



Health & Safety Policy

Approved by the EREA Board: 5 December 2017

- Rationale:** EREA seeks to ensure, so far as reasonably practical, that staff, students, workers (including contractors, subcontractors and their employees), volunteers and visitors to all EREA sites are not exposed to health and safety risks.
- Principles:** EREA is committed to providing and maintaining a safe and healthy working environment. EREA schools and entities will:
- i. Provide and maintain a safe environment and systems of work utilising the EREA WHS (OHS / OSH) module in CompliSpace;
 - ii. Ensure adequate procedures for the safe use, handling, and storage of plant, equipment and substances are in place;
 - iii. Maintain the premises in a safe and healthy condition;
 - iv. Provide information, training and supervision to ensure all can work safely;
 - v. Ensure that compliance with all relevant Acts, Regulations and codes of practice is the minimum acceptable standard with the organisation;
 - vi. Regularly consult with staff to ensure effective operation of this Policy and that health and safety issues are promptly addressed and regularly reviewed;
 - vii. Report, investigate and extract, without blame, the learning from all health and safety incidents to minimise potential of recurrence;
 - viii. Ensure staff understand they are responsible for their own health and safety and for those working around them;
 - ix. Ensure staff comply with all regulations, to follow safe work practices, to use protective clothing and other safety equipment where it is supplied and to report potential and actual hazards to the designated health and safety representative; and
 - x. Seek the cooperation and active participation of all staff members so as to ensure the effectiveness of the Health and Safety program.
- Policy Statement:** EREA is committed to ensuring the highest health and safety standards across the network. The purpose of this Policy is to provide the overall framework for health and safety in EREA. The Policy aims to assist EREA schools and entities in complying with health and safety standards by directing them to relevant programs, policies, laws and regulations that will minimize health and safety risks to the greatest extent possible on all EREA sites.

Applicable To: This Policy applies to all staff, students, workers (including contractors, subcontractors and their employees), volunteers and visitors within EREA.

Key Responsibilities: **EREA Board**
The EREA Board has responsibility for approving the EREA Health and Safety Policy and ensuring that appropriate procedures and guidelines are in place to assist all to comply with the policy.

Executive Director

The Executive Director has responsibility for ensuring that EREA complies with its legal, regulatory and procedural obligations in relation to Health and Safety through the implementation of this policy and the development of procedures and guidelines to be followed in adhering to this policy.

Regional Directors / Chair Youth+

Regional Directors support EREA schools and entities within their region to comply with legal, regulatory and procedural obligations in relation to Health and Safety through the implementation of this policy and the development of procedures and guidelines to be followed in adhering to this policy.

Principals

Principals will adhere to the policy and implement the Health and Safety program developed for all EREA schools as part the national Governance, Risk, Compliance and Policy project. Principals will be responsible for compliance by all staff within the school.

Principals will advise the School Board of significant Health & Safety issues.

Obligations: State legislation provides specific workplace health and safety obligations. EREA expects all schools and entities to strictly comply with these statutory obligations.

All people on EREA sites **must** comply with EREA Health and Safety Programs, policies and procedures as outlined in CompliSpace web-enabled program content.

Effective from: 5 December 2017

Review: The EREA Health & Safety Policy will be reviewed every four years unless there is a legislative or regulatory requirement to do so earlier.

Related Information: EREA WHS Program (harmonised) – *CompliSpace web-enabled content*
EREA OHS Program (Victoria) – *CompliSpace web-enabled content*
EREA OSH Program (WA) – *CompliSpace web-enabled content*
EREA Student Duty of Care Program – *CompliSpace web-enabled content*
Jurisdictional Injury Management and Return to Work programs