

HEALTH, SAFETY AND WELLBEING



ANNUAL REPORT
2025/2026

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Introduction

I am delighted to present the annual Health, Safety and Wellbeing Report for 2025/26. The reporting period for this report is 1 August 2025 – 31 July 2026.

The following report outlines the key Health and Safety activities, statistics and major events supported during the relevant period at Teesside University. This includes information on the extensive work conducted by the University's Health and Safety and Occupational Health teams to maintain and promote Health, Safety and Wellbeing for our staff and students.

The University continues to operate within a robust health, safety and wellbeing management framework that is supported by effective governance arrangements, comprehensive risk assessment processes, regular internal and external assurance reviews, and high levels of statutory compliance. The introduction of a new central risk assessment database this year has enabled effective central monitoring of the development and review of over 1,500 risk assessments required to support University activities.

Audit activity undertaken during the reporting period confirmed that appropriate controls remain in place and that no significant health and safety risks or compliance concerns were identified. The University remains committed to continuous improvement and to maintaining a positive health, safety and wellbeing culture across all areas.

For the fifth consecutive year, the University has retained the Better Health at Work (Maintaining Excellence) award, following the external accreditation review. This award is endorsed by Public Health England and provides recognition of the University's strategic approach to staff health and wellbeing and the importance of staff engagement in the development of health and wellbeing initiatives.

The University has also successfully delivered its 2025/26 Health and Wellbeing Action Plan which included a focus on improved mental health and wellbeing and raised awareness of neurodiversity. Sessions were delivered to support World Suicide Prevention Day and University Mental Health Day.

The team continue to play a key role in ensuring that high Health and Safety standards are maintained, whilst meeting the needs of our university community and our Corporate Strategy and helping us to build on our positive Health, Safety, and Wellbeing culture.

To support this report, statistical data for the relevant period is provided in the appendices.

Juliet Amos

Executive Director of Human Resources



Key Highlights 2025/2026

Key achievements delivered between 01/08/2025 and 31/07/2026 include:

- > Retention of the Better Health at Work Award (Maintaining Excellence).

- > Successful delivery of the 2025–2026 Health and Wellbeing Action Plan, including a range of targeted initiatives and engagement activities designed to enhance mental health and wellbeing, with a particular focus on promoting neurodiversity awareness as a key priority.

- > The Health and Safety team has been actively involved in supporting the planning and delivery of key Estates developments, including the ongoing expansion of the University's optometry facilities. The University Project Management team and appointed contractors continue to achieve high Health and Safety standards, whilst meeting the needs of our university community and our Corporate Strategy.

- > The Health and Safety team have successfully developed and implemented a health and safety risk assessment database, which provides a platform for the creation, management and sharing of risk assessments across the University. The system was launched in June for use immediately for all new or reviewed risk assessments and there is a period of three months for Schools and Departments to retrospectively input their existing risk assessments.

- > Delivery of Wellbeing activities were linked to the Health and Wellbeing action plan for 2025-2026. Campaigns delivered included participation in national events such as 'Know your Numbers Week' where staff could have their Blood Pressure checked in the Occupational Health Department, World Suicide Prevention Day which included the 'Cycle around the World' event and for the first time a Brew Monday wellbeing event was hosted by the Occupational Health team.

- > A staff pulse survey was conducted in November 2025 seeking colleagues feedback on the safety culture at the University. The very positive results demonstrated a high level of confidence in the University's health and safety provision and understanding of the processes in place to protect staff.

- > Continuous ongoing improvements to the Health and Safety training programme. All face-to-face training and online training modules have been reviewed and refreshed.

- > In May 2026, PWC carried out an external audit of the health and safety function. The objective of the audit review was to provide assurance on the effectiveness of the University's Health and Safety reporting controls, with a particular focus on the governance structure and the reporting framework. An overall report classification of **Low Risk** was submitted and there were two low risk findings identified. Examples of good practice identified included a clear governance structure, comprehensive reporting to leadership teams and effective reporting of accidents and incidents.

- > Policy and documentation developments included updates to the Electricity at Work Policy to reflect the revised Electrical Safety Testing process recently implemented as well as a recently developed Post Incident Support (PITS) Procedure and new guidance on the Control of Artificial Optical Radiation (AOR) at Work Regulations and improved guidance on the Working at Height Regulations.

OCCUPATIONAL HEALTH AND WELLBEING REPORT

Introduction

The aim of the Occupational Health and Wellbeing Annual Report is to provide the University with an overview of Occupational Health activity during the period between 1 August 2025 and 31 July 2026.

This report provides information on the total number of referrals to Occupational Health within the reporting period, including details on referrals recorded by school/department, job role, referral type, the referral reason and medical reason for referral.

Also included in the report is an update on other Occupational Health activity, wellbeing initiatives and events undertaken throughout the reporting period by the wider Occupational Health and Health & Safety team to continue to promote staff health, safety and wellbeing.

Supporting graphs and statistics are provided in Appendix 1.

Occupational Health referrals

During the reporting period, there have been 179 referrals made to Occupational Health compared to 158 referrals in the 2024-2025 reporting period. In addition, requests for Occupational Health advice and support were made from managers, HR or employees directly without a formal Occupational Health referral being submitted. Many of these requests were managed by the Occupational Health Adviser directly, including health-related queries and when required a formal referral was requested.

There were a total of 1842 episodes of sickness absences in the reporting period compared to 2054 in the 2024/25 reporting period.

Occupational Health appointments are available both in person and via Microsoft Teams, providing flexibility and improving access to the service. Virtual appointments support a timely response, particularly for colleagues who are absent from work, while face-to-face consultations remain available and are often preferred by those attending work on campus, particularly where access to a suitable private space may be limited.

As shown in Appendix 1B, the most common reasons for referral to Occupational Health were mental health concerns, stress-related issues, and musculoskeletal conditions. Whilst some employees were referred for multiple health concerns, the data presented reflects the primary reason for referral, as determined during the Occupational Health triage process. This approach provides a consistent basis for analysing referral trends and service demand.

Referrals by area

Referral patterns across Schools and Departments broadly mirror levels of sickness absence, with areas experiencing higher rates of absence also generating a greater number of Occupational Health referrals. This reflects a proactive approach to managing employee health and wellbeing, with managers encouraged to make referrals at an early stage to ensure colleagues can access appropriate advice, support and workplace interventions as soon as possible.

Early engagement with Occupational Health plays an important role in supporting attendance at work and reducing the impact of ill health on individuals and services. Where a period of absence is unavoidable, timely Occupational Health involvement, combined with support from line managers and colleagues, can facilitate effective rehabilitation and help colleagues return to work at the earliest appropriate opportunity.

The correlation between higher absence levels and increased referral activity demonstrates that Schools and Departments are actively utilising Occupational Health services as part of their absence management arrangements, helping to promote employee wellbeing, support recovery and minimise the duration of sickness absence where possible.

Referrals relating to mental health and stress are generally consistent across Schools and Departments and continue to represent a significant proportion of Occupational Health activity. However, a notable reduction in referrals has been observed within Student and Library Services. Feedback from Occupational Health consultations indicates that this improvement is attributed to the effectiveness of early intervention measures and enhanced support provided by managers at a local level.

Managers have increasingly engaged with colleagues at an early stage, providing guidance, signposting available support services, and addressing concerns before they escalate to a level requiring Occupational Health referral. As a result, more employees are accessing advice and support within their areas, reducing the need for formal Occupational Health involvement while ensuring appropriate assistance remains available when required.

This demonstrates the positive impact of a proactive and supportive management approach, whereby early intervention, effective communication and timely access to wellbeing resources can help colleagues manage health concerns, maintain attendance at work and reduce the need for more intensive support measures.



Medical reasons for referral

Analysis of medical reasons for referrals shows an increase in long term/chronic illness. Several of these conditions were identified during the academic year 2024-2025 and were identified following the conclusion of investigations and a medical condition being diagnosed.

Whilst mental health and stress-related conditions continue to represent the most common reasons for Occupational Health referral, there has been a notable reduction in the overall number of referrals associated with these issues. This reduction is considered to reflect the positive impact of proactive wellbeing initiatives and increased awareness of the support services available to colleagues, including the University's Employee Assistance Programme (EAP), which has enabled many employees to access timely support whilst remaining in work.

Feedback received through Occupational Health consultations indicates that managers are increasingly supporting colleagues at School and Department level by signposting appropriate health and wellbeing services and encouraging early intervention. In addition, stress risk assessments are being undertaken more consistently following the review and simplification of the University's Stress Management Policy. The continued use of Reasonable Adjustment Passports has also supported the implementation of tailored workplace adjustments, helping colleagues to effectively manage their health needs while maintaining their contribution to the University's objectives and service delivery.

There has been a slight increase in days lost to musculoskeletal symptoms which may be related to the work required in some areas and an ageing workforce. However, referrals from Campus Services relating to musculoskeletal conditions have decreased significantly during the reporting period.

Feedback obtained through Occupational Health consultations suggests that this reduction is linked to the effective use of Reasonable Adjustment Passports and the implementation of practical workplace measures to support colleagues with musculoskeletal health concerns. Examples include the provision of alternative equipment for cleaning staff to minimise physical strain and reduce the risk of exacerbating existing conditions. Work activities are also being reviewed on a regular basis, with appropriate adjustments introduced to cleaning tasks and work practices where required to further mitigate the risk of injury.

Absence relating to infections and Cold/Flu have decreased this year. This may be related to the availability of Flu vaccinations and individuals continuing to have yearly Covid vaccinations that were advertised as part of the University's cold and flu awareness campaign.

Workplace reasons for referral

The overarching aim of the service is to support colleagues in maintaining their health and wellbeing, enabling them to remain in work wherever possible and facilitating a safe and sustainable return to work when periods of absence occur. Through timely advice and collaborative working with managers, Occupational Health continues to play an important role in promoting employee wellbeing, supporting attendance and reducing the impact of ill health on individuals and University services.

The effective use of hybrid working arrangements continues to play an important role in supporting colleagues returning to work following long-term sickness absence. Flexible working arrangements can enable employees to resume work at an earlier stage of their recovery, reducing the need for an immediate return to a full-time campus-based role, which may be demanding or involve engagement with large groups of colleagues. For some individuals, a phased and gradual reintroduction to the workplace can be an important factor in achieving a successful and sustainable return to work.

Adopting a supportive and flexible approach has helped to build confidence, encourage positive engagement with both the University and Occupational Health, and support employees in managing their health needs while resuming their duties.

Collaboration across Schools and Departments in promoting the support services available to colleagues continues to be effective. Early intervention, timely signposting to appropriate sources of support, and proactive management engagement are key factors in preventing sickness absence, supporting employee wellbeing, and facilitating a safe and sustainable return to work where absence has occurred. This integrated approach helps colleagues feel supported, improves access to assistance at an early stage, and contributes to positive attendance and wellbeing outcomes across the University.

Occupational Health Key Performance Indicators

The Occupational Health team applied the following key performance indicators in 2025/2026.

MANAGEMENT REFERRALS: 158	KEY PERFORMANCE INDICATOR	COMPLIANCE %
Referral Form Processed & Appointment Sent Out	5 Working Days	89.75
First Appointment Offered Within 10 Working Days of Receiving Referral	10 Working Days	63.49
Report to Referred Employee	3 Working Days	64.54
DNA Notification to Referring Manager (If Applicable)	1 Working Day	100

The above performance levels reflect difficulties in maintaining the appropriate turnaround times experienced early in the reporting period. To enhance service performance and improve the employee experience, the Occupational Health referral management process was reviewed during the reporting period. The revised arrangements have enabled appointments to be offered more consistently within the target timeframe of ten working days. Referral demand was closely monitored throughout the year, and where activity levels increased, additional appointment capacity was introduced through the reallocation of resources. This proactive approach has supported the continued delivery of a responsive and effective Occupational Health service, ensuring timely access to specialist advice and support for colleagues.

The Occupational Health team ensure reports are released at the earliest opportunity. The management of referrals has been enhanced to enable HR staff to follow the referral process in real time by use of a shared 'Live' document and is expected to further improve compliance against Key Performance Indicators.



OCCUPATIONAL HEALTH AND WELLBEING INITIATIVES



Wellbeing Initiatives

During the last 12 months the University has delivered wellbeing initiatives that were identified and included in the Health and Wellbeing Action Plan for 2025/26.

The annual action plan was developed to include national campaigns. In addition, topics were chosen following an analysis of the results of the Annual Health and Wellbeing Pulse Survey that is used to gather feedback from staff on the Health and Wellbeing provision across the University. The Action plan was based around 4 pillars of health needs which were identified as: Mental Wellbeing, Embracing Neurodiversity, Physical Wellbeing and Healthy lifestyle.

Several events and initiatives have been promoted throughout the year. Information on wellbeing initiatives is shared with employees in a variety of ways including interactions during Occupational Health assessments, delivery of in person events and the circulation of health promotion materials. Information is provided by digital and printed media making them accessible to a wide range of staff across the University.

A popular event new for 2026 was 'Brew Monday'. Hosted on the 3rd Monday in January, this campaign is championed by the mental health charity Samaritans. It aims to debunk the myth of "Blue Monday" and encourage people to connect over a warm drink, have real conversations, and combat loneliness. An event was hosted by the Wellbeing team with collaboration from several other areas. This was a successful in person event that received positive feedback from attendees.

Health and Wellbeing continues to be a priority for the University with several developments underway. These include:

- > A new Health and Wellbeing Strategy. Implementation of this strategy will help to inform the Occupational Health and Wellbeing activities and the content of the 2026-2027 Health and Wellbeing Action Plan. The results of the next Health and Wellbeing survey will also be reviewed to help identify topics for the 2026-2027 Health and Wellbeing Action Plan.

- > Continuing to focus on providing appropriate health information to staff and managers within the University, ensuring they have the support required to lead a healthy lifestyle.
- > Collaboration with Professor John S. Young in relation to 'Innovation in Staff Wellbeing and Women's Health Research.' This is linked to Hormonal Health and Workplace Support.
- > Further development of a Menopause Action Plan that will be mandatory from April 2027.

Better Health at Work Award

The University has retained the Better Health at Work Award (BHAWA) at the maintaining excellence level for the fifth consecutive year. This achievement is testament to the importance placed by the University on supporting staff wellbeing. The award recognises the University's strategic approach to supporting staff health and wellbeing and the importance of staff engagement with health and wellbeing initiatives. During 2025/26, a comprehensive portfolio of evidence was submitted for assessment, demonstrating the breadth and impact of wellbeing initiatives delivered across the institution.

The University is committed to promoting and maintaining high standards of health and wellbeing support for all colleagues. To ensure wellbeing initiatives remain aligned with employee needs, an annual Staff Wellbeing Survey is undertaken, providing colleagues with the opportunity to share feedback on existing provision and identify areas of priority for future wellbeing activity. The findings from the survey help inform the development and delivery of the University's Health and Wellbeing Action Plan.

The continued achievement of this award provides external recognition of the University's commitment to creating a healthy and supportive working environment and reflects the significant contribution made by colleagues and departments in delivering wellbeing initiatives across the organisation.

September

- > Know Your Numbers
- > World Suicide Prevention Day – including Cycle Around the World.

October

- > Back Care Awareness Week
- > Black History Month (UK)

November

- > Movember/Men's Health Month
- > Boys Need Bins Too and Hidden Disabilities talk arranged by the Disability Focus Group
- > White Ribbon Day

December

- > Step into Christmas
- > Wellbeing Countdown to Christmas
- > UK Disability History Month

January

- > Blue/Brew Monday

February

- > LGBT+ History Month
- > Time to Talk

March

- > International Women's Day
- > International Day for the Elimination of Racial Discrimination
- > University Mental Health Awareness Week

April

- > Autism Acceptance Day/Week
- > Stress Awareness Month
- > Hormonal Health at Work survey
- > Menopause Support Group launch

May

- > International Day Against Homophobia, Biphobia and Transphobia
- > Mental Health Awareness Week
- > Move More in May
- > New Supportive Staff Run Group

June

- > Carers Week
- > Sleep Hygiene

July

- > Healthy Eating Week
- > Intersectional Pride

Employee Assistance Programme (EAP) - Care First

Staff at the University have access to a self-referral Employee Assistance Programme (EAP) service that is available 24/7 all year-round including bank holidays. Care First, the University's EAP provider delivers regular webinars that aim to support staff with a variety of issues. During the academic year 2025-2026 Care First officially rebranded as the Optima Health EAP Service, following its acquisition by the Optima Health Group. The standalone Care First brand no longer exists, but existing client services, telephone lines, and support features continued unchanged under the Optima Health umbrella. The service was uninterrupted during this time. Optima Health provide access to a new App that employees are encouraged to download to their personal devices ensuring Optima Health contact details can be accessed at any time. The service provision continues to be regularly publicised through the University's communication channels. Staff are also directed to the Wellbeing SharePoint site for additional support information.

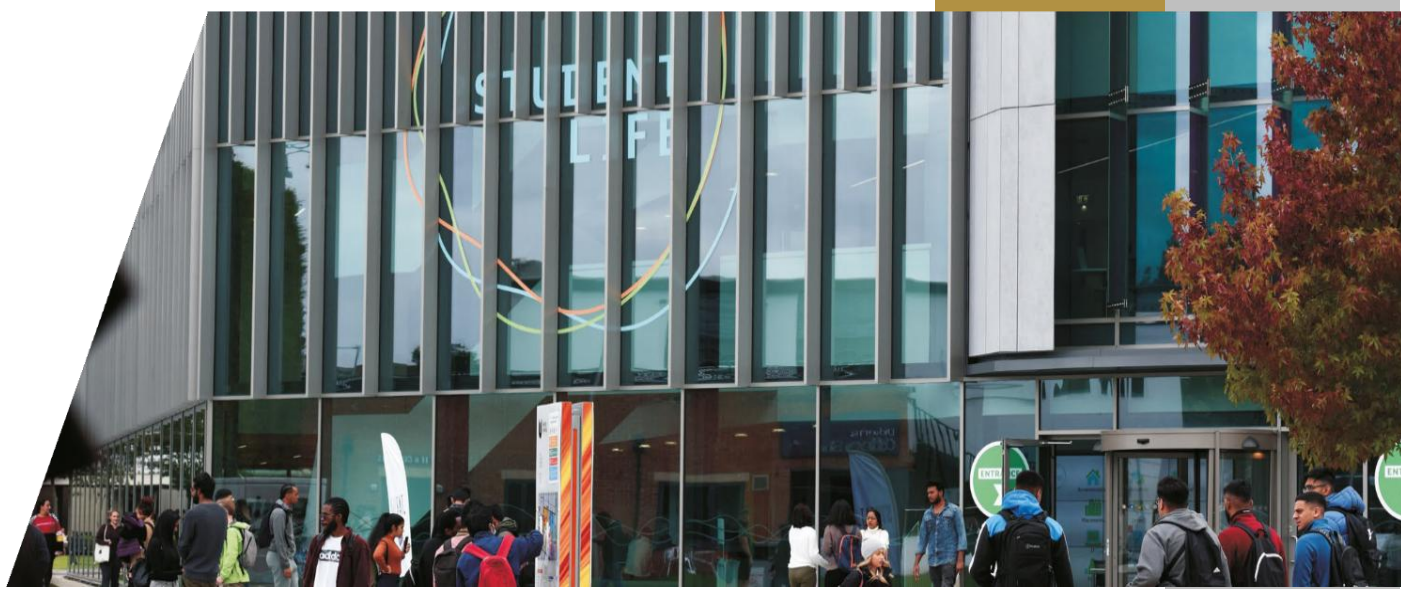
Mental Health Charter Award

The University continued with its commitment to the Mental Health Charter Award. The University Mental Health Charter (UMHC) programme is a community of institutions committed to embedding a whole-university approach to mental health and wellbeing.

The University Mental Health Charter Award is a nationally recognised accreditation in the UK, developed by Student Minds, the UK's student mental health charity. It recognises universities that demonstrate a strong, evidence-based commitment to improving mental health and wellbeing across their entire institution and encourages a whole-university approach to mental health. This means embedding mental health and wellbeing into every aspect of university life from leadership and governance to teaching, support services, and campus culture. Maintaining this award is a statement of the University's commitment to the improvement and development of better practice in mental health across the University community.

Mental Health First Aiders

As part of the University's commitment to the University Mental Health Charter, 30 new Mental Health First Aiders have been trained this year to provide initial support to colleagues. Communities of Practice meetings have also been established for all the University's Mental Health First Aiders. These sessions provide a structured forum for Mental Health First Aiders to come together to reflect on and discuss the support they have provided, share experiences and best practice, identify common themes and challenges, and receive peer support and feedback. The initiative has strengthened the University's mental health support network by promoting continuous learning, increasing confidence amongst Mental Health First Aiders, and helping to ensure a consistent and effective approach to supporting the wellbeing of staff and students across the institution.



HEALTH AND SAFETY DEVELOPMENTS

Centralised Risk Assessment Database

Over 1,500 risk assessments are in place to support activities across the University. The Health and Safety team have developed and implemented a central risk assessment database for creating, storing and managing risk assessments that ensures full audit traceability. After extensive testing the project completed on 30 June and the database will be used by all areas of the University to create, store and share risk assessments. This bespoke system provides improved visibility and oversight of all University risk assessments with real time updates and functions to track actions, monitor completion rates and escalate overdue items automatically.

From 30 June all new and reviewed risk assessments will be entered on the database, with a retrospective exercise for Schools and Departments to ensure that all existing risk assessments are entered onto the database by the end of October.

Smoking and Vaping Campaign

The Health and Safety team created a video animation to support and promote awareness of the updated University Smoking and Vaping Policy. This animation was distributed to Schools and Departments for inclusion within local induction materials, helping ensure consistent communication of the policy across all areas. In addition, improved smoking and vaping signage has been designed and installed at all building entrances to reinforce the policy and promote our smoke free campus. These actions followed direct feedback from staff through the Health and Safety Culture Survey that the rules around smoking and vaping on campus could be clearer and further reinforced.

Evacuation Chairs

Evacuation chairs are specially designed devices that allow people who cannot use stairs, such as those with mobility impairments, injuries, or medical conditions, to be safely moved down stairways during an emergency evacuation. Following a comprehensive review of emergency evacuation arrangements, the University significantly increased its Evac-Chair provision, procuring and deploying over 20 additional units across key teaching and residential accommodation buildings. The Health and Safety team further enhanced emergency preparedness by undertaking 'Train the Trainer' training and delivering practical instruction to Security Officers and Student Wardens, ensuring suitably trained personnel are available to support the safe evacuation of individuals with mobility impairments when required.

Fire Door Inspections

Fire door inspection processes have been enhanced during the reporting period to provide a more robust assessment of fire door condition and performance across the University estate. This programme included the mapping and unique identification of fire doors within each building, improving the consistency of inspections and facilitating more effective asset management. Any defects or remedial actions identified through the inspection regime are reported to Campus Services monthly. The Health and Safety Team monitors and tracks all actions to completion, providing assurance that identified issues are addressed in a timely manner and that fire door standards are maintained across the estate.

Assurance Reporting

To provide Health and Safety assurance to the Directors of the University's subsidiary companies, the Health and Safety Team undertook HASMAP audits of Teesside University London and Teesside University Enterprise and Innovation (TUEI). In addition, separate Health and Safety assurance reviews were completed for Teesside University London, TUEI and Teesside University Online. These reviews confirmed that appropriate Health and Safety arrangements are in place, with no significant risks, compliance concerns, or Health and Safety issues.

Health and Safety Risk Prevention

The University's Health and Safety Risk Register is used to identify, assess and monitor the University's most significant health and safety risks, enabling resources and assurance activities to be targeted towards areas of highest risk and supporting proactive risk management and informed decision-making.

The key health and safety risks currently affecting the University are summarised below:



Risk	Reason	Controls applied
Slips, Trips and Falls	Slips, trips, and falls are consistently among the top causes for accidents and frequently occur on pavements, car parks, corridors, and stairwells across campus.	Hazard identification and controls include regular inspections to identify uneven surfaces, wet floors and obstructions. Seasonal Safety measures such as gritting. Training and awareness campaigns such as 'Watch Your Step'
Fire Safety	University buildings often contain hundreds of people at peak times, many of whom can be unfamiliar with the layout	Fire detection and containment measures alert users and contain outbreaks effectively. Staff and students participate in regular fire evacuation drills and receive induction and fire safety awareness training. Fire risk assessments identify vulnerabilities, and the Fire Safety Policy enforces fire safety arrangements
Working at Height	Working at Height remains a significant risk due to the University's large and complex estate, which requires regular maintenance, inspection, cleaning, and project activities at elevated levels.	Robust controls are essential to protect staff, students, contractors, and visitors and to ensure compliance with legal requirements. These include Work at Height guidance documentation, risk assessments and permit-to-work processes, provision of suitable access equipment, competency and training requirements, contractor management arrangements, inspection and maintenance of equipment, and ongoing monitoring. These controls are designed to eliminate work at height where possible and reduce the risk of falls and falling objects where work cannot be avoided.
Mental Health and Wellbeing	Stress and anxiety are amongst the highest causes of staff absence	Mental health awareness and support is prioritised for staff who face psychological challenges. The University offers confidential advice and counselling through our mental health resources and Employee Assistance Programme. Staff training modules help colleagues identify and respond effectively to mental health concerns. Mental Health First Aiders are available and provide competent support. The University fosters a resilient, inclusive environment to reduce stigma and promote wellbeing for all.
Chemical Exposure	Chemical exposure remains a significant risk due to the University's use, storage, and handling of hazardous substances across laboratories, workshops, cleaning operations, maintenance activities, and specialist research environments.	Exposure to chemicals has the potential to cause acute injury, occupational illness, long-term health effects, environmental harm, and regulatory non-compliance. Control measures include COSHH risk assessments, substitution of hazardous substances where reasonably practicable, safe storage arrangements, engineering controls such as fume cupboards and local exhaust ventilation, provision of appropriate personal protective equipment, staff training and competency requirements, emergency response arrangements, and regular monitoring and auditing of compliance.

Safety Culture Survey

A pulse survey gathering colleagues' views and feedback on the safety culture across the University was circulated in November 2025. The survey results were positive for all categories and included:

- > 91.4% agreed that the University prioritises the health and safety of staff and students.

- > 95.8% confirmed they were aware of the Universities health and safety policies and procedures and where to find them.

- > 92.2% of staff agreed their line manager promotes a safe working Environment.

- > 93.4% stated that health and safety information is communicated effectively.

- > 96% confirmed that their health and safety responsibilities are understood.

- > 92.7% confirmed they know how to report incidents, accidents or near misses.

- > 94.3% agreed they are comfortable with raising health and safety concerns.

Whilst these results are incredibly positive, the health and safety team will continue to work with Schools and Departments to ensure that further communications and training are developed to address any areas that require improvement.

92% of staff agreed that their workspace was maintained to a high standard – However, a small number of staff raised concerns with thermal comfort, staff car parking communications, kitchen/toilet facilities, smoking on Campus and safety during dark/cold periods were raised. The Health and Safety team continue to look for improvements in these areas and have undertaken a review to introduce additional smoking and vaping signage. They also continue to work closely with Campus Services to ensure concerns are addressed.



Campus Developments

Working closely with colleagues in Campus Services as well as external contractors and stakeholders from Schools and Departments, Health and Safety support and advice has been provided for all estate development, refurbishment and remedial works projects including the following:

Teesside University Eye Clinic

A major refurbishment of the University's existing Centre for Enterprise is currently underway to support the expansion of the School of Health and Life Sciences' optometry provision. This significant investment will create a state-of-the-art, dual-purpose facility on the Middlesbrough campus, substantially increasing clinical teaching capacity while enhancing access to high-quality eye care services for the local community.

The new facility has been designed to provide a comprehensive environment for both teaching and clinical practice across three floors:

- > **Ground Floor:** Reception and patient waiting area, including a sensory zone, specialist clinics, pre-screening facilities and a dispensing clinic.

- > **First Floor:** Dedicated clinical teaching hub for first and second-year optometry students.

- > **Second Floor:** A fully operational eye care clinic where third-year students will deliver supervised services to members of the public as part of their professional training.

The Health and Safety team has worked closely with Estates and project stakeholders throughout the development, providing specialist advice and assurance to ensure that health, safety and fire safety considerations have been fully integrated into the design and delivery of the facility. This has included the review of site arrangements, development of the fire strategy, and assessment of clinical and specialist equipment requirements, helping to ensure a safe and compliant environment for students, staff, patients and visitors.

MIMA

MIMA are hosting the Turner Prize 2026 exhibition, representing a landmark moment for both the gallery and the University. As the UK's most prestigious contemporary art award, the Turner Prize is expected to attract significant national and international attention, increasing visitor numbers and showcasing Middlesbrough as a leading destination for arts, culture and creativity. The event provides a valuable opportunity to enhance the University's cultural profile, strengthen community engagement, and contribute to the social and economic impact of the region.

In preparation for hosting the Turner Prize 2026, the University has invested approximately £80k in the refurbishment of visitor toilet facilities at MIMA, enhancing the visitor experience and ensuring the gallery is equipped to accommodate the anticipated increase in footfall. In addition, significant works are underway within the gallery spaces to prepare for the exhibiting artists' installations, including modifications and improvements to ensure the spaces meet the specific requirements of the Turner Prize exhibition and support the successful delivery of this nationally significant event.

Health and Safety input and assurance have been provided throughout the planning and delivery phases of the project, supporting risk management, fire safety, contractor management, event safety planning, and visitor safety arrangements. This has included close collaboration with MIMA, Campus Services, contractors and other external stakeholders to ensure that refurbishment works and exhibition preparations are undertaken safely and that appropriate arrangements are in place to support the anticipated increase in visitors during the Turner Prize exhibition period.

Middlesbrough Tower Laboratories

Refurbishment works were completed across several laboratories within Middlesbrough Tower to support the University's teaching and research activities. This included the development of a specialist laser enclosure designed to facilitate research involving a Class 4 laser, ensuring appropriate engineering controls and safety measures were incorporated into the facility design. Consultation with the University Laser Safety Adviser was provided throughout this project.

Further investment was made to establish Containment Level 2 (CL2) laboratories to support ongoing biological research projects. These specialist facilities are designed for work involving moderate-risk biological agents and require stringent controls relating to access, training, containment, and the handling of biological materials.

The Health and Safety Team provided specialist advice and guidance throughout the projects and undertook a series of inspections to verify that the facilities, equipment, and operational arrangements met the required safety standards. This support helped ensure that the laboratories were commissioned and operated in compliance with relevant legislative requirements and University procedures, providing safe and fit-for-purpose research environments.

Centuria Building – Dental Phantom Head Laboratories

During the reporting period, the Phantom Head laboratory within the Centuria Building received a refurbishment to enhance this teaching environment. The Health and Safety Team provided support throughout the project, advising on fire safety requirements and reviewing arrangements relating to means of escape, fire detection and alarm systems, and other key fire precautions. This collaborative approach helped ensure the refurbished facility was delivered in accordance with relevant statutory requirements and University standards, providing a safe and modern environment for staff and students.

Net Zero Industry Innovation Centre (NZIIC)

Work continues on the development of the Direct Air Carbon Capture (DACC) rig as part of the University's research collaboration with partners Airhive. This technology is designed to capture carbon dioxide directly from the atmosphere, supporting efforts to reduce greenhouse gas concentrations and mitigate the impacts of climate change. Captured carbon can then be permanently stored or repurposed for industrial and commercial applications, contributing to the development of innovative low-carbon technologies and supporting the transition to a more sustainable economy.

The 7-metre-high structure will establish NZIIC as a state-of-the-art centre for Direct Air Carbon Capture that is dedicated to advancing the implementation of atmospheric carbon removal solutions. This activity is aligned with the strategic goals of the TVCA and the region's Net Zero aspirations.

The Health and Safety team continue to provide input and advice to the Project Team.

The Health and Safety team also provided advice and support to Campus Services Project Managers on several significant infrastructure improvement projects, including significant refurbishment works of the Stephenson building, the complete replacement of electrical distribution boards in Woodlands Halls and the delivery of a £100k investment programme to replace the air conditioning system within the Olympia Building.

The Health and Safety team work closely with Campus Services on all projects to ensure Health and Safety risks to staff and students are appropriately mitigated.

University Events

Health and Safety advice and support was provided across the year to colleagues organising events, which included the following:

- | |
|------------------------------------|
| > Prospective Student Campus Tours |
| > Open Days |
| > External Outreach Activities |
| > Star Awards |
| > Tees Valley Business Awards |
| > Summer Send-Off |

- | |
|---------------------------------------|
| > Graduation Ceremonies |
| > UCAS Fair |
| > International Students Welcome Week |
| > Say Yes to RESPECT Campaign |
| > Business Summit |
| > Pride Events |
| > Stemfest Event at NHC |
| > Volunteers Events |



Key Performance Indicators

A strong performance against the Health and Safety Key Performance Indicators for the reporting period is detailed below.

Key Performance Indicator	Target	Result
Number of enforcement actions	0	0
% new staff receiving relevant Health and Safety information	100%	100%
Actions completed following Health and Safety inspections	100%	100%
% Statutory Estates Compliance inspections completed	100%	100%
% of scheduled Health and Safety inspections completed	100%	100%
All risk assessments identified as high risk prior to the implementation of control measures to be reviewed annually	100%	100%

The health and safety team send a feedback form to staff who have engaged with the team for advice or support. Over 99% of the responses have indicated a maximum rating of 10 for a satisfactory interaction and the overall average rating is 9.93 out of 10 for satisfaction.



LEGAL COMPLIANCE

Legal Compliance Reviews

Health and Safety Audit

In May 2026, PWC carried out an external audit of the health and safety function. The objective of the audit review was to provide assurance on the effectiveness of the University's Health and Safety reporting controls, with a particular focus on the governance structure and the reporting framework in place and included an assessment of the following key areas:

- > Governance
- > Reporting Framework
- > Risk Management
- > Incident Reporting and Investigation

An overall report classification of **Low Risk** was submitted and there were two low risk findings identified. These findings are summarised as Lack of Due Dates in Health & Safety Risk Register (Low risk) and Improvement Opportunities to Centralise Risk Assessments (Low risk).

A management response confirming appropriate actions to resolve these risks was submitted and all actions were completed within the prescribed timeframe.

Several areas of good practise were observed and these are summarised as:

- > There is a clear governance structure
- > There is effective governance and group meeting management
- > There is provision of a detailed health and safety roles and responsibilities guide
- > There is comprehensive reporting to leadership teams and effective reporting of accidents and incidents

The audit concluded that the University has a well-designed control framework for Health and Safety reporting, supported by the governance structure. That the structure includes clear reporting against performance metrics and regularly scheduled meetings that are well documented and actioned. Additionally, clearly defined and approved policies and procedural documents are effectively communicated to staff at all levels to support the management of Health and Safety risks.

Fire Safety Inspections

Cleveland Fire Brigade's Fire Safety Enforcement Officers undertook fire safety inspections of Themis, Themis West, BIOS, Stephenson Building and Cornell Quarter during the reporting period. No issues were identified during the inspections.

UUK Accommodation

An advisory UUK Accommodation Audit was undertaken by PWC in October 2025 with a further compulsory audit undertaken between February and March 2026, to meet the UUK requirements to undertake a review of the management of student accommodation through an independent audit every three years. The objective of these audits was to review the controls, systems and processes operating within the University to identify compliance matters in the University's student residences in respect of the UUK Code of Practice for the Management of Student Housing. Across the audits all 'essential/mandatory' elements of the Code were reviewed and considered. In line with sector guidance the UUK reviews focus on different accommodation blocks each audit, to provide robust assurances in this area.

There were elements of this review which required the physical inspection of residential accommodation facilities and the reviews also included submission of an evidence portfolio to audit compliance with the Code. Several areas of good practice were identified and there were no health and safety related issues noted by either audit. Actions were agreed and confirmed as part of the management responses and are now complete. PWC concluded that the University had demonstrated an 'exceptional performance'.

The Health and Safety Management profile (HASMAP) Internal Audits

The Health and Safety Management Profile (HASMAP) internal audit schedule has been maintained and several audits were conducted by the Senior Health and Safety Adviser that included; School of Health and Life Sciences (SHLS) ATMOS building, School of Computing Engineering and Digital Technologies (SCEDT), Computing and Digital function and Engineering function, Student and Library Services (SLS) Library and Wellbeing departments, TUEI, Teesside University International Business School (TUIBS), SHLS Sports and Exercise, Campus Services Catering and Campus Services Cleaning. All recommendations and requirements identified by the HASMAP auditing process are monitored and tracked to completion by the Health and Safety Team.

The 2026 audit schedule runs to the end of the 2026 calendar year. HASMAP audits proposed for the 2027 audit schedule include Student Placements, SHLS Optometry, Business Continuity processes and a re-audit of Campus Services Security. The 2027 audit schedule is currently under development.

Estates Audit

Auditing of Estates Legislative Compliance has taken place with an Estates Legislative Compliance audit of Mechanical Plant completed in November 2025. The audit examined the University's compliance against statutory legislation as well as agreed subject-specific guidance.

Results of the audit found that Campus Services (Estates) were compliant against the indicators, with no significant risks identified and just a small number of advisory recommendations for improvement suggested.

The Health and Safety Estates Legislative Compliance (ELC) audit programme has now concluded and been replaced with the Building Services Research and Information Association (BSRIA) auditing standard for the 2026/27 reporting period.

BSRIA auditing utilises BG 80/2025 a statutory compliance inspection checklist that provides a structured, legally aligned and sector-recognised framework to ensure that all statutory inspections, tests, and checks are carried out in accordance with UK legislation. Its implementation will significantly enhance the University's compliance framework, reduce risk exposure and support audit readiness.

The BSRIA audit cycle, audit criteria, and agreed consultation process has been agreed and implemented. BSRIA audits for March and June 2026 focused on Fire Safety Systems. The audits identified five areas for improvement with two low risks and three advisory items identified. These related to the maintenance of fire safety curtains, frequency of maintenance for refuge alerter equipment and more frequent training for those responsible for fire door inspections.

Campus Services provided a management response acknowledging the findings and providing an action plan for undertaking the work required. All actions are currently on schedule to be completed within the agreed timeframes.

All audit findings are reported to the Health and Safety Board and monitored to completion.

An audit focusing on environmental and energy related legislative compliance is scheduled to be completed during the next reporting period.

Radiation Safety

Compliance against Ionising Radiation Regulations continues to be monitored by the Radiation Safety Committee with the support of our Radiation Protection Adviser and Radiation Protection Supervisors. Reviews of the whole university Local Rules, Radiation Risk Assessment and Radiation Safety Policy were completed by the committee in June 2025 with several improvements agreed and implemented. Radiation Protection Supervisors carried out a Local Rules Audit of their area in 2026 to ensure ongoing compliance with the revised arrangements with positive results recorded in all areas and no concerns identified.

Inspections

The Health and Safety team inspection schedule included over 200 inspections within the reporting period.

Building inspections that included teaching and office accommodation and residential accommodation were undertaken throughout the period and all inspections were completed according to the Health and Safety inspection schedule. All remedial works identified as a result of these inspections were monitored until completion. Focused Health and Safety inspections have also been undertaken in several higher risk areas, such as laboratories, hydrotherapy pool and workshops with these taking place on a rolling rota each month.

Other safety inspections undertaken included checks on car parks, pavements and roads, external furniture, catering outlets, waste compounds, muster point locations, external fire escapes and handrails, disabled refuge locations and evacuation chairs, first aid provision including defibrillators, ladder safety, fire doors and final exit doors and means of escape inspections.

This ongoing work continues to demonstrate the University's commitment to achieving the highest possible standards in Health and Safety.

The Health and Safety team also monitor School and Department general safety inspections to ensure these are completed at no less than quarterly intervals.

Accident Statistics

During the reporting period, the University reported two RIDDOR reportable accidents. While this is one more than the previous year, it remains below the levels reported in 2023/24 and benchmarking data continues to confirm that the University's overall accident rates, for both reportable and non-reportable incidents, remain below the sector average.

All accidents are investigated by the Health and Safety team to identify root causes, implement corrective actions where required, and share learning across the institution. The two reportable accidents involved:

- > A member of staff sustaining a burn to their arm while moving hot curry sauce from an oven, requiring hospital treatment.
- > A member of staff sustaining a fractured foot following a fall on the level. A subsequent inspection identified no defects within the area.

A total of 56 accidents were reported during the year. Although this represents an increase compared with the previous reporting period, analysis confirms that the majority of incidents reported were minor in nature. The increase is considered to reflect a strengthening reporting culture across the University, supported by targeted health and safety campaigns, training, and continued promotion of the importance of reporting accidents and near misses.

The online accident reporting system introduced in 2024 is now fully embedded and provides a simple and accessible mechanism for reporting incidents. Increased reporting of minor accidents is viewed positively, as it enables trends to be identified, preventative measures to be implemented at an earlier stage, and organisational learning to be strengthened. This proactive approach supports the University's commitment to continual improvement and helps ensure appropriate action is taken to prevent recurrence where necessary.

Near Misses

Staff and students reporting near miss incidents is indicative of a positive Health and Safety culture within the University.

In addition to the accident reporting figures, 25 near miss incidents were reported. These are incidents where an injury may have occurred but did not.

All near miss incidents were fully investigated and where necessary actions were agreed and implemented to ensure associated issues were rectified and that no related accidents occurred.

Full details of the University's accident statistics for the reporting period are provided in Appendix 3.

Fire Safety

A needs analysis of Fire Marshal provision has been undertaken to assess existing coverage and requirements. As a result, the number of trained Fire Marshals has been increased to ensure appropriate provision is in place across all buildings, strengthening the University's emergency response arrangements and supporting with fire safety arrangements.

During the reporting period, there were 28 fire alarm activations within teaching and office buildings, representing a reduction of eight activations compared with the previous year. Fire alarm activations within student residential accommodation totalled 60, a reduction of 13 compared with the same period last year. Overall, this represents a decrease of 21 activations and continues the positive downward trend observed in recent years. This improvement is attributed to the enhanced fire safety awareness and induction processes implemented collaboratively by the Health and Safety and Accommodation teams.

The Health and Safety team undertakes a programme of regular inspections that includes kitchen areas, offices and communal spaces to monitor compliance with the University's Fire Safety Policy and standards. These inspections support the maintenance of high standards of fire safety and promote proactive management of fire risks. This approach continues to have a positive impact, contributing to a reduction in false fire alarm activations, as evidenced by the sustained decrease in the number of incidents reported during the year.

There have been 3 minor fire incidents on the University campus during the reporting period and 1 near miss fire incident. This is an increase from the previous reporting period where no incidents were reported.

Full details of the University's accident statistics for the reporting period are provided in Appendix 4.

Statutory Inspections

To ensure that the University complies with Health and Safety Legislation, there are inspection and maintenance procedures to ensure legal compliance. The following numbers show the scale of the inspections undertaken this year.

OVER 240

Air conditioning systems inspected for
F Gas leaks

9

Inert gas enclosure integrity
tests

22

Fire fighting dry risers pressure
tested annually

OVER

1,100

Fire extinguishers checked and
serviced annually

OVER

90

Pressure systems such as boilers
examined at either one year or
two year intervals

OVER

16,000

Electric wiring circuits tested on a
rolling five year programme

65

Passenger lifts subject to thorough
examination every six months

OVER

7,600

Smoke/heat detectors
tested annually

OVER

150

Local Exhaust Ventilation (LEV)
systems such as fume cupboards
checked annually to ensure
correct face velocity

OVER

230

Fire blankets checked annually

OVER

100

Natural gas appliances tested annually
for leaks and toxic gas production

OVER

8,800

Emergency lighting unit operations
checked monthly and battery duration
checks conducted annually

OVER

2,300

Monthly temperature checks of hot
water taps to prevent the growth of
Legionella bacteria

Legislative compliance of Campus Services (Estates) is monitored and independently audited by the Head of Health, Safety and Wellbeing to ensure best practice is always observed. The results of Estates Legislative Compliance audits are reported to both the Health and Safety Board and Audit Committee.

TRAINING AND POLICY DEVELOPMENTS

Health and Safety Training

The Health and Safety Team delivers a comprehensive programme of face-to-face training to support the development of health and safety competence across the University. Training sessions are accessible through the University's online booking system, providing staff with a simple and efficient method of registration.

Mandatory sessions include health and safety inductions for new starters, fire marshal training and fire extinguisher training. Optional training sessions including risk assessment training and Health and Safety for Managers which complement the online modules to provide more structured and tailored support, should a staff member require more in depth support. The team also delivers a variety of bespoke training programmes in response to departmental requirements, operational risks, and legislative or regulatory developments. During the reporting period, bespoke sessions were provided for a range of staff groups, including cleaning teams, catering staff, student wardens, and Security Officers responsible for the use of Evacuation Chairs.

A total of 372 staff members attended face-to-face health and safety training during the reporting period, supporting the University's commitment to maintaining a competent, informed and safety-conscious workforce.

Fire Marshal Training

The Health and Safety Team continues to monitor and strengthen Fire Marshal provision across the University, with a further 41 staff members trained during the reporting period to support effective emergency response arrangements across a range of buildings.

Awareness Training

Health and Safety awareness training was delivered to the 2025 Accommodation Warden cohort with detailed information on emergency procedures, fire evacuation and hazard identification provided.

CPR Training

Cardiopulmonary Resuscitation (CPR) awareness sessions, incorporating familiarisation with the University's Automatic External Defibrillators (AEDs), continue to attract strong levels of participation. These drop-in sessions are open to all staff, including those who do not hold a first aid qualification, and are designed to increase awareness and confidence in responding to a cardiac emergency.

The sessions provide practical guidance on the location of AEDs across the University, how the equipment operates, and the simple steps required to use an AED effectively. By increasing awareness and confidence in the use of this life-saving equipment, the University is strengthening its emergency response capability and enhancing the safety and wellbeing of staff, students and visitors.

Display Screen Equipment Training

All staff are required to complete Display Screen Equipment (DSE) training on commencement of employment, with refresher training undertaken every two years. During the reporting period, this training generated 123 DSE-related referrals to the Health and Safety Team concerning workstation setup and working environment issues. All referrals were assessed, appropriate interventions implemented, and cases subsequently closed, demonstrating the effectiveness of the University's arrangements for identifying and addressing DSE-related risks.

First Aid Training

The University's first aid capability has also been enhanced through the delivery of accredited training programmes. During the reporting period, 21 members of staff successfully completed the three-day First Aid at Work qualification, while 19 existing first aiders completed refresher training to maintain their competence. In addition, 35 staff members attended the one-day Emergency First Aid at Work course, further increasing the availability of trained personnel able to provide an immediate response in the event of an incident or medical emergency.

These training activities have strengthened the University's emergency preparedness arrangements and provide assurance that appropriate levels of competent personnel are available to support the safety and wellbeing of staff, students and visitors.

Monitoring of Training

Whilst the Health and Safety team have significantly increased the availability of face to face training the majority of Health and Safety training is still primarily accessed using our on-line e-learning modules. Completion of all mandatory Health and Safety programmes is regularly monitored, and staff are automatically alerted when mandatory training needs to be completed. Deans and Directors also receive monthly reports detailing the mandatory training completions for all their staff.

Staff engagement with E-learning modules during the reporting period has been positive. The numbers completed in the reporting period are as follows:

Module	No. of Staff
Health & Safety Awareness	964
Health & Safety Awareness for Managers	133
Fire Compliance	958
Manual Handling	220
Risk Assessment	236
COSHH	101
Display Screen Equipment (DSE) Hybrid Module	1000
PUWER	77
Working at Height	45
Asbestos Awareness	24
Legionella Awareness	18

Online First Aid Awareness and Fire Marshal modules continue to support the University's wider competency framework. These modules complement the externally accredited First Aid qualifications undertaken by University first aiders and the face-to-face Fire Marshal training programme, ensuring staff in these roles receive both theoretical knowledge and practical instruction.

All online training modules have all been reviewed and updated this year with new information provided and hyperlinks updated as needed to ensure the accuracy of training information.

Policy, Procedure and Guidance Document Development

Notable developments and enhancements have included the following:

Post Incident Trauma Support (PITS)

The University recognises that employees may, on occasion, experience or witness events that are distressing or traumatic. Introduction of our recently developed Post Incident Trauma Support (PITS) Procedure provides a structured framework for the early identification of affected individuals and the timely provision of appropriate support. The procedure aims to minimise the psychological impact of traumatic incidents by establishing a structured process to promote recovery and wellbeing and to ensure that employees who have been exposed to a traumatic incident while at work receive the support necessary to return to normal activities safely and effectively.

Mental Health Escalation Procedure

The introduction of our Mental Health Escalation Procedure provides a clear framework for recognising, responding to, and escalating concerns regarding the mental wellbeing of staff and students. The procedure aims to support mental health first aid trained staff by applying a structured approach that includes early intervention to ensure that individuals receive appropriate assistance at the earliest opportunity. It also provides clear guidance for managers when concerns range from emerging wellbeing issues to situations involving significant mental health related risk or crisis.

Outbreak Management Plan

The development of a revised Communicable Disease Outbreak Management Plan (OMP) outlines Teesside University's strategic approach to preventing, identifying, and managing outbreaks of infectious diseases within the University community. The plan is aligned with national guidance from the UK Health Security Agency (UKHSA) and regional public health frameworks, ensuring a coordinated and effective response to health threats affecting students, staff, and visitors.

The plan supports the University's statutory responsibilities under the Public Health (Control of Disease) Act 1984 and the Health and Safety at Work Act 1974 and complements the University's broader major incident and business continuity strategies.

Risk Assessment Procedure

A revised Risk Assessment Procedure has been developed and implemented to support the introduction of the University's new centralised risk assessment database. The procedure provides a clear framework for undertaking suitable and sufficient risk assessments, including the identification of hazards, evaluation of risks, and implementation of appropriate control measures. Comprehensive guidance has been produced to support staff in applying the procedure consistently and includes instruction on the effective use of the new database for the recording, storage, review, and management of risk assessments across the institution. This supports a more consistent approach to risk management and improves oversight for the central health and safety team.

Artificial Optical Radiation (AOR) Guidance

Guidance on the application of the Artificial Optical Radiation Regulations has been developed to support compliance with the University's statutory duties and to ensure staff understand the requirements of the legislation. The guidance provides a framework for identifying equipment and activities that may give rise to artificial optical radiation exposure and outlines the measures required to assess and control associated risks through the risk assessment process. The guidance strengthens the University's arrangements for managing Artificial Optical Radiation hazards.

Guidance on Working at Height (WAH)

The existing Working at Height Guidance has been reviewed and enhanced to provide more comprehensive information on safe working practices, strengthen awareness of key risks, and support staff in undertaking suitable and sufficient risk assessments before work at height activities are carried out. The revised guidance reinforces the University's commitment to preventing falls from height and promoting compliance with legislative requirements and industry good practice.

Bake Sale Guidance

The University's Bake Sale Guidance has been expanded to provide additional information for staff organising activities involving the provision of food, including bake sales, coffee mornings, and similar events. The revised guidance includes information for staff responsible for engaging external caterers, ensuring appropriate consideration is given to food safety, allergen management, and event-related risks. The updated guidance promotes a consistent approach to managing food-related activities across the University and supports compliance with relevant health and safety requirements.

Residential Personal Emergency Evacuation Plans (RPEEPS)

Following the introduction of the Fire Safety (Residential Evacuation Plans) (England) Regulations 2025, the University's existing Personal Emergency Evacuation Plan (PEEP) arrangements for students residing in University accommodation have been replaced with a Residential Personal Emergency Evacuation Plan (RPEEP) process. The new process adopts a person-centred approach, enabling bespoke assessments that consider the specific needs, circumstances, and capabilities of individual residents. This ensures that appropriate evacuation arrangements are identified and implemented, strengthening compliance with legislative requirements and enhancing fire safety provision for students living in University-managed accommodation.

Health and Safety Policy Review

All Health and Safety policies were reviewed during the reporting period as part of regular documentation reviews; several Health and Safety policies, procedures and guidance documents received minor amendments to reflect changes in legislative requirements and organisational structure.

The review period for health and safety policies has been extended to three years. This change reflects the maturity and stability of the University's policy arrangements and aligns review activity more closely with the rate of legislative and operational change. Policies will continue to be reviewed earlier where changes in legislation, guidance, organisational structure, or operational risk necessitate revision. The revised approach will enable focus on the ongoing monitoring of policy effectiveness and the development of new guidance where required, while ensuring all policies remain current, compliant, and fit for purpose.

Future Priorities

Future priorities following a policy and documentation review include the development of the University Health and Wellbeing Strategy and the development of guidance relating to electric vehicles, lithium-ion batteries and e-mobility devices.

Summary

This report highlights the extensive work undertaken by the Health and Safety and Occupational Health teams during the reporting period. The development of exciting wellbeing initiatives and substantial work to ensure legislative compliance has helped to ensure that we continue to maintain and improve the University's excellent Health and Safety standards and wellbeing support for staff.

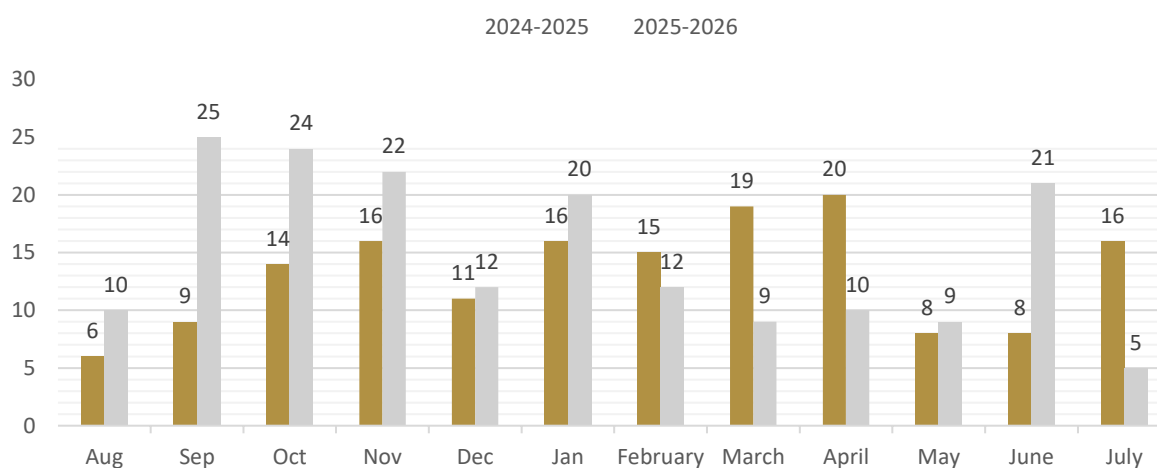
The assurance activities undertaken during the reporting period confirm that effective arrangements are in place for the management of health and safety across the University. Robust governance structures, comprehensive risk assessment processes, regular monitoring and audit activities, and strong levels of statutory compliance provide high levels of assurance that health and safety risks are being appropriately identified, assessed and controlled. Where opportunities for improvement have been identified, appropriate actions have been implemented or are in progress to support the continuous enhancement of the University's health and safety arrangements.

APPENDIX 1

OCCUPATIONAL HEALTH REFERRALS

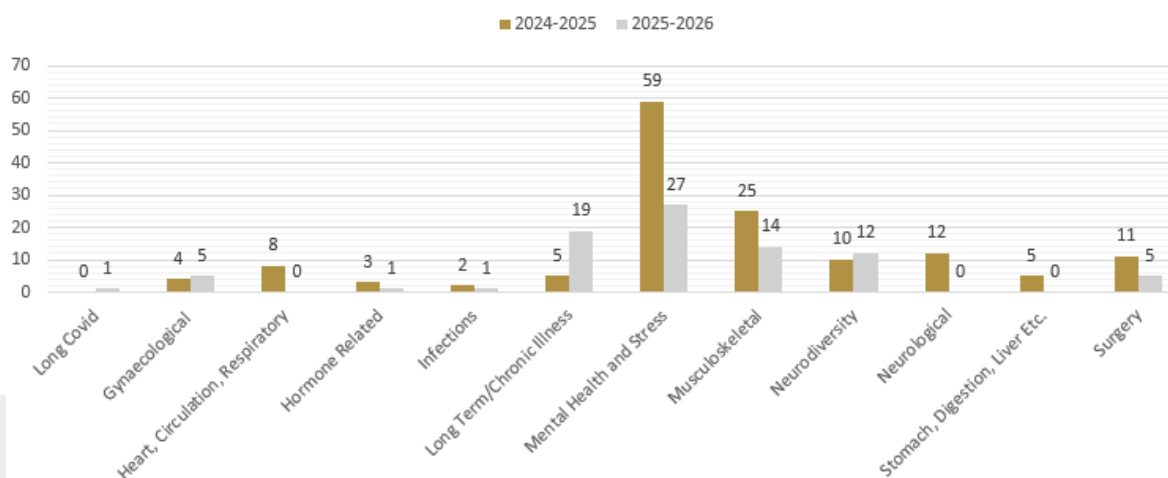
Appendix 1a

Referrals by Month/Year



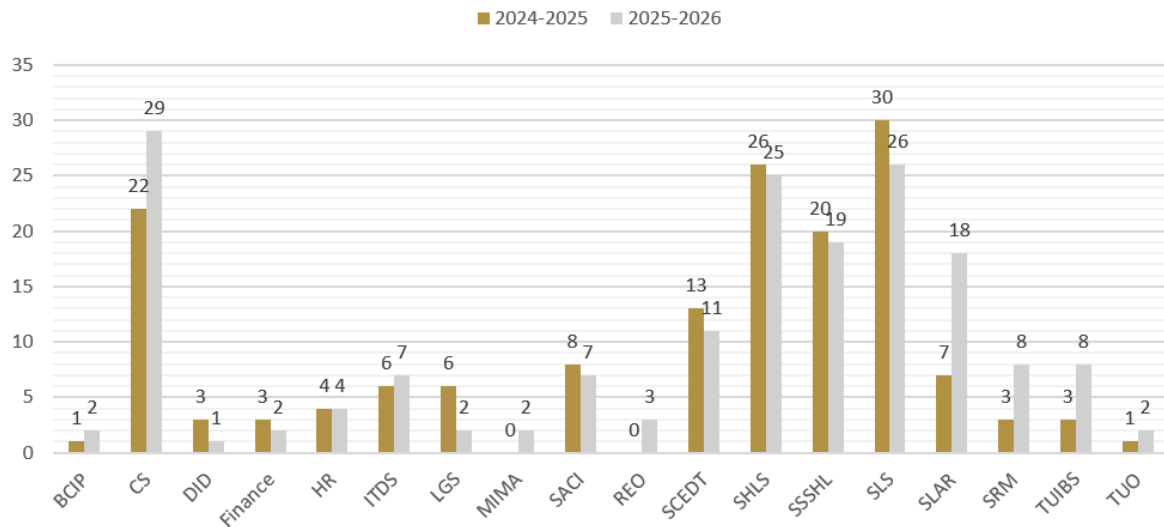
Appendix 1b

Medical Reasons for Referral



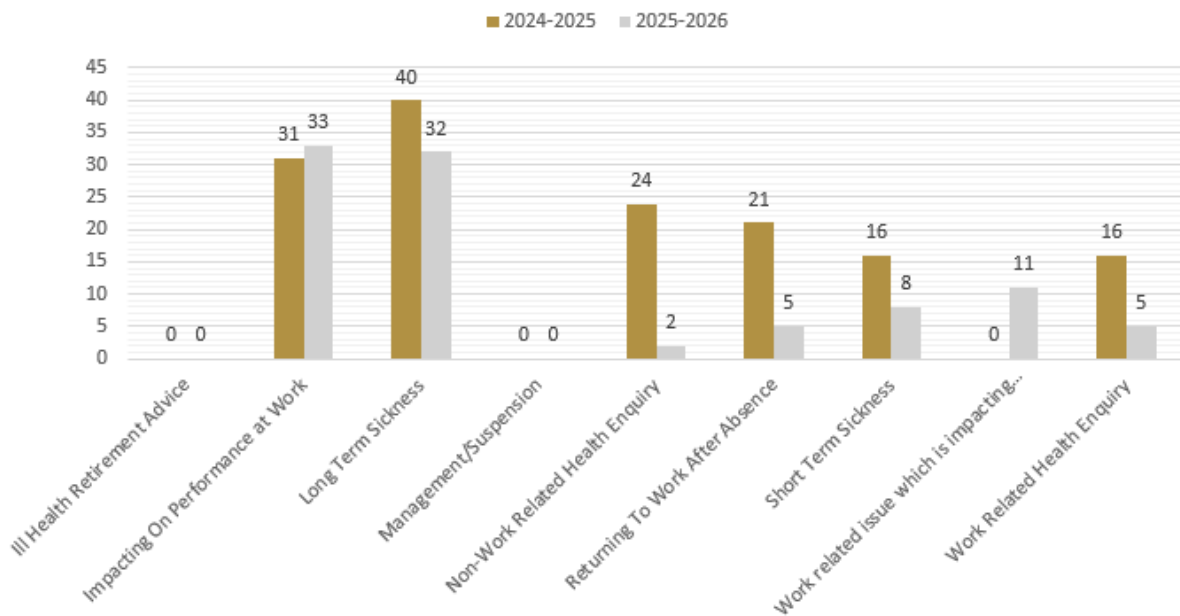
Appendix 1c

Referrals by Area



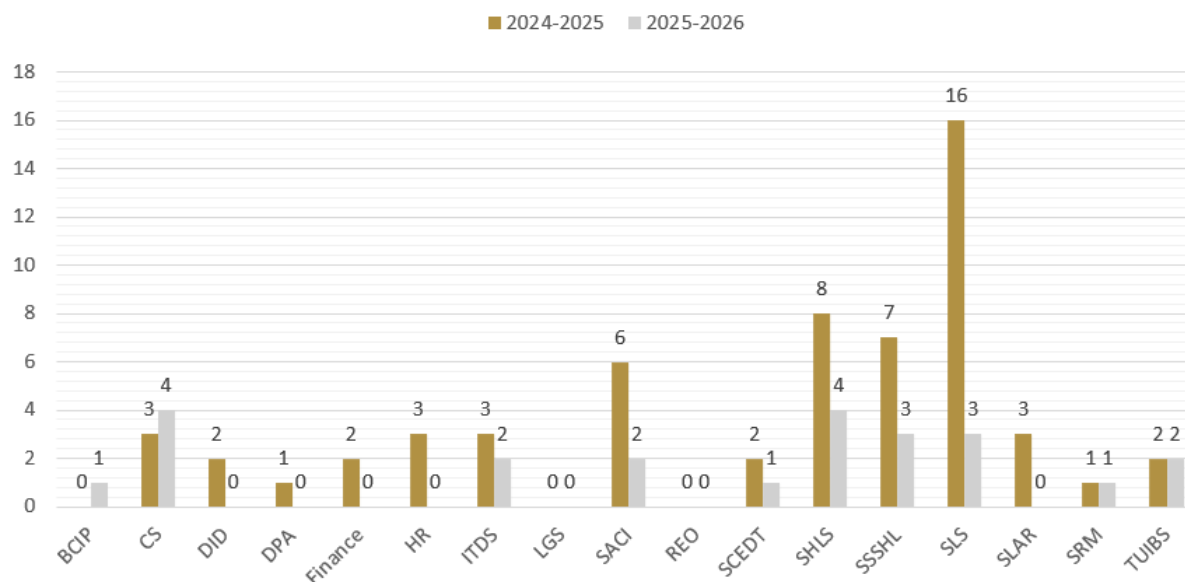
Appendix 1d

Reason for Referral



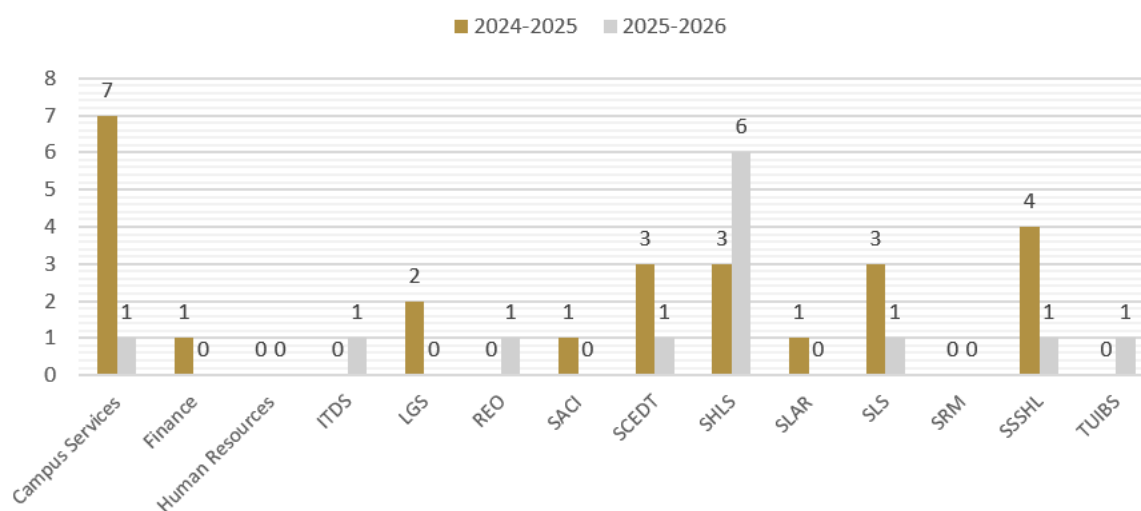
Appendix 1e

Mental Health Referrals



Appendix 1f

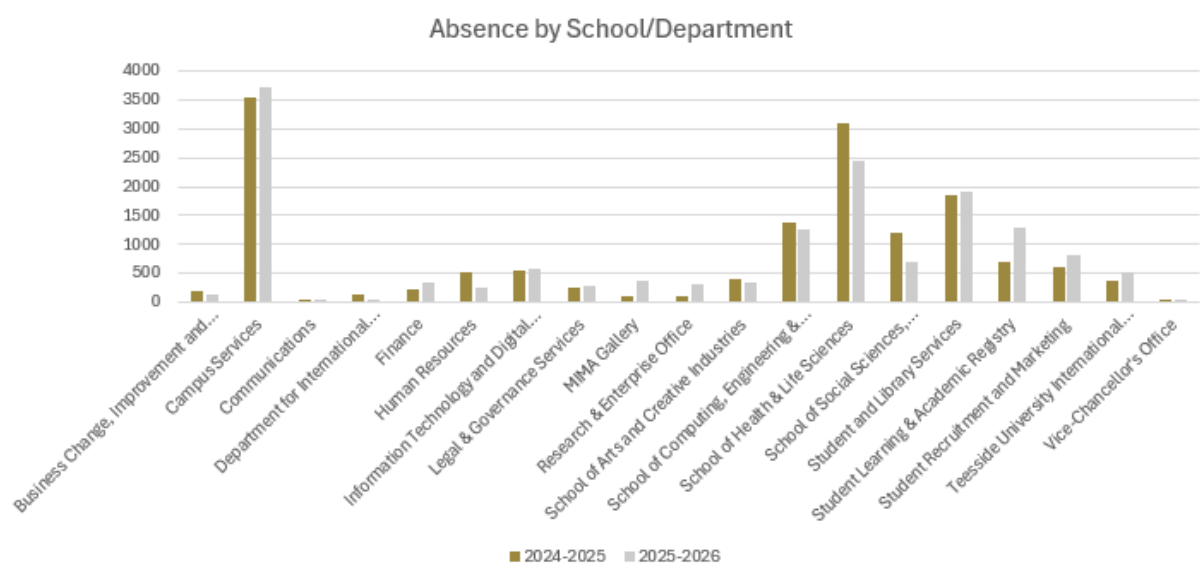
Musculoskeletal Referrals



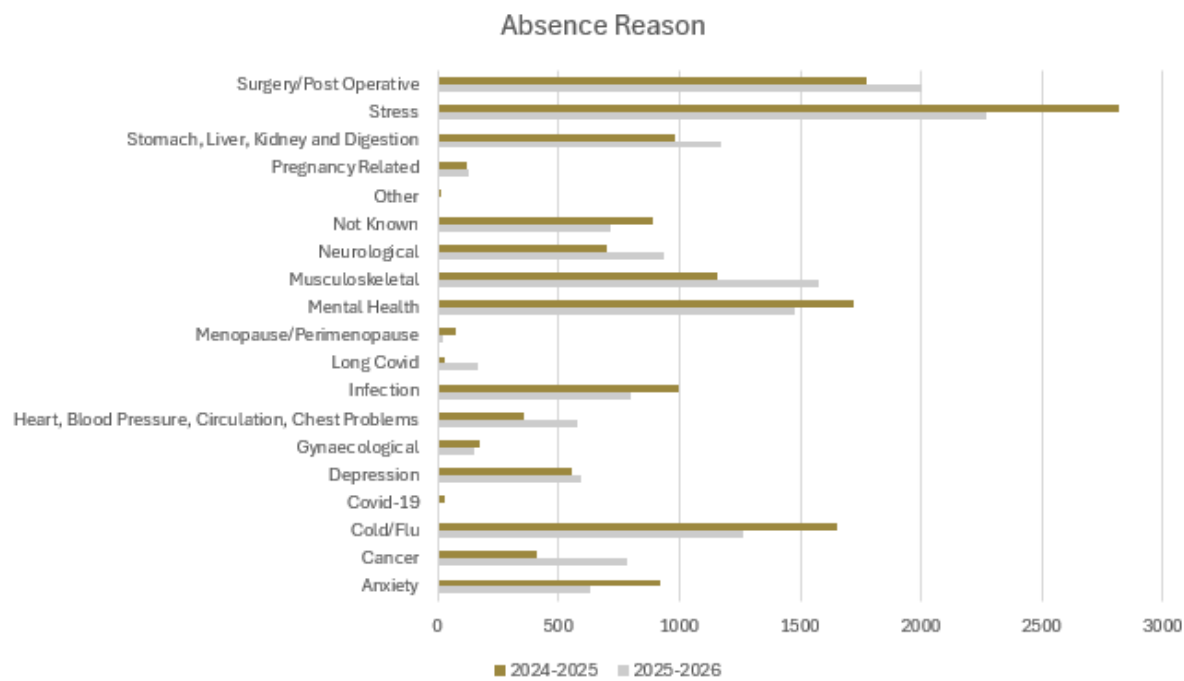
APPENDIX 2

SICKNESS ABSENCE STATISTICS

Appendix 2a



Appendix 2b



APPENDIX 3

ACCIDENT STATISTICS

The staff and student figures quoted in this report meet the requirements of the Universities Safety and Health Association (USHA), in that they are the actual numbers of staff and students working and studying at the University (not FTEs) and the student numbers exclude those studying with partnership colleges.

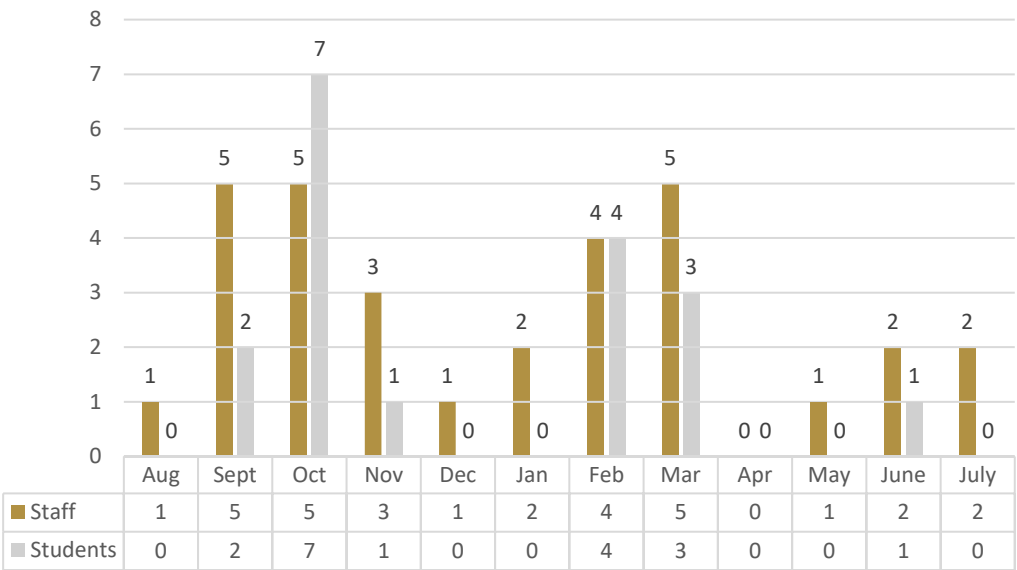
The Accident Summary for all accidents during the reporting period is shown in the table below:

Accidents Involving Injury	Students	Staff	Contractors/Visitors	Totals
Fatality				0
Fire				0
Minor Injury	18	29	7	54
Non-Employee Hospital Treatment				0
Other Dangerous Occurrence				0
Other Injury (7+ Days Off)		2		2
Reportable Dangerous Occurrence				0
Staff Major Injury or Condition				0
Total Reportable Injuries		2		2
Total Accidents Involving Injury	18	29	7	56
Number of Persons at risk	10754	2324		13078
Reportable per 1000	0.00	0.86		0.15
Total per 1000	1.67	13.34		4.28

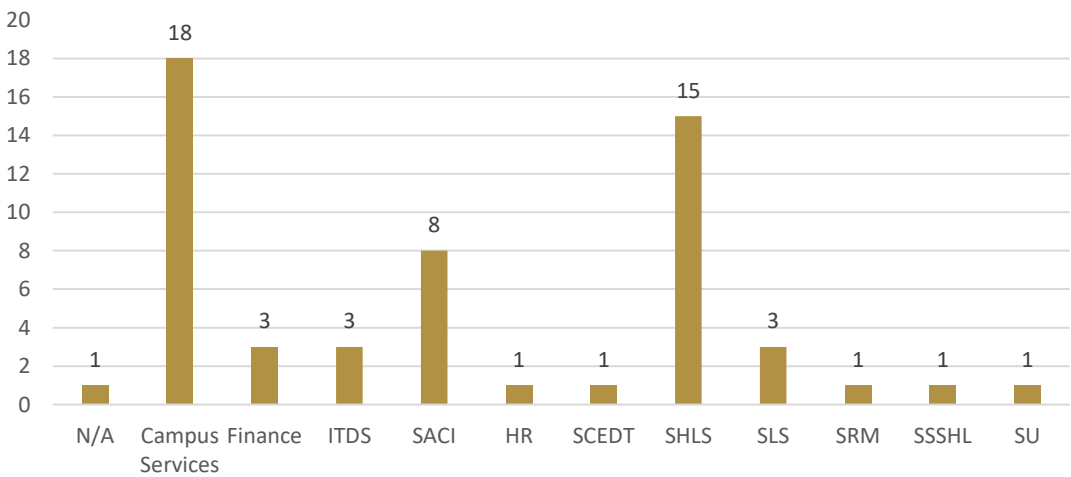
All Accidents Analysis

Number At Risk		Electricity	Fall From Height	Fall On Level	Fall On Stairs	Hand Tools	Handling	Handling Glass/Sharps	Hot /Cold Contact	Machinery	Other	Sports	Striking Against Object	Struck By Object	Total
Academic & Related	1072									1	1				2
Administrative	846			3	1								1		5
Caretaking	19								1				1		2
Catering	32							1	2		1				4
Cleaning/Domestic	110			3	1			1					1	1	8
Contractors	0							1							1
Grounds/Gardening	5													1	3
Maintenance	4			1											1
Not Applicable	0							1							1
Other Staff	34										1				1
Technician	179			1		1	3						1	1	7
Undergraduate Students	7471	1	1	1	4	3		7					1		18
Visitors	0		1	1	1				1			1			5
Total		1	2	10	7	4	3	11	4	1	3	1	5	4	56
% for each cause		2 %	4 %	18 %	13 %	7 %	5 %	20 %	7 %	2 %	5 %	2 %	9 %	7 %	

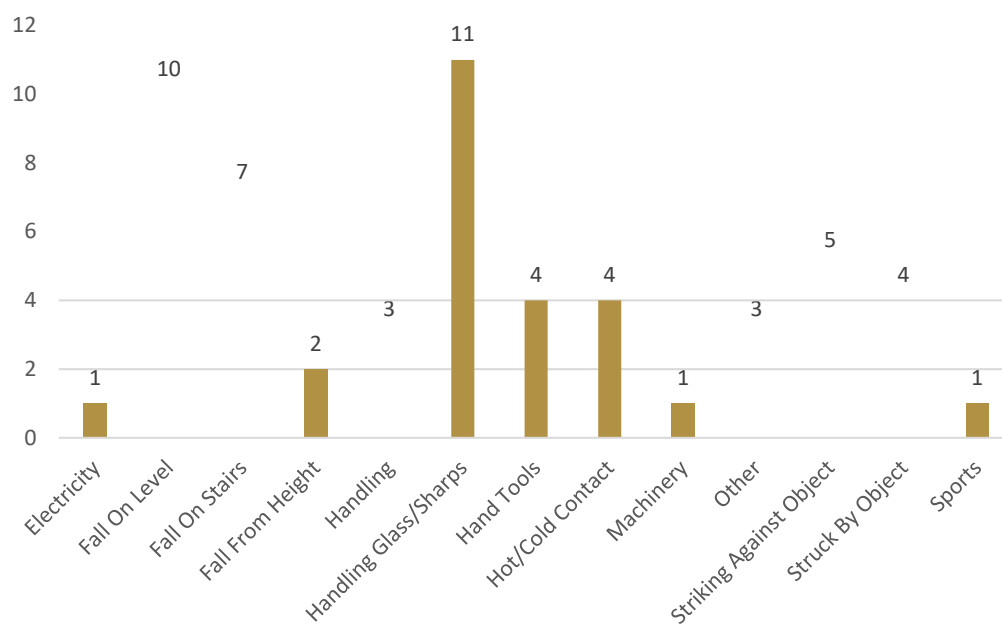
Staff and Student Accidents
1.8.25 to 31.7.26



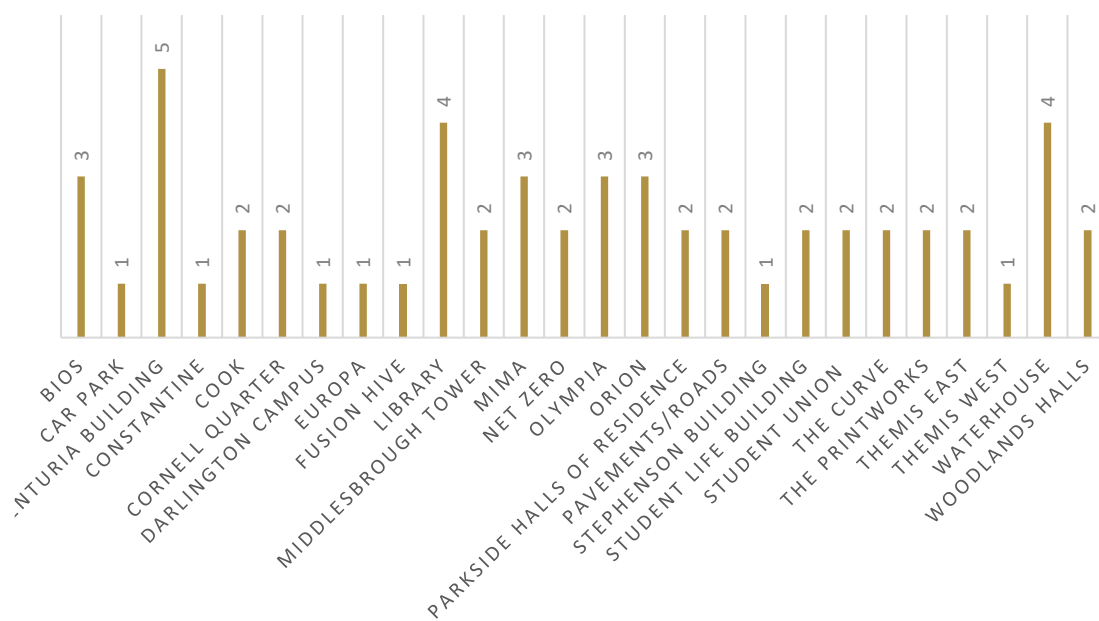
Accidents by School/Dept
1.8.25 to 31.7.26



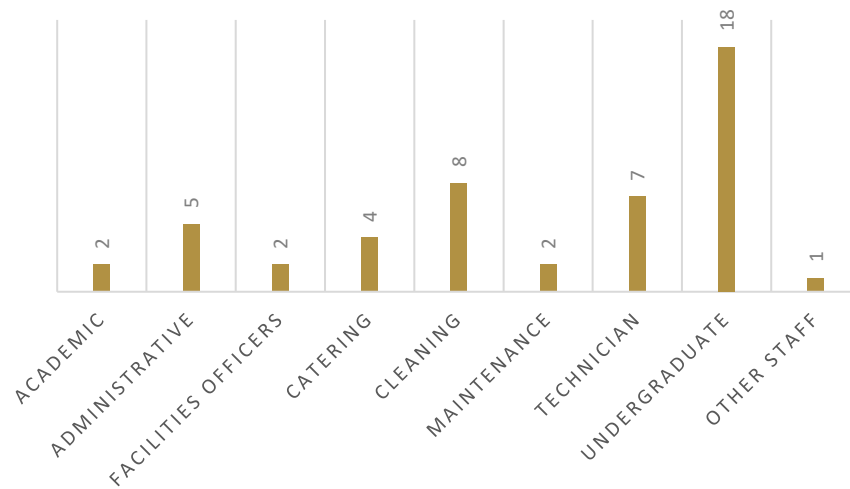
Accidents by Cause 1.8.25 to 31.7.26



ACCIDENTS BY LOCATION 1.8.25 TO 31.7.26



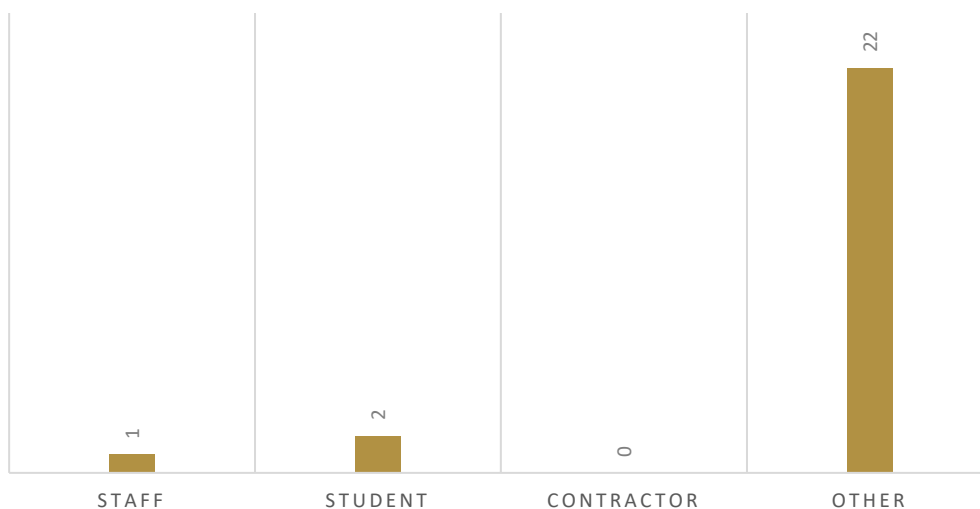
ACCIDENTS BY STAFF AND STUDENT CATEGORY 1.8.25 TO 31.7.26



Near Misses

A near miss is defined by the HSE as any event that does not lead to harm but does have the potential to cause illness or injury. The 'other' category in the graph below relates to events which are not attributable to a person category, for instance, "light fitting hanging down" – this could have affected any category of person, had it fallen.

NEAR MISSES 1.8.25 TO 31.7.26



APPENDIX 4

FIRE STATISTICS

For statistical purposes, fires are categorised using the Universities' Safety and Health Association (USHA) criteria, which is as follows:

1. **Major Fire Incident** – An incident involving smoke, heat and flames causing property damage to multiple building fixtures or fittings.
2. **Minor Fire Incident** – An incident involving smoke, heat and flames causing only localised damage to equipment or property.
3. **Near Miss Fire Incident** – An incident involving only smoke without flames which may or may not cause damage.

During the reporting period, there were four fire incidents.

1. A bin caught fire in Cornell Quarter after a cigarette had been stubbed out and then carried in to dispose of in the bin, the cigarette was not fully stubbed out and set some rubbish alight. Security Officers extinguished the fire.
2. A lit cigarette was thrown into a drain outside Parkside Halls, and the drain and pipe subsequently caught fire. Security Officers extinguished the fire.
3. Some cotton like substance falling from the trees ignited when a cigarette was discarded outside the Student Union, a student reported this, however, the fire self-extinguished.
4. The fire alarm was activated in Victoria Building, it was found that a microwave was being used in one of the tenant spaces and this had activated the alarm. The microwave was removed and communications were issued to REO to remind tenants not to use microwaves in their office spaces.



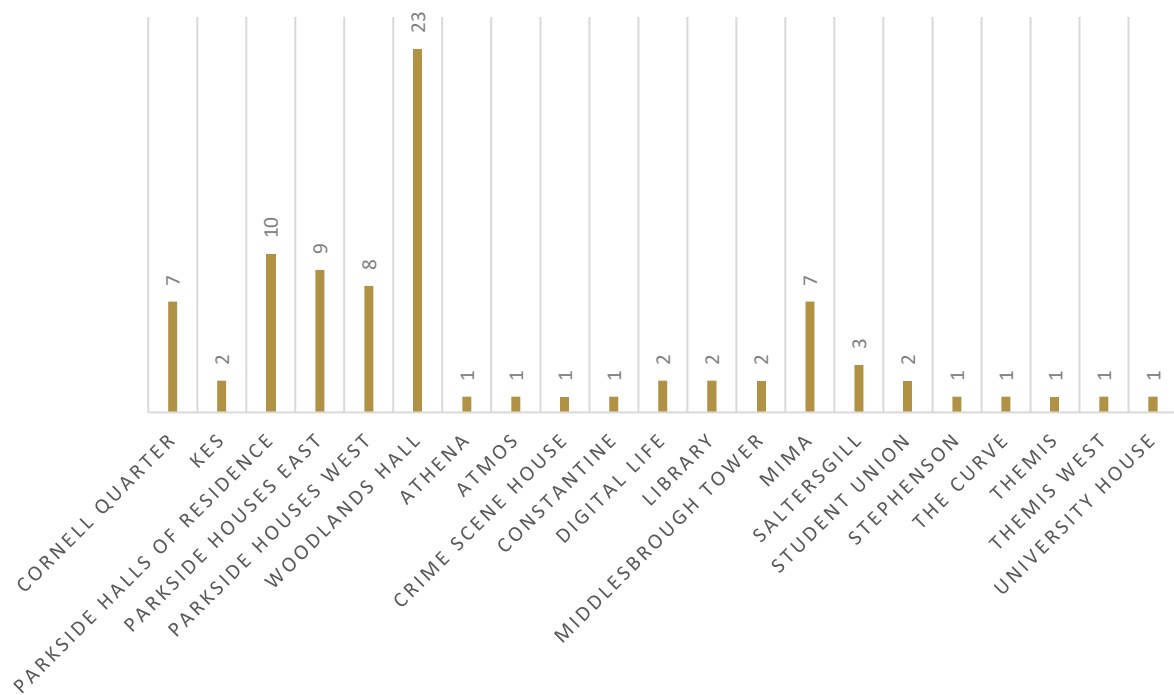
Minor Fire:

1. Cornell Quarter
2. Parkside Halls
3. Student Union

Near Miss Fire

4. Victoria Building

FIRE ACTIVATIONS 1.8.25 TO 31.7.26



Fire Drill Report 2025/6

Teaching and Office areas

Building	Date and Time	Evacuation Time
Athena Building	13.10.25 11.40am	3 minutes 35 seconds
BIOS	17.10.25 10.00am	3 minutes 16 seconds
Buttery	13.10.25 10.33am	2 minutes 10 seconds
Centuria Building	15.10.25 8.55am	4 minutes 43 seconds
Constantine Building	16.10.25 9.55am	3 minutes 40 seconds
Cook Building	15.10.25 9.45am	3 minutes 8 seconds
Darlington Campus	30.10.25 9.20am	3 minutes 50 seconds
Digital Life Building	14.10.25 9.55am	5 minutes 15 seconds
Education House	13.10.25 12.04pm	32 seconds
Europa (OLTC)	16.10.25 9.00am	2 minutes 21 seconds
Europa (IT & CfE)	16.10.25 9.05am	3 minutes 40 seconds
Foster Building	14.10.25 10.34am	1 minute 25 seconds
Fusion Hive	30.10.25 10.33am	3 minutes 12 seconds
Greig Building	13.10.25 11.52am	3 minutes 25 seconds
Library	16.10.25 3.30pm	3 minutes 53 seconds
Mercuria Building	13.10.25 11.40am	1 minute 33 seconds
Middlesbrough Tower	16.10.25 9.52am	7 minutes 23 seconds
MIMA	15.10.25 10.24am	3 minutes 45 seconds
National Horizons Centre	30.10.25 9.41am	1 minute 43 seconds
Net Zero Industry innovation Centre	30.10.25 11.00am	1 minute 12 seconds
Olympia Building	13.10.25 11.00am	4 minutes 26 seconds
Orion Building	16.10.25 10.51am	2 minutes 7 seconds
Parkside West Offices	UNOCCUPIED	UNOCCUPIED
Phoenix Building	16.10.25 12.52pm	3 minutes 33 seconds
Stephenson Building	14.10.25 10.53am	3 minutes 49 seconds
Student Life Building	15.10.25 3.02pm	2 minutes 5 seconds
Students' Union Building	17.10.25 3.10pm	2 minutes 13 seconds
The Curve	29.10.25 11.11am	2 minutes 21 seconds
The Printworks	15.10.25 9.45am	3 minutes 46 seconds
Themis	21.10.25 2.52pm	3 minutes 47 seconds
Themis West	29.10.25 10.52am	3 minutes 10 seconds
University House	13.10.25 9.17am	32 seconds
Victoria Building	13.10.25 9.27am	1 minute 50 seconds
Visitors Centre	13.10.25 10.44am	47 seconds
Waterhouse Building	17.10.25 1.52pm	1 minute 49 seconds
Zelos Building	13.10.25 9.37am	30 seconds

As required by The Regulatory Reform (Fire Safety) Order 2005, the above fire evacuation drills were undertaken and recorded. It should be noted that all evacuation times were within the times expected by the Fire Brigade given the size and expected population of the buildings.

There is no set time or legal standard for fire evacuations, but a general recommendation is that it should take no more than 2.5 minutes per floor. However, other factors including protected areas and fire engineering all impact on this recommendation.

Student Residential Accommodation

The times selected to undertake fire drills within student accommodation were chosen to ensure that the evacuation was undertaken when most residents were in the buildings, many sleeping. The majority of activations in student accommodation were caused by cooking or steam from the shower.

Building	Date and Time	Evacuation Time
Cornell Quarter	24.3.26 8.35am	8 minutes 09 seconds
King Edwards Square	23.10.25 8.36am	7 minutes 45 seconds
Parkside Halls of Residence	21.10.25 8.20am	5 minutes 50 seconds
Parkside House 1	21.10.25 8.37am	3 minutes 56 seconds
Parkside House 2	21.10.25 8.45am	4 minutes 30 seconds
Parkside House 3	21.10.25 8.47am	1 minute 10 seconds
Parkside House 4	21.10.25 8.56am	1 minute 58 seconds
Parkside House 5	22.10.25 8.11am	3 minutes 47 seconds
Parkside House 6	22.10.25 8.16am	4 minutes 03 seconds
Parkside House 7	22.10.25 8.22am	6 minutes 35 seconds
Parkside House 8	22.10.25 8.30am	1 minute 30 seconds
Parkside House 9	21.10.25 8.37am	1 minute 02 second
Parkside House 10	21.10.25 8.41am	1 minute 34 seconds
Parkside House 11	21.10.25 8.46am	2 minutes 21 seconds
Parkside House 12	21.10.25 8.51am	2 minutes 36 seconds
Parkside House 13	21.10.25 8.56am	2 minutes 15 seconds
Parkside House 14	22.10.25 8.12am	2 minutes 20 seconds
Parkside House 15	22.10.25 8.17am	5 minutes 41 seconds
Parkside House 16	22.10.25 8.23am	1 minute 42 seconds
Parkside House 17	22.10.25 8.39am	8 minutes 25 seconds
Parkside House 18	23.10.25 8.15am	2 minutes 10 seconds
Parkside House 19	23.10.25 8.22am	3 minutes 42 seconds
Parkside House 20	23.10.25 8.22am	1 minute 59 seconds
Parkside House 21	23.10.25 8.37am	4 minutes 54 seconds
Parkside House 22	23.10.25 8.37am	2 minutes 45 seconds
Parkside Flat 23	23.10.25 8.33am	6 minutes 57 seconds
Parkside House 24	22.10.25 9.07am	1 minute 29 seconds
Parkside House 25	22.10.25 9.07am	6 minutes 42 seconds

Parkside House 26	22.10.25 9.10am	1 minute 56 seconds
Parkside House 27	22.10.25 9.10am	1 minute 23 seconds
Parkside House 28	22.10.25 8.50am	2 minute 19 seconds
Parkside House 29	22.10.25 8.50am	7 minutes
Parkside Flat 30	22.10.25 8.50am	8 minutes 55 seconds
Woodlands Hall Block 1	25.10.25 8.07am	4 minutes 53 seconds
Woodlands Hall Block 2	25.10.25 8.06am	4 minutes 52 seconds
Woodlands Hall Block 3	25.10.25 8.13am	3 minutes 08 seconds
Woodlands Hall Block 4	25.10.25 8.13am	4 minutes 50 seconds
Woodlands Hall Block 5	25.10.25 8.20am	4 minutes 02 seconds
Woodlands Hall Block 6	23.10.25 8.46am	4 minutes 45 seconds
Woodlands Hall Block 7	23.10.25 8.46am	8 minutes 23 seconds

Disclaimer

The information contained in this report is, as far as possible, accurate and up to date at the time of publishing.

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Please contact Steve Westcough on **01642 342208** or email **s.westcough@tees.ac.uk**.

Teesside University

Middlesbrough

Tees Valley

TS1 3BX UX

T: +44 (0) 1642 218121

tees.ac.uk