



Work health and safety policy

Rationale

This policy exists to comply with legislative duties and obligations and to assist each school and the Catholic Schools Office in developing, promoting and maintaining a safe and healthy working environment. It demonstrates our commitment to the prevention of ill health and injury, and invokes our social, moral and ethical beliefs as Catholics in relation to health and safety.

Definitions

Safety is a state in which the risk of harm to persons or damage to property is limited to an acceptable level.

Work health and safety management system (WHSMS) is that part of the overall management system which includes organisational structure, planning activities, responsibilities, practices, procedures, processes and resources for developing, implementing, achieving, reviewing and maintaining the Work Health and Safety policy, and so managing the risks associated with the business of Diocese of Toowoomba Catholic Schools (TCS).

Workers are employees, contractors, labour hire staff, subcontractors, outworkers, apprentices, trainees, work experience students, volunteers and persons conducting a business undertaking if they perform work for TCS or TCSO.

Legislative references

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)

Values

Maintaining and promoting the dignity, safety and wellbeing of people are central to the teachings of the Catholic faith tradition. We are committed to upholding the health, safety and welfare of people who use Catholic Schools Office and school facilities.

Policy statement

All workers and other persons who work in, attend or use TCS facilities will ensure so far as is reasonably practicable, the health and safety of workers, students and other persons present on TCS premises, and comply with the Work Health and Safety Act 2011 (Qld) and Work Health and Safety Regulation 2011 (Qld), and Codes of Practice relevant to our work.

Consequences

1. TCSO will develop a WHSMS based on relevant legislation, codes of practice and standards.
2. TCSO and Toowoomba Catholic schools must implement the WHSMS.
3. Resources will be provided by TCSO and schools for maintaining and improving the safety system.
4. TCSO and Toowoomba Catholic schools will provide work health and safety training, education and supervision to students and workers.
5. TCSO and Toowoomba Catholic schools will collaboratively: define the responsibilities and accountabilities of personnel; establish consultative mechanisms; set measurable objectives and targets and monitor the WHSMS.

6. TCSO and Toowoomba Catholic schools will implement checking mechanisms and performance and management review mechanisms to ensure continuous improvement.
7. Compliance with all applicable work health and safety legislation, codes of practice, relevant Australian standards is to be monitored and evaluated by TCSO and Toowoomba Catholic schools.
8. A copy of this policy is to be made available as required to regulatory authorities, suppliers, contractors, customers and those visiting diocesan education facilities.
9. The TCS Executive Leadership Team and principals must demonstrate that they exercise due diligence by
 - a. acquiring and updating their knowledge of health and safety matters
 - b. understanding the operations being carried out by TCS and the hazards and risks associated with the operations
 - c. ensuring that TCS has, and uses, appropriate resources and processes to eliminate or minimise health and safety risks arising from work being done
 - d. ensuring that TCS has appropriate procedures in place to receive and respond promptly to information regarding incidents, hazards and risks
 - e. ensuring that TCS has, and uses, procedures for complying with duties or obligations under the Work Health and Safety Act 2011 (Qld).



Most Reverend Robert McGuckin | Bishop of Toowoomba