

Work health and safety policy summary

Audience – All workers of the NSW Department of Education (department), students and visitors while in department workplaces or participating in authorised department activities.

Policy statement

The department is committed to providing a safe and healthy working and learning environment by:

- Adopting a preventative and strategic approach to managing work health and safety (WHS) through a systematic process of hazard identification and risk assessment.
- Developing and maintaining a single, integrated WHS management system, comprising of structured procedures, guidelines, resources, training and systems that are accessible.
- Providing appropriate information, training and induction to ensure all tasks are conducted in a safe manner.
- Supporting and promoting workers' wellbeing by providing resources, programs and initiatives that foster positive work environments, enhance physical and mental health and promote work-life balance.
- Engaging in meaningful consultation with workers, their representatives, students and visitors on WHS matters.
- Ensuring contractors have specified knowledge and appropriate safety systems in place, with monitoring processes.
- Promoting dignity and respect, and taking action to eliminate, prevent and respond to psychosocial hazards such as workplace bullying, harassment, discrimination and role overload.
- Maintaining effective emergency response procedures and conducting regular drills to ensure workers, students and visitors are prepared for workplace emergencies.
- Requiring the prevention and timely reporting of incidents, injuries/illness, hazards and/or near misses in accordance with statutory and regulatory obligations to support practical incident response activities.
- Providing a return-to-work program that facilitates safe and durable recovery at work for workers, where possible, for both work-related and non-work-related health conditions.
- Establishing programs of continuous improvement by engaging with government agencies, peak bodies and industry to make appropriate health and safety decisions in consideration of changes to legislation and industry-recognised standards.
- Improving performance through the establishment of measurable objectives and targets aimed at identifying and monitoring WHS hazards, risks and control effectiveness.
- Taking reasonable steps to eliminate, or if not reasonably practicable, to minimise and reduce the risk of reasonably foreseeable harm to students and workers under a legal duty of care. This ensures the health, safety and welfare of workers, students and visitors when engaging in restrictive practices to meet this objective.
- Ensuring that, so far as reasonably practicable, all workplaces are maintained and have the appropriate facilities to ensure the health and safety of workers, students and visitors.
- Integrating sustainability and resilience principles, where possible, into WHS practices to enhance the adaptability of learning and working environments to environmental hazards.
- Complying with all relevant statutory and regulatory obligations, codes of practice, standards, and associated record-keeping and disclosure obligations.
- Maintaining a positive and proactive safety culture that is adaptable to changing demands.

Policy contacts

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Visit the NSW Department
of Education's Policy
Library to view the
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