



St John Vianney's Primary School

St. John Vianney's is a vibrant, welcoming community. With Christ as our centre, we strive to develop the full potential of each person.

Work, Health and Safety Policy

Purpose:

The purpose of this *Policy* is to establish a framework for the school, its employees, students, volunteers and contractors, and for other persons with a legal right to be on premises controlled or managed by the school, to comply with the requirements of the Work Health and Safety Act 2011 (the Act) and the Work Health and Safety Regulations 2011.

Rationale:

St John Vianney's Primary School acknowledges that the dignity, safety and well-being of people are central to the values of the school. The school also recognises that it is responsible and accountable for ensuring, so far as is reasonably practicable, the health and safety of workers and other persons who either enjoy or use the services and facilities of the school, or provide services to the school.

To meet these social, moral, and legal obligations the school is committed to:

- The provision and maintenance of a work environment without risks to health and safety
- The provision and maintenance of safe plant and structures
- Provision and maintenance of safe systems of work
- The safe handling and storage of structures and substances
- The provision of adequate facilities for the welfare at work of workers carrying out work for the school including ensuring access to those facilities
- Providing relevant work health and safety training
- Liaison with relevant persons and agencies with respect to work, health and safety matters
- Regular review of policy matters related to work health and safety.

Policy:

The school is committed to ensuring, so far as is reasonably practicable, the health and safety of all workers, students and other persons who are legally present on school premises.

To support this *Policy*, the school will implement and maintain an appropriate work health and safety management system for workplaces it controls or manages to:

1. Develop appropriate planning strategies to ensure that the design and function of facilities at the school workplace and plant hired, purchased, or leased for use at this workplace, meets or exceeds the best work health and safety standards.
2. Review or develop purchasing policies in relation to other goods, materials, and services purchased for or provided to the school workplace that may affect the health and safety of workers and/or other persons.

3. Provide the resources, training, information, instruction and levels of supervision required for all workers, students and other persons covered by this *Policy* to achieve the *Policy's* objectives.

In order to achieve these aims and the objectives envisaged by the *Policy*, the school shall:

- Identify, and assess all existing or foreseeable **workplace hazards**, then eliminate the hazard or develop strategies to control risks arising from a hazard that cannot, for practical reasons, be eliminated
- Develop and maintain an appropriate **workplace incident/injury reporting system** that will provide the school with information to help prevent future incidents and work related injury or illness
- Conduct an **investigation** of all incidents and circumstances that may either expose any person to the risk of injury or illness or result in injury or illness.
- Employ, and contract when necessary, the services of **competent and skilled persons** who are sufficiently trained, instructed and informed to meet their obligations under the *Policy*
- Encourage workers to **report**, at the earliest opportunity and without prejudice to any worker, any suspected workplace **hazard, risk** and/or work related **incident, injury or illness** that may affect or has affected themselves or others.
- Provide for the welfare of the school's staff and students and for all injured workers prior to their return to work, in the development of their **return to work plans** and in the rehabilitation process following their return to work.

To achieve these objectives, the school will consult openly with workers and other stakeholders and provide them with sufficient information to assist in the decision making process. The school will value and acknowledge the outcomes of this consultation.

The school shall establish appropriate levels of responsibility and accountability for its workers, consistent with their position within the organisation to meet the policy objectives. These levels of responsibility and accountability will be developed in consultation with the respective workers.

The school shall require all contractors, visitors and volunteers to comply with any direction, procedure or specific policy applying to such persons that meet the objects and requirements of the Act.

All workers while at work and irrespective of their position, shall:

- Take reasonable care for their own safety
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons
- Co-operate with any reasonable policy or procedure or the school in relation to health or safety at the workplace that has been notified to workers
- Report all incidents or hazards that may cause injury or illness and any damage or maintenance requirements affecting the safety of the workplace or plant
- Attend and participate in any training or in-service seminars arranged by the school to support the objectives of this *Policy*
- Engage openly with school personnel in any consultation on WHS issues, or information, brought to their attention, to assist the school meet its obligations under the Act.

Other persons at the workplace shall:

- Take reasonable care for their own health and safety
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons; and
- Comply, as far as able, with any reasonable instructions given to enable the school to comply with obligations under the Act.

Support Resources:

1. *CSOHS Online* OHSMS
2. *CSOHS Online* audit tool
3. CEO Work Health and Safety- ACT & NSW and related policies

Approved by: Principal and Community Council Executive

Implementation Date: February 2013

Review Date: February 2015

Issuing Group: St John Vianney's Primary School Leadership Team

Contact Officer: Office Manager

NOTE: The *Policy* shall be reviewed every three years or in the event of any information, incident, injury, or illness that would demonstrate the need for a review or resulting from any legislative or organisational change that would warrant a review.