

28. Health and Safety Policy

The Board is committed to providing and maintaining a safe and healthy workplace and to providing the information, training and supervision needed to achieve this to ensure the health and safety of all students, staff and other people in the workplace. The Board is responsible for ensuring health and safety procedures are developed and implemented, however, employees need to be aware of their responsibilities and comply with the Board's health and safety policy and school procedures.

The Board will, as far as is reasonably practicable, comply with the provisions of legislation dealing with health and safety in the workplace, by:

- Providing a safe physical and emotional learning environment.
- Ensuring a health and safety strategy/plan is in place and engagement and consultation with workers and the school community on the strategy occurs.
- Ensure there are procedures in place regarding the sale, supply and consumption of alcohol and that these are aligned with the protection of students, staff and visitors to the school procedures, and comply with the Sale and Supply of Alcohol Act 2012 ([http:// www.legislation.govt.nz/act/public/2012/0120/latest/DLM3339333.html](http://www.legislation.govt.nz/act/public/2012/0120/latest/DLM3339333.html)).
- Providing adequate facilities, including ensuring access and ensuring property and equipment is safe to use and students and workers are not exposed to hazards.
- Ensuring there is an effective method in place for identifying, assessing and controlling hazards. This includes recording and investigating injuries, and reporting serious harm incidents.
- Having a commitment to a culture of continuous improvement.

The principal, as Officer, has responsibility for implementing this policy and therefore must:

- Exercise due diligence in accordance with the provisions of the health and safety legislation, and in particular the six due diligence obligations.
- Take all reasonable steps to protect students, staff and visitors to the school from unsafe or unhealthy conditions or practices.
- As far as is reasonably practical, implement the staff code of conduct in an effective manner.
- Have zero tolerance to unacceptable behaviour, such as bullying, and that there are effective processes in place.
- Provide a smoke and vape free environment.
- Ensure a risk analysis management system (RAMS) is in place and carried out.
- Seek approval for overnight stays/camps/visits attesting first to their compliance with above.
- Provide information and training opportunities to employees.
- Advise the Board chair of any emergency situations as soon as possible.
- Require all employees and other workers at the school to take reasonable care to:
 - Cooperate with school health and safety procedures and ensure their own safety at work.
 - Comply with the health and safety legislation, duties of workers.
 - Promote and contribute to a safety conscious culture at the school.
- Consult with the community every two years regarding the health programme being delivered to students.

Review schedule: August 2025