

1. Rationale:

DET values and supports the role of schools in supporting healthy and safe working environments and the actions schools are required to undertake to support the implementation of this policy

2. Aims:

This Policy applies to all employees, visitors, volunteers and contractors in Department of Education and Training (DET) workplaces and activities, and instances when performing work offsite. The [Health Safety and Wellbeing Policy](#) outlines the department's commitment to support, promote and protect the health, safety and wellbeing of all employees, visitors, volunteers and contractors. Schools contribute to the department's commitment to health, safety and wellbeing by adhering to relevant occupational health and safety (OHS) policies and procedures. Schools are required to display the Health, Safety and Wellbeing Policy on their OHS noticeboard and/or make it available to staff through appropriate communication channels.

3. Implementation:

- 3.1 The Health, Safety and Wellbeing Policy strives to build accountability and responsibility in employee health, safety and wellbeing, ensuring healthy and safe working and learning environments in all department workplaces. It achieves this by:
- recognising a legal and moral commitment to building a positive workplace culture, ensuring healthy and safe working and learning environments
 - consulting, collaborating and communicating with the department's workforce, including schools, to achieve positive health, safety and wellbeing outcomes
 - driving continuous health, safety and wellbeing improvement
 - fulfilling relevant health, safety and wellbeing legislative and compliance obligations
 - supporting the prevention of workplace injuries and ill health.
- 3.2 Schools contribute to the Health, Safety and Wellbeing Policy by following the framework of policies, procedures and objectives set out by the department's Occupational Health and Safety Management System (OHSMS). For more information about the OHSMS and associated requirements for schools, refer to [OHS Management System \(OHSMS\) Overview](#).
- 3.3 Schools are required to share the policy with their employees, either through display on an OHS noticeboard and/or through appropriate communication channels.

4. Evaluation:

- This policy will be reviewed as part of the school's ongoing policy and process review cycle.

References and Related Documents:

- There are a range of legislation and related policies that apply to this document Please refer to the DET website <https://www2.education.vic.gov.au/pal/health-safety-wellbeing/policy>
- Health Safety and Wellbeing Policy (PDF)
- OHS Management System (OHSMS) Overview.
- The Health, Safety and Wellbeing Policy aligns with the department's obligations under:
- Occupational Health and Safety Act 2004 (Vic)

- Occupational Health and Safety Regulations 2017 (Vic)
- Safe and Well in Education Strategy (PDF)
- Safe and Well in Education Framework (PDF)
- Safe and Well Injury and Illness Management Framework
- AS/NZS ISO 45001 Standard for Occupational Health and Safety

This policy was ratified by School Council in May 2022