

Work Health and Safety (WHS) Policy

Work health and safety requirements including the department's commitment to the health and safety of everyone in its workplaces.

1. Objectives - Policy statement

1.1

The NSW Department of Education believes that the provision of a safe working and learning environment for everyone at its workplaces is an integral and essential part of the responsibilities as a provider of public education and other community services. The department is committed to:

1.1.1

providing everyone in its workplaces with a safe and healthy working and learning environment.

1.1.2

promoting dignity and respect in all workplaces and taking action to prevent and respond to bullying in its workplaces.

1.1.3

adopting a preventative and strategic approach to health and safety and using measurable objectives and targets to monitor performance.

1.1.4

supporting and promoting health and wellbeing.

1.1.5

providing return to work programs to facilitate safe and durable return to work for employees, where possible, for both work related and non-work related health conditions.

1.1.6

meaningful consultation with employees, their representatives and others on work health and safety (WHS) issues.

1.1.7

providing appropriate information, training and instruction to facilitate safe and productive work and learning environments.

1.1.8

providing an effective and accessible safety management system for all employees and others to guide safe working and learning in all workplaces.

1.1.9

the reporting of incidents in accordance with statutory and regulatory obligations and internal policy requirements so that action can be taken to manage the incident, prevent further incidents, and provide support where required.

1.1.10

providing a program of continuous improvement through engaging with industry, new technology and considering changes to legislation and recognised standards.

2. Audience and applicability

2.1

All employees of the department and others undertaking work (for example contractors or volunteers), and students and visitors while in departmental workplaces or participating in authorised departmental activities.

3. Context

3.1

Through the provision of procedures, guidelines and other resources the department is able to provide safe workplaces for employees and others undertaking work, students and visitors.

3.2

Everyone in the department's workplaces has a responsibility for health and safety under the Work Health and Safety Act 2011. While the department has the primary duty of care, all employees have responsibilities while undertaking their duties to follow reasonable instructions and lawful directions in accordance with the department's policy and procedures. All instructions and directions should be carried out so far as they are reasonably able; this will assist in preventing harm to themselves and others.

3.3

This policy is consistent with, and should be read in conjunction with, all departmental policies and procedures related to work health and safety.

3.4

Legislative provisions:

- [Work Health and Safety Act 2011](#),
- [Work Health and Safety Regulation 2011](#),
- [Workplace Injury Management and Workers' Compensation Act 1998](#),
- [Workplace Injury Management and Workers' Compensation Regulation 2002](#),
- and all relevant codes of practice.

4. Responsibilities and delegations

4.1

The Secretary will ensure, so far as is reasonably practicable, the health and safety of employees, others undertaking work and others in departmental workplaces, by ensuring that appropriate systems are in place, responsibilities appropriately defined and managers and supervisors receive the training and resources they need to carry out their WHS responsibilities.

4.2

Senior executive of the department deemed to be officers under the Work Health and Safety Act 2011, have a positive duty of care to exercise due diligence, as defined in Section 27(5) of the Act, in ensuring that the department complies with its duty under the legislation.

4.3

Senior managers and workplace managers are to take action to ensure:

4.3.1

this policy is implemented in their area of control.

4.3.2

safe systems of work and WHS procedures and guidelines are implemented locally, risks are managed so far as is reasonably practicable and that they strive for continuous safety improvement.

4.3.3

employees and others undertaking work are supervised and receive the instruction, information and training necessary to safely perform their duties.

4.3.4

meaningful consultation takes place with employees, their representatives and others on WHS issues.

4.3.5

workplace incidents are reported and investigated to ascertain the circumstances leading up to the incident, and appropriate action is taken to prevent further incidents from occurring.

4.3.6

effective emergency response plans and procedures are in place which include the provision of first aid and actions to support the resumption of normal operations.

4.3.7

audit and other compliance requirements are complied with and appropriate document management processes are in each workplace.

4.3.8

employees with injury or illness are managed in accordance with the department's Return to Work Program and other relevant guidelines.

Where workplace managers are unable to ensure any of these provisions they should escalate them for appropriate action and support.

4.4

Employees and others undertaking work are to:

4.4.1

take reasonable care for the health and safety of themselves and those under their supervision, and take reasonable care that their acts or omissions do not adversely affect the health and safety of others

4.4.2

comply with any reasonable instruction or lawful direction as far as they are reasonably able, including wearing personal protective equipment supplied by the employer as required

4.4.3

cooperate in following the department's health and safety guidelines and procedures

4.4.4

report incidents and hazards, and participate in training and consultation with the support of the department

4.4.5

meet their obligations under the return to work program and other guidelines to support their return to the workplace following injury or illness.

4.5

All students and visitors, while visiting or conducting business on departmental workplaces or participating in authorised departmental activities are to:

4.5.1

take reasonable care of their own health and safety, and that their acts or omissions do not adversely affect the health and safety of others

4.5.2

report health and safety issues and participate in consultation in work health and safety matters affecting them

4.5.3

follow local procedures in relation to work health and safety.

5. Monitoring, evaluation and reporting requirements

5.1

The Director, Work Health and Safety is responsible for monitoring and evaluating the implementation and effectiveness of this policy, and for reviewing this policy as required.

6. Contact

Director, Work Health and Safety, phone (02) 9707 6225.

Behaviour code for students

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

Students are expected to:

- Respect other students, their teachers and school staff and community members
- Follow school and class rules and follow the directions of their teachers
- Strive for the highest standards in learning
- Respect all members of the school community and show courtesy to all students, teachers and community members
- Resolve conflict respectfully, calmly and fairly
- Comply with the school's uniform policy or dress code
- Attend school every day (unless legally excused)
- Respect all property
- Not be violent or bring weapons, illegal drugs, alcohol or tobacco into our schools
- Not bully, harass, intimidate or discriminate against anyone in our schools

Schools take strong action in response to behaviour that is detrimental to self or others or to the achievement of high quality teaching and learning.

Behaviour code for students: actions

Promoting the learning, wellbeing and safety of all students in NSW Public Schools is a high priority for the Department of Education.

We implement teaching and learning approaches to support the development of skills needed by students to meet our high standards for respectful, safe and engaged behaviour.

Respect

- Treat one another with dignity
- Speak and behave courteously
- Cooperate with others
- Develop positive and respectful relationships and think about the effect on relationships before acting
- Value the interests, ability and culture of others
- Dress appropriately by complying with the school uniform or dress code
- Take care with property

Safety

- Model and follow departmental, school and/or class codes of behaviour and conduct
- Negotiate and resolve conflict with empathy
- Take personal responsibility for behaviour and actions
- Care for self and others
- Avoid dangerous behaviour and encourage others to avoid dangerous behaviour

Engagement

- Attend school every day (unless legally excused)
- Arrive at school and class on time
- Be prepared for every lesson
- Actively participate in learning
- Aspire and strive to achieve the highest standards of learning

The principal and school staff, using their professional judgment, are best placed to maintain discipline and provide safe, supportive and responsive learning environments. The department provides a policy framework and resources such as Legal Issues Bulletins, access to specialist advice, and professional learning to guide principals and their staff in exercising their professional judgment. In this context the NSW Government and the Department of Education will back the authority and judgment of principals and school staff at the local level.

Information for parents/carers and students on the expected behaviour of students in NSW public schools is available in [many languages](#).