



# Workplace Health & Safety Policy

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<b>Purpose:</b>	The purpose of this policy is to outline the Peace Lutheran Primary School governance framework for achieving excellence in health and safety and the protection of the environment in which it operates	
<b>Scope:</b>	Peace Lutheran Primary School's School Council, all officers, all workers and other persons at the school, including students and parents	
<b>Status:</b>	Approved	<b>Replaces: WHS Sep 2015</b>
<b>Authorised by:</b>	School Council	<b>Date of Authorisation: 28 April 2020</b>
<b>References:</b>	<ul style="list-style-type: none"> <li>• <i>Work Health and Safety Act 2011 (Qld)</i></li> <li>• <i>Work Health and Safety Regulation 2011 (Qld)</i></li> <li>• <i>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</i></li> <li>• <i>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</i></li> <li>• Peace Lutheran Primary School Risk Management Policy &amp; <a href="#">Framework</a></li> <li>• Peace Lutheran Primary School Incident Reporting Form</li> <li>• Peace Lutheran Primary School Workplace Bullying and Harassment Statement</li> <li>• Peace Lutheran Primary School Complaints and Grievance Policy</li> </ul>	
<b>Review Date:</b>	Every 3 years	<b>Next Review Date: 2023</b>
<b>Policy Owner:</b>	Business Manager	

## Policy Statement

Peace Lutheran Primary School is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as students, visitors and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable.

In line with the *Work Health and Safety Act 2011 (Qld)* and the *Work Health and Safety Regulation 2011 (Qld)*, this means that Peace Lutheran Primary School will ensure, so far as is reasonably practicable:

- that the school complies with all legislation relating to health and safety;
- to eliminate or minimise all workplace hazards and risks as far as is reasonably practicable;
- to provide information, instruction and training to enable all workers to work safely;
- to supervise workers to ensure work activities are performed safely;
- to consult with and involve workers on matters relating to health, safety and wellbeing;
- to provide appropriate safety equipment and personal protective equipment;
- to provide a suitable injury management and return to work program.

This commitment is in line with Peace Lutheran Primary School's responsibility under the *Education (Accreditation of Non-State Schools) Regulation 2017* to comply with the requirements of the *Work Health and Safety Act 2011*.

## Definitions

Definitions relevant to this policy include:

- Person Conducting a Business or Undertaking
- Officer
- Dangerous incident
- Due diligence
- Health and safety representative
- Reasonably practicable
- Serious injury or illness
- Worker

## Responsibilities

Peace Lutheran Primary School acknowledges that a duty under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* cannot be transferred or delegated to another person.

Peace Lutheran Primary School also acknowledges that in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*:

1. More than one person can concurrently have the same duty
2. Each duty holder must comply with that duty to the standard required by the legislation even if another duty holder has the same duty
3. If more than one person has a duty for the same matter, each person—
  - a. retains responsibility for their duty in relation to the matter; and

- b. must discharge their duty to the extent to which they have the capacity to influence and control the matter or would have had that capacity but for an agreement or arrangement purporting to limit or remove that capacity; and
- c. must, so far as is reasonably practicable, consult, cooperate and coordinate activities with all other persons who have a duty in relation to the same matter

The specific roles and responsibilities of a Person Conducting a Business or Undertaking, Officers, Workers and Other Persons are outlined below.

### **Person Conducting a Business or Undertaking**

In its legal role as a *Person Conducting a Business or Undertaking*, Peace Lutheran Primary School must undertake its role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. Peace Lutheran Primary School will ensure, so far as is reasonably practicable, the health and safety of:
  - a. Workers engaged, or caused to be engaged by the school; and
  - b. Workers whose activities in carrying out work are influenced or directed by the school; while they are at work in the school.
2. Peace Lutheran Primary School will ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the school.
3. Peace Lutheran Primary School will also ensure, so far as is reasonably practicable—
  - a) the provision and maintenance of a work environment without risks to health and safety; and
  - b) the provision and maintenance of safe plant and structures; and
  - c) the provision and maintenance of safe systems of work; and
  - d) the safe use, handling and storage of plant, structures and substances; and
  - e) the provision of adequate facilities for the welfare at work of workers in carrying out work for the school, including ensuring access to those facilities; and
  - f) the provision of any information, training, instruction or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the school; and
  - g) that the health of workers and the conditions at the school are monitored for the purpose of preventing illness or injury of workers arising from the conduct of the school.
4. Peace Lutheran Primary School will ensure, so far as is reasonably practicable, that the school, the means of entering and exiting the school and anything arising from the school are without risks to the health and safety of any person.
5. Peace Lutheran Primary School will ensure, so far as is reasonably practicable, that the fixtures, fittings and plant are without risks to the health and safety of any person.
6. Peace Lutheran Primary School will ensure the provision of consultation, cooperation and issue resolution in relation to work health and safety as required under the relevant provisions of the legislation.
7. Peace Lutheran Primary School will ensure compliance when reporting notifiable incidents under the relevant provisions of the legislation.
8. Peace Lutheran Primary School's governing body must also undertake its role and responsibilities under the *Education (Accreditation of Non-State Schools) Regulation 2017* by complying with the *Work Health and Safety Act 2011*.

## **Officers**

In their legal role as Officers, Peace Lutheran Primary School's Council Members, Principal and members of the senior executive team (including Business Manager and Deputy Principal) must undertake their role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. If Peace Lutheran Primary School has a duty or obligation under the legislation, an Officer will exercise due diligence to ensure that the school complies with that duty or obligation.
2. Due diligence includes taking reasonable steps—
  - a. to acquire and keep up-to-date knowledge of work health and safety matters; and
  - b. to gain an understanding of the nature of the operations of Peace Lutheran Primary School and generally of the hazards and risks associated with those operations; and
  - c. to ensure that Peace Lutheran Primary School has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety from work carried out as part of the conduct of the school; and
  - d. to ensure that Peace Lutheran Primary School has appropriate processes for receiving and considering information regarding incidents, hazards and risks and responding in a timely way to that information; and
  - e. to ensure that Peace Lutheran Primary School has, and implements, processes for complying with any duty or obligation of the school under the legislation; and
  - f. to verify the provision and use of the resources and processes mentioned above.

## **Workers**

In their legal role as *Workers*, employees of Peace Lutheran Primary School, contractors and subcontractors and their employees, employees of a labour hire company who has been assigned to work in the school, outworkers, apprentices, trainees, students gaining work experience and volunteers, must undertake their role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. take reasonable care for his or her own health and safety; and
2. take reasonable care that his or her acts or omissions do not adversely affect the health and safety of others; and
3. comply, so far as the worker is reasonably able, with any reasonable instruction that is given by Peace Lutheran Primary School to allow compliance with the legislation; and
4. co-operate with any reasonable policy or procedure of Peace Lutheran Primary School relating to health or safety at the school, that has been notified to workers.

## **Responsibilities of Others at the School**

In their legal role as Other Persons at the school, School Council members, students, parents and visitors, must undertake their role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. take reasonable care for his or her own health and safety; and
2. take reasonable care that his or her acts or omissions do not adversely affect the health and safety of others; and
3. comply, so far as the person is reasonably able, with any reasonable instruction that is given by Peace Lutheran Primary School.

## Implementation

In practice, Peace Lutheran Primary School's commitment to protecting workers and other persons against harm to their health and safety means that it will implement the following measures in line with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*:

- A risk management process
- Provide information, training, instruction and supervision
- Provide a process for consultation, cooperation and issue resolution

Further details of these measures are provided below.

### **Risk management process**

Peace Lutheran Primary School's Risk Management Policy & Framework provides further guidance on the process and approach to managing risks at the school.

### **Provide information, training, instruction and supervision**

In accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*, Peace Lutheran Primary School will ensure that appropriate information, training, instruction and supervision is provided to workers to enable them to perform their work without risk to their health or safety, as far as is reasonably practicable. This information, training, instruction and supervision will be suitable and adequate, having regard to:

- The nature of the work carried out by the worker; and
- The nature of the risks associated with the work at the time the information, training, instruction or supervision is provided; and
- The control measures implemented.

Peace Lutheran Primary School will ensure, so far as is reasonably practicable, that the information, training and instruction is provided in a way that is readily understandable by any person to whom it is provided.

Peace Lutheran Primary School's Risk Management Policy & Framework provides further guidance on the information, training, instruction and supervision provided to workers at the school.

### **Provide for consultation, cooperation and issue resolution**

Peace Lutheran Primary School acknowledges its duty to consult, so far as is reasonably practicable, with workers who carry out work for the business or undertaking, who are or are likely to be, directly affected by a matter relating to work health or safety. Where more than one person has a duty for the same matter, each person must, so far as is reasonably practicable, consult, cooperate and coordinate activities with all other persons who have a duty in relation to the same matter.

Peace Lutheran Primary School will consult with workers in relation to the following health and safety matters in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*:

- a) when identifying hazards and assessing risks to health and safety arising from the work carried out or to be carried out by the school;
- b) when making decisions about ways to eliminate or minimise those risks;
- c) when making decisions about the adequacy of facilities for the welfare of workers;
- d) when proposing changes that may affect the health or safety of workers;
- e) when making decisions about the procedures for—
  - (i) consulting with workers; or

- (ii) resolving work health or safety issues at the workplace; or
  - (iii) monitoring the health of workers; or
  - (iv) monitoring the conditions at any workplace under the management or control of Peace Lutheran Primary School; or
  - (v) providing information and training for workers; or
- f) when carrying out any other activity prescribed under the relevant legislation.

When consulting with workers, Peace Lutheran Primary School will ensure:

- a) that relevant information about the matter is shared with workers; and
- b) that workers be given a reasonable opportunity—
  - (i) to express their views and to raise work health or safety issues in relation to the matter; and
  - (ii) to contribute to the decision-making process relating to the matter; and
- c) that the views of workers are taken into account by Peace Lutheran Primary School;
- d) that the workers consulted are advised of the outcome of the consultation in a timely way; and
- e) that records of the consultation process and outcome are kept

Peace Lutheran Primary School's Complaints and Grievance Policy and Procedures provide further guidance on resolving work health and safety issues.

### **Training**

Peace Lutheran Primary School will train its staff on this policy and any related processes relating to the health, safety and conduct of staff and students on their induction and refresh training every two years.

### **Implementing the Processes**

Peace Lutheran Primary School will ensure it is implementing this policy and any related processes relating to the health, safety and conduct of staff and students by auditing compliance with this policy and related processes annually.

### **Accessibility of Processes**

This policy and any related processes relating to the health, safety and conduct of staff and students are available on request from the school administration.

### **Complaints Procedure**

Suggestions of non-compliance with this policy and any related processes may be submitted as complaints under Peace Lutheran Primary School's Complaints and Grievance Policy.

## **Compliance and Monitoring**

In line with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* and its duties Peace Lutheran Primary School is committed to monitoring the health of workers and the conditions at the school.

Peace Lutheran Primary School has implemented an Incident Reporting Form which requires workers and other persons to report any hazards or incidents resulting in potential or actual harm to health and safety. Peace Lutheran Primary School will regularly monitor, collate and report on hazards and incidents in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*.

Peace Lutheran Primary School is also committed to reporting notifiable incidents to Workplace Health and Safety Queensland in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*. Notifiable incidents include the death, serious injury or illness of a person or a dangerous incident, arising out of the conduct of the school.