



IMO 2019

60TH INTERNATIONAL
MATHEMATICAL OLYMPIAD

Honorary Patrons: Sir Timothy Gowers FRS
Dame Frances Kirwan FRS
Sir Andrew Wiles FRS

IMO 2019 Health and Safety Policy

1 General Principles

- (a) The general provisions of the United Kingdom *Health and Safety at Work etc Act 1974* impose a duty on all employers to ensure, as far as is reasonably practicable, the safety of their employees at work by maintaining safe systems of work and safe premises, and also by ensuring adequate instruction, training and supervision. Employers are also bound by the Act to ensure the safety of all other persons, who, though not employees, may be affected by work activities.
- (b) IMO2019 is committed to a clear focus on health, safety and wellbeing for all staff, volunteers, and beneficiaries. We will achieve this in the following ways:
 - (i) IMO2019 organizers are expected to demonstrate a serious commitment to sound health and safety systems and working practices;
 - (ii) all our staff and volunteers are expected to share a mutual commitment to building and maintaining healthy and safe working practices;
 - (iii) our organisational culture is characterised by attitudes to health and safety which are proactive, responsible and based on mutual respect and regard;
 - (iv) legislation imposes statutory duties on IMO2019, its staff and volunteers (often in relation to specific health and safety topics, including fire safety and child protection), whilst civil law imposes a wider duty of care to protect staff, volunteers, students and other people from harm (see <http://www.hse.gov.uk/legislation/index.htm>)
 - (v) responsibility and accountability for the implementation of health and safety are devolved to the levels set out within this Policy and moreover staff and volunteers are trusted to find solutions to operational problems and initiate progress.
- (c) IMO2019 work within and follow the University of Bath Health and Safety Policy <https://www.bath.ac.uk/corporate-information/health-and-safety-policy> to achieve compliance and proportionate management of risk, and thus develop effective health and safety management in the workplace.

IMO 2019 Ltd

Directors:

Dr Geoff Smith MBE (Chair)
Prof Adam McBride OBE (Treasurer)
Dr Ceri Fiddes (Executive Director IMO 2019)
Mr Graham Keniston-Cooper
Mrs Sue Rossiter

The International Mathematical Olympiad 2019 in the United Kingdom

IMO 2019 Ltd is a company limited by guarantee and registered in England and Wales.
Company Number: 09649690.
Registered address: 16 Bloomfield Drive, Odd Down, Bath, BA2 2BG.

2 Responsibilities

- (a) IMO2019 has oversight of the health and safety of all people involved in its activities. This includes volunteers, staff, and beneficiaries.
- (b) The IMO2019 Competition Director has overall responsibility for all IMO2019 operations, but can delegate health and safety responsibilities to appropriate volunteers. The Director will ensure that appropriate training for staff and volunteers who lead visits is available, and use visit evaluation to inform training needs and future requirements.
- (c) All IMO2019 Volunteers are expected to fully understand their roles and responsibilities at all times. Volunteer role descriptions, training, and risk assessments for all external events are provided.
- (d) All UKMT staff and volunteers are trusted to find solutions to operational problems and to initiate progress.
- (e) Team leaders and deputies are responsible for ensuring that IMO2019 is aware of any medical or dental health problems or any personal problem that could affect their child during their attendance at IMO2019. Were a student to arrive at an event with a previously undeclared special need, IMO2019 reserves the right to refuse access to IMO2019, and to ask the leaders of the team concerned to arrange safe transport home.
- (f) All students are expected to follow the rules of IMO2019, communicated at the start of the event. Safety of team members is the responsibility of the designated person who is *in loco parentis*. This person is responsible for setting rules concerning their team, and it is recommended that this person know the location of all team members at all times.

The current nominated Health and Safety Officer of IMO2019 is TO BE APPOINTED.