College vehicles are only insured when engaged on official College business and consequently, any damage caused by learners when used in an unauthorised way, will be paid for by the learner(s).

The College would like to remind you that, should you choose to transport fellow students in your vehicle in support of the College programmed activity, you must have business usage on your own insurance policy. This policy cover will ensure that you are insured whilst on your own or College business.

If you have any queries on this, please contact your usual insurer or broker.

It is against the law to use a hand-held mobile telephone whilst driving. For your safety, the College advises that the use of hands-free kits in vehicles or satellite navigation can seriously hamper you driving safely, and the safety of other road users.

E-Scooters, E-bikes and Powered transporters

“Powered transporters” is a term used to cover a variety of novel and emerging personal transport devices which are powered by a motor, including e-scooters and e-bikes. Given how powered transporters are motorised and designed, they fall within the legal definition of a “motor vehicle”. Therefore, the laws that apply to motor vehicles apply to powered transporters. In line with the College adopting all normal road traffic regulations the use

of e-scooters and e-bikes on campus is currently prohibited. The College does not give permission for powered transporters including e-scooters and e-bikes to be used, stored or charged on campus.

24. Guns and Explosives

No guns, ammunition or explosive materials, including fireworks, may be brought onto the College premises except where special permission is given by the Firearms Officer.

No learner may use a gun on the College farm or rifle range until he/she has undergone instruction and he/she must be under direct supervision of a 'competent' person.

During shooting exercises, warning flags will be displayed adjacent to the clay pigeon shooting range to warn people that fields 'A' North and 'A' South are out of bounds and that no attempt may be made to approach the site.

All BB guns, including replica guns, are forbidden.

25. Offensive Weapons

In undertaking practical vocational learning, as a student you may be in possession of items of equipment that could be regarded as offensive weapons. It is imperative that you follow curriculum area guidelines in relation to the storage of these items and that such equipment is kept concealed in their transportation to and from campus and whilst travelling around campus. Only such items that are both sanctioned by the instructor and used in the undertaking of the vocational programme may be brought onto campus.

26. Restricted Tasks - Learners must not carry out the following operations except under direct staff supervision:

- a) Operate chain, circular or band saws
- b) Working at height. Including climbing and use of climbing wall.
- c) Handle chemicals
- d) Use firearms
- e) Carry out electro fishing
- f) Drive tractors, ATV's or operate farm machinery

27. Building Construction and Repairs

Under no circumstances may students enter cordoned off areas where building construction or repairs are being carried out.

28. College Wellbeing Committee and College Health and Safety Working Group

Both groups represent all areas of the College and meet each term. Learners' views will be communicated in the report of the Vice Principal presenting feedback on health and safety issues raised at the learner voice meetings and learner surveys; to the committee.

The Wellbeing Committee considers College Policy while the Working Group acts as a vehicle to ensure that policy is implemented, health and safety information updates take

place and support/learning areas of the College maintain high health and safety standards through discussion of health and safety audits/ inspections and college wide health and safety issues. The working group meeting minutes are reported to the committee.

29. Learner Voice/Student Council

FE Student Council

Sparsholt course representative meetings, where health and safety issues can be raised, take place every term. If you wish to represent your area of learning on behalf of other learners at Learner Voice, please speak to your Course/Subject Coordinator. If you have any immediate health and safety issues, please speak firstly to your Course/Subject Coordinator. Issues can also be raised at academy meetings.

HE Student Association

University Centre Sparsholt Facilities and Resources meetings, where health and safety issues can be raised, take place every term. Each degree programme and year group have a Student Association representative who attends on behalf of the cohort. HE Student Association representatives are selected by the student group at the start of the academic year. If you have any immediate health and safety issues, please speak firstly to your Course or Subject tutor. Health and Safety issues can also be raised at group tutorial sessions.

30. Learner Use of Mobile Telephones

The College recognises the many positive uses of mobile telephones by learners whilst they are at College, for example:

- Keeping in contact with parents/guardians.
- Safety and security when on field trips.
- Keeping in contact with the College.
- Making calls to your friends.
- Using MS TEAMS
- Gaining information for projects you are working on.

Health, Safety & Welfare and Other Considerations

Mobile telephones can present safety hazards, for example when driving vehicles or using equipment. When the mobile telephone rings it can interrupt your concentration levels and that of others, this may be a contributing factor of an accident. It is also a criminal offence to use a handheld mobile whilst driving, which will incur a 6 point endorsement and a £200 fine. You'll also lose your licence if you passed your driving test in the last 2 years. Other safety hazards associated to mobile telephones are:

- Lack of attention to the task.
- Sitting on the corridor floor using a telephone you present a trip hazard.
- Walking up or down stairways using a mobile telephone you could cause an obstruction or trip and fall.
- Learner punctuality for lectures or practicals may suffer due to an unexpected call.

Abuse of mobile telephones in an examination situation will not be tolerated by the College or the Examination Boards and you being disqualified.

College Mobile Telephone Guidelines

These guidelines have been developed after recognising the positive uses of mobile telephones and taking into account Health, Safety & Welfare and other considerations.

Mobile telephones are to be switched off and not used:

- In College transport where they can disrupt the driver's concentration.
 - During all classroom, practical and time-tabled activities.
 - In and within the vicinity of any College classroom, Library and/or other teaching or learning areas.
- (For further details please see the College's and the Examination Boards' examination regulations and rules)

NOTE:

Learners who have exceptional reasons for keeping a mobile telephone switched on during a timetabled session must first gain permission from the member of staff in charge of them for that period of time.

Any misuse of mobile telephones or non-compliance may render the student subject to the College's Learner/Student Conduct Policy.

Appendix A - Fire Assembly Points Sparsholt Campus



Building	Fire Assembly Point
Paignton, Jersey, Whipsnade Longleat (Lower Croft Road Exit) Veterinary Nursing	Grass area adjacent to Paignton and Lower Croft Hill
Engineering Buildings/Motor Vehicles (E5 – E10), Westley Farm Buildings Premises mess/office and workshops (E11, E11A) Longleat (Farm Road Exit) Marwell Exmoor Chester	Parking Bays Near Fish and Game Store
Chester - (Rear Kennel Exit)	Grass area adjacent to Pig Unit
Agricultural Engineering/Motor Vehicles (New)	Grass area adjacent to Paignton and Lower Croft Hill
CCIC (Foundation)	Library Car Park
Chute Board Room, Bungalow	Saxony Crescent
Equine Centre	Adjacent to Front Arena and Back Arena
Farm, Equine, WBL Offices and Laboratories 2 and 3	Parking Bays Near Fish and Game Store
Fish and Game Store	Parking Bays Near Fish and Game Store
Frank Parkinson	Grass area adjacent to track
Game and Wildlife Centre/TG01/02	Entry Gate to Unit
Garstons Dairy/Adjacent Buildings	Bottom of Dairy Gallery Steps
Halls of Residence	
Chute	Saxony Crescent – Grass Area
Flindt, Rose, Steele and Sturgess	Halls Quadrangle
Crawley, Dean, Littleton and Laundry	Green between halls and MJ's

Brock, Dymock White, Palmer and Porchester	Mitchell Wing Quadrangle
Horticultural Buildings/TH10 – 17 Demonstration Shed TH18 - 21	Track at rear of Horticulture
ICT Centre, Saxony Hall and Jane Austen	Saxony Crescent – Grass Area
Library and Learning Resources Centre	Library Car Park
Main Administration Building and Mitchell Wing, Bytes and Kitchen	Cedar (staff) Car Park
Meadowview	Cedar Car Park
MJ's	Green between MJ's and Halls
National Aquatics Training Centre	NATC Car Park
Pig Unit	Gate By Longleat
Additional Learner Support and Wellbeing Hub	Green between Halls and MJ's
Rifle Range	Parking Bays Near Fish and Game Stores
Sainsbury Building	Green between Halls and MJ's
HE Centre	Hatched area outside laundry
Salmonid Rearing and Trials Centre	Upper SRTC Hard-standing
Schools Centre (Foundation)	Library Car Park
Sports Centre	Rear of Meadowview
Tony Dowling Centre (Foundation)	Library Car Park
TS07 - 09	Green between Halls and MJ's
Westley Court	Westley Court Car Park

Things to note:

Mark on a map/maps of your main work area the location of all fire extinguishers, fire alarm points, fire assembly points and evacuation chair locations (if applicable).

Appendix B – First Aid Boxes Sparsholt Campus

Location of First Aid Boxes

- Main Administration Block – Reception, Finance Office
- Wellbeing Hub
- Westley Court reception
- Sports Centre – First aid room
- Wardens Office MJ's
- Halls of Residence - Wardens office
- National Aquatics Training Centre – Ornamental Hall
- Tony Dowling Centre office
- ICT - IT office
- Horticultural Department - plus extra for 'off-site' activities
- Engineering Workshops - plus extra for 'off-site' activities
- Farm Office
- Maintenance Supervisor's office – plus one in each 'bus
- Premises/Estates Maintenance Workshop
- Premises – Chute Bungalow
- Salmonid Rearing and Trials Building – Processing Room
- Learning Resources Centre
- Garstons Dairy
- Paignton– Technicians Offices
- Marwell, Chester, Exmoor
- Veterinary Nursing Centre – Reception
- Whipsnade – Grooming Room
- Pig Unit Office
- Sainsbury Building – one in each laboratory, preparation room
- Equine Centre – office and arena areas

Appendix C

Smoking and Vaping Shelters – Sparsholt Campus

- In the rear car park near Hampshire Rural Business Centre
- Equine Shelter
- Adjacent to Westley Farm Building and Minibus Parking (Vape Only)