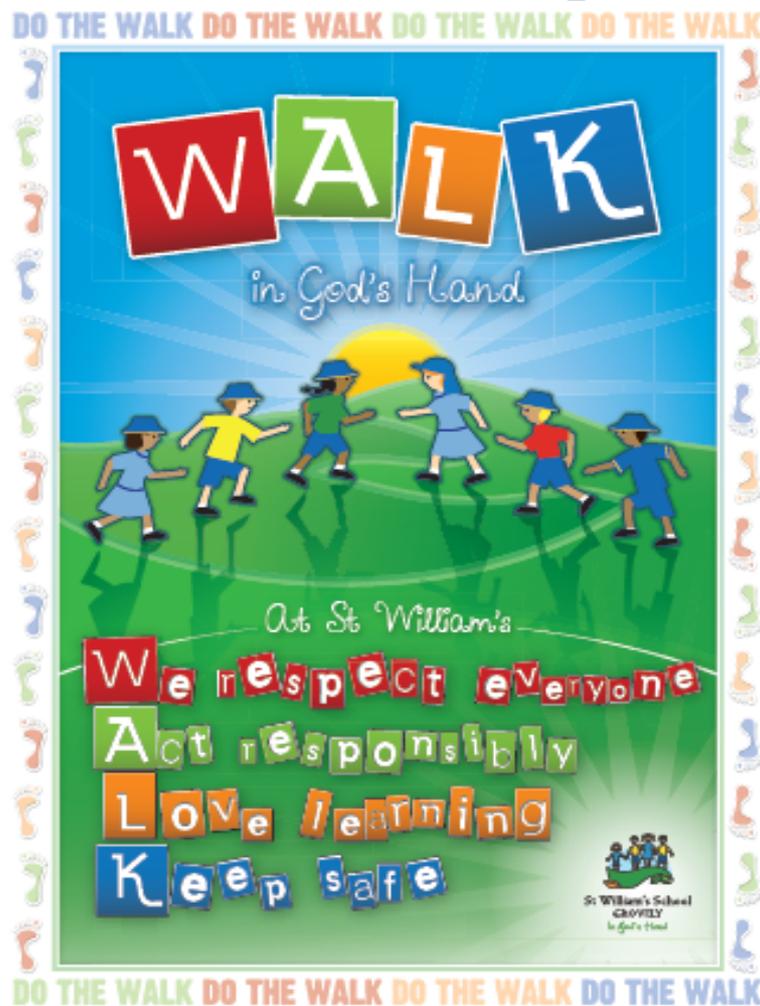


St William's Primary School, Grovely



Safety and Welfare Policy

May 2019

Safety and Welfare

Definition of Safety and Welfare

The taking of all practical steps to safeguard students, employees and visitors from accidents and potential harm and to maintain an effective safety minded community.

Rationale

St William's School recognises that protecting students from harm and inappropriate behaviour is fundamental to maximising their potential. For this reason the safety and welfare of the children within our school will always be of prime consideration. Safety and welfare should not be regarded as a separate function within St William's but should be integrated into the day to day care of all people at every level of activity. This should be based on the Workplace Health and Safety Act 2011, the Work Health and Safety Regulation 2011, Codes of Practice and Australian Standards. It also complies with the requirements of the Working with Children (Risk Management and Screening) Act 2000 and the Working with Children (Risk Management and Screening) Regulation 2011, and the St William's School's Child and Youth Risk Management Policy which references system wide policies and procedures which support the safety, protection and well-being of students.

Values

In the spirit of the St William's School mission statement, the Safety and Welfare Policy calls upon us to enact the following values:

- Gospel values of care, trust and compassion
- Dignity and justice for all
- Stewardship
- Responsibility
- Respect for self and others

Policy

St William's School is committed to promoting and securing the health, safety and welfare of all students, employees and authorised persons whilst on St William's campus and while engaging in off-campus school activities. All involved in the use of St William's educational facilities need to show reasonable diligence in situations relating to safety and welfare for themselves and others.

Procedures

In compliance with the Safety and Welfare policy St William's School will:

- Comply with all relevant Work Health and Safety Legislation
- Provide and maintain safety physical environments, equipment and systems of work so far as reasonably practicable
- Promote and encourage health and safety awareness for all people coming to that location
- Minimise disruption and personal hardship related to work related injuries or illnesses through effective injury management and rehabilitation programs
- Provide work health and safety information, resources, training and supervision to employees and other relevant people

- Consult with relevant stakeholders and resolve any work health and safety issues
- Develop safe practices and safety guidelines at each venue, and
- Provide the necessary resources to enable the effective implementation of this Policy.

The Plan

Central to the success of the St William's School's Safety and Welfare Policy, is the combined work of:

Leaders

- Living the St William's values, vision and mission for safety
- Modelling safety leadership behaviours
- Practising mindful safety leadership
- Delivering the safety management system

Health and Safety

- Enhancing the safety management system
- Delivering practical solutions
- Monitoring and reporting progress

Everyone

- Being accountable for their own safety
- Actively participating in safety conversations
- Using the WALK
- Contributing to a culture of safety