

# DUTY OF CARE POLICY

## Help for non-English speakers



If you need help to understand this policy, please contact our School Welfare Officer or a member of our front office administration team.

## Purpose

The purpose of this policy is to explain to our school community the non-delegable duty of care obligations that all staff at Garrang Wilam Primary School owe to our students and members of the school community who visit and use the school premises.

## Policy

“Duty of care” is a legal obligation that requires schools to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include personal injury (physical or psychological) or damage to property. The reasonable steps that our school may decide to take in response to a potential risk or hazard will depend on the circumstances of the risk.

Our school has developed policies and procedures to manage common risks in the school environment, including:

- Yard duty and Supervision
- Bullying Prevention
- Privacy
- First Aid
- Camps and Excursions
- Child Safe Standards
- Hiring, Leasing and shared use of school facilities
- Grounds maintenance
- Restraint and seclusion
- Emergency Management
- Volunteers
- Visitors
- Mobile phones
- Working with Children and Suitability Checks
- Mandatory Reporting
- Occupational Health and Safety

Staff at our school understand that school activities involve different levels of risk and that particular care may need to be taken to support younger students or students with additional needs. Our school also understands that it is responsible for ensuring that the school premises are kept in good repair and will take reasonable steps to reduce the risk of members of our community suffering injury or damage because of the state of the premises.

School staff, parents, carers and students are encouraged to speak to the principal to raise any concerns about risks or hazards at our school, or our duty of care obligations.

## External Providers

Staff at our school acknowledge that, as our duty of care is non-delegable, we are also required to take reasonable steps to reduce the risk of reasonably foreseeable harm when external providers have been engaged to plan for or conduct an activity involving our students.

Our Visitors Policy and Camps and Excursions Policy include information on the safety and care of our students when engaged with external providers. Our School will follow all applicable Department of Education and Training policies and guidelines in relation to off-site learning and will ensure that the safety and welfare of the students engaging in these activities is paramount.

The Department's guidelines in relation to Workplace Learning are available at the following link:

<https://www.education.vic.gov.au/school/principals/spag/curriculum/pages/workplace.aspx>

## COMMUNICATION

- Provided to staff at induction and included in staff handbook
- Discussed at staff meetings/briefing as required
- Made available publicly on our school website
- Made available in hard copy from school administration upon request

## Further information and resources

- the Department's Policy and Advisory Library (PAL): Duty of Care
- the Department's Policy and Advisory Library (PAL): Structured Workplace Learning

## Policy review and Approval

Policy last reviewed	07/09/2022
Consultation	NIL
Approved by	Principal
Next scheduled review date	September 2025