

	BRIGHTON COLLEGE ABU DHABI INTEGRATED MANAGEMENT SYSTEM	Doc No. BCAD-IMS-HSE-POL-01	
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	(ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 41001:2018, ADOSH SF) Health Safety and Environment Policy Statement	Rev. No.	03
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Health Safety and Environment Policy Statement

Document date 14 September 2026 | Next review 14 September 2027

Brighton College Abu Dhabi is committed to providing a safe and healthy environment for learning and work, preventing injury and ill health, promoting physical and mental wellbeing, and protecting the environment. This statement applies to students, employees, contractors, subcontractors, volunteers, visitors and others affected by College activities, on campus and during school-related activities off campus.

The Head Master and Governing Board share ultimate accountability for health and safety. The Manager of School Operations coordinates implementation with the Health and Safety Officer, school leaders and HSE Committee. Managers and supervisors are responsible for safe activities within their areas. Students receive age-appropriate safety guidance and supervision.

Legal compliance. We will comply with applicable UAE and Abu Dhabi legislation, ADEK requirements, the Abu Dhabi Occupational Safety and Health System Framework (ADOSH-SF) Version 4.0 and subsequent amendments, and requirements of ADPHC/DoH, Civil Defence, transport, food safety and other relevant authorities.

Risk management. We will identify hazards, maintain a risk register, assess risks, eliminate hazards where practicable and reduce remaining risks using the hierarchy of controls. Assessments will cover facilities, laboratories, swimming pools, sports, traffic, transport, contractors, events and trips, and be reviewed when circumstances change.

Resources and competence. We will provide adequate funding, staffing, safe equipment and competent health and safety support. Staff and contractors will receive suitable induction, information, training and supervision. Students will receive appropriate safety education.

Consultation and participation. We will consult employees and their representatives through the HSE Committee and other suitable channels. Employees will participate in risk assessments, incident investigations and policy reviews, with consultation involving contractors and other relevant stakeholders.

Safe facilities and operations. We will inspect, test and maintain buildings, plant, equipment and fire protection systems; manage contractor work and hazardous substances; and maintain safe access, security, food hygiene, water quality, indoor air quality and protection from heat exposure.

Emergency readiness and healthcare. We will maintain and test emergency plans, conduct drills, and provide appropriate first aid and licensed school healthcare arrangements. Planning will address medical emergencies, individual healthcare needs and accessible evacuation, in coordination with safeguarding staff.

Reporting and corrective action. We will record and investigate incidents, near misses and occupational ill health, identify causes and complete corrective actions. Required notifications, reports, audits and action plans will be submitted to the relevant authorities within prescribed timeframes.

Wellbeing and environmental protection. We will support the physical and mental wellbeing of students and staff, including after serious emergencies. We will prevent pollution, manage waste responsibly, conserve water and energy, and promote sustainable practices.

Performance and improvement. We will set, monitor and review measurable HSE objectives and targets, check the effectiveness of controls through inspections and audits, and continually improve our management system. Top management will conduct a full management review at least annually.

All employees, contractors and visitors must follow relevant safety instructions and report hazards, incidents and near misses promptly to the Health and Safety Officer or a responsible member of staff. Students should report concerns to a member of staff.

This statement is implemented through the College's full Health and Safety Policy, risk assessments and operating procedures. We will communicate it in accessible languages and formats, display it prominently, and publish the full policy on the school website in Arabic and English. We will review this statement at least annually and sooner after significant incidents or operational or regulatory changes.

Approved by

Mr. Barnaby Durrant

Head Master

Signature

Date 15-09-2026

Reviewed by

Dr. Anas Al Mulla

Manager of School Operations

Signature

Date 14-09-2026

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Reference framework: ADEK School Health and Safety Policy v1.1; ADOSH-SF Management System Elements v4.0