



THE LAKES SOUTH MORANG P-9 SCHOOL OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY

The Lakes recognises it has a responsibility to provide and maintain a working environment that is safe and without risks to individual health and welfare. This responsibility extends to all employees, students, parents, contractors and other visitors to the school site.

School management is committed to providing a safe working environment through the implementation of risk prevention and reduction strategies that are integrated into all school activities. A consultative, co-operative approach between employees and management on OHS issues will be encouraged.

This policy is consistent with:

- (a) the DET Mission Statement that schools provide a safe and appropriate teaching and learning environment for both staff and students and
- (b) the school's legal obligations under the Victorian OHS Act 1985 and common Law duty of care.

Policy Objectives:

- To comply with OHS related legislation and DET directives or guidelines relating to health and safety
- To minimise the occurrence of injury and illness in the school through systematic hazard identification, risk assessment and control
- To investigate accidents (including serious near misses) with a view to preventing recurrence
- To maintain written records on all OHS activities undertaken
- To implement staff health and wellbeing strategies
- To provide a Return to Work (RTW) program for employees in the event of injury or illness.

Adequate resources will be provided to support this policy.

Responsibilities:

As employers, the **Principal** and **School Council** have the direct responsibility for ensuring the policy objectives are fulfilled and that the necessary resources are provided to achieve effective implementation.

Employers' direct duties under the OHS Act also include:

- providing and maintaining safe plant and systems of work
- making arrangements for the safe use, handling, storage and transport of plant and substances
- maintaining the workplace in a safe and healthy condition
- providing adequate facilities for staff welfare
- providing such information, instruction, training and supervision to staff to enable them to perform their work in a safe and healthy manner.

Implementation

1. The role of OHS Co-ordinator will be allocated to a senior member of the management team.
2. Relevant OHS responsibilities will be included in all job descriptions and responsibilities will be publicised at least annually. (*pp 15-19*)*

3. Staff will be encouraged to elect a staff Health and Safety Representative (HSR).
4. The elected HSR will be provided with training and practical support to fulfil his/her role effectively (as stipulated in the OHS Act) and will be consulted on changes in the school which may affect staff health, safety or wellbeing. (p 20)
5. OHS Issue Resolution Procedures will be developed in consultation with staff or their representatives and these will be documented and publicised in accordance with the OHS (Issue Resolution) Regulations 1999. (Section 3, pp 54 and 57-59)
6. OHS considerations will be integrated into the general management practices of the school for example:
 - purchasing guidelines
 - facilities design, upgrades and maintenance
 - contractor management (p 69)
 - staff welfare (Section 6 and Appendix 4 and Health and Wellbeing Kit)
 - professional development and induction procedures (Section 4)
 - staff allotment and timetabling
 - curriculum design (p 89-90)
 - program budgeting.
7. Risk reduction will be a central goal of the school and the Risk Management program will aim to reduce both the frequency and severity of injury and illness arising from school activities through the implementation of:
 - regular evaluation of compliance with relevant OHS Regulations and DET directives
 - formal processes for reporting, recording and investigating potential or actual hazards in both the physical environment and work practices
 - reporting and documenting of all injuries and incidents, including near misses
 - investigation of accidents and recording of outcomes
 - periodic analysis of records to identify incident patterns
 - scheduled and documented preventative maintenance programs for plant and equipment
 - provision of appropriate first aid facilities and trained personnel
 - emergency management procedures which are documented, publicised and practised
 - staff support programs
8. A Return to Work Co-ordinator (RTW) will be nominated and given appropriate training. RTW policy and procedures will be developed, documented and publicised. (WorkCover Management Guide on EDULibrary)
9. Effectiveness of implementation of the policy will be monitored informally on an ongoing basis and evaluated formally at least once a year.
10. OHS initiatives and performance will be included in the Annual Report.

*Unless otherwise stated the italicised brackets correspond to sections or pages in the DET OHS Guidelines: Support Material for School (1994) to assist in implementation of the Policy. The manual is available in hard copy in schools or in EDULibrary

Responsibility for Occupational Health and Safety has been assigned to Kerrie Heenan.

(The Principal is the OHS management representative by default, however a management team member with appropriate seniority may be nominated by the Principal to act as the employer's OHS representative in an operational capacity (ie. OHS Co-ordinator) but the overall responsibility cannot

be delegated. The nominated OHS management representative may **not** also act in the role of elected staff Health and Safety Representative (HSR) as per *section 21 (4ca) OHS Act*.

Team Leaders and/or Learning Area Co-ordinators are responsible for the health and safety performance of their team. This responsibility extends to:

- maintaining the workplace in a safe condition and reporting any hazards identified
- actively promoting and implementing agreed OHS procedures
- identifying OHS training needs of both individual staff and the team as a whole.

All staff have a responsibility to:

- take reasonable care of their own health and safety and the health and safety of others affected by their acts or omissions
- report hazards, accidents or incidents (near misses) in accordance with agreed school procedures
- follow established safe working procedures.

The Lakes South Morang P-9 School is committed to ensuring this policy is publicised and implemented and will regularly monitor and review its effectiveness.

- This policy was ratified by School Council on 23rd August 2016

(Principal): _____

(President of School Council) _____

Date 23 Aug 2019 Review date/cycle:3 Years

The Lakes South Morang P-9 School Child Safety Statement:

To thrive, children need a safe and supportive environment at school, at home and in the broader community; no exceptions. At The Lakes South Morang P-9 School, we believe meeting the physical and emotional needs of our students is paramount in laying the foundations for a fulfilling future. We pledge to provide an environment that has zero tolerance to child abuse and will strive to work in partnership with our parents and community members to keep our students safe every day, in every way.

OH&S Issue Resolution Flow Chart

The management representative for resolving health and safety issues at this school is:

KERRIE HEENAN

The OH&S representative for resolving health and safety issues is:

FIONA WALKER

