



Work, Health and Safety Policy

Rationale

Health and safety is heavily dependent on the level of awareness of persons engaged in the system. A safe environment requires every person to contribute to the achievement of a safe workplace, for the benefit of the individual and the broader school community.

Aim

To provide an environment that is as free of hazards as reasonably practicable for all persons entering the school grounds and facilities and that those persons are aware of their responsibilities and obligations in protecting their own safety and that of other persons.

Implementation

General Statement of Policy

- Crossways Lutheran School seeks to ensure, so far as is reasonably practicable, that students, employees, voluntary workers, people invited onto school grounds, contractors and sub-contractors are safe from injury and risks to health while on the premises or involved in school activities.
- In particular, Crossways Lutheran School is committed to meeting the standards required by the Work, Health and Safety Act (2012) (SA), the Work, Health and Safety Regulations (2012) (SA), Approved codes of Practice and by Common Law.
- To achieve these objectives the Crossways Lutheran School requires the active cooperation of all persons involved with the school in establishing and maintaining the highest possible health, safety and welfare standards.

Person Conducting a Business or Undertaking

The Principal of Crossways Lutheran School is the PCBU pursuant to the Act. In fulfilling the obligations of this role, the Principal shall implement and maintain appropriate controls and procedures to protect the welfare of persons utilizing school grounds and facilities. These mechanisms shall include, as a minimum:

- Operational policies and procedures as required to achieve the objectives stated above;
- A Work, Health and Safety Committee with staff representation;
- Training for staff to enable them to maintain appropriate procedures and controls;
- Hazard identification and management processes;
- Procedures to identify and manage incidents and near misses, and to implement appropriate preventative action to manage the risk of recurrence;
- Emergency response systems and procedures;
- First aid services;
- Worker rehabilitation management services; and
- At each meeting the School Council will ask for any WHS issues as part of the Agenda.

Curriculum Leaders

Learning and Teaching Leaders have a responsibility to support all health and safety mechanisms established by the PCBU and to implement them. They are required to give adequate consideration to health, safety and welfare when making decisions or giving instructions to others. Where duties of a supervisory or management position include duties related to health, safety and welfare, these duties are to be regarded as having a high priority.

The Staff

The staff shall take reasonable care for the health, safety and welfare of themselves and of others who may be affected by their acts or omissions. They shall not recklessly or intentionally interfere with or misuse anything provided in the interests of health, safety and welfare. A failure to comply with legal requirements or with the health, safety and welfare practices and procedures of Crossways Lutheran School will lead to disciplinary action.

The Work, Health and Safety Committee

The Work, Health and Safety Committee is an important structure which enables consultation to occur between the employer and employee on health, safety and welfare issues within the school to improve the health, safety and welfare of all persons at Crossways Lutheran School.

Contractors, Sub-Contractors, Volunteers and Invitees

These people shall take reasonable care of the health, safety and welfare of themselves and others who may be affected by their acts or omissions. They shall not recklessly or intentionally interfere with or misuse anything provided in the interests of health, safety and welfare. A failure to comply with legal requirements, specific instructions related to health, safety and welfare or the School's health, safety and welfare practices and procedures will result in immediate removal from school premises, and such other action as may be appropriate; and all sub-contractors and visitors will be informed of any WHS issues portent to the school at the time of their visit.

References

- Work, Health and Safety Act (2012) (SA)
- Work, Health and Safety Regulations (2012) (SA)
- Approved Codes of Practice

Date Endorsed: 20th May 2015

Review Dates: Term 2, 2017

Signed:

OHS Committee Chairperson

Responsible Officer

Chairperson of School Council

Date