HEALTH AND SAFETY
We in Brisbane Catholic Education provide and maintain work environments that are healthy and safe, for the wellbeing of students in our care, employees and visitors.

INTRODUCTION
Work injuries adversely impact on employee wellbeing and affect not just the individual employee but also their families. In addition, there are costs for the organisation, such as financial, breakdown of relationships, lower morale and employee commitment, increased legal costs and workers compensation claim. Similarly, student injuries may affect not only the individual child, but also their families and the organisation.

The factors that contribute to work illnesses and injuries include physical hazards, psychological and social actions of work and their interaction upon the person's wellbeing. An ongoing organisational response to develop, implement and coordinate a variety of preventative and responsive strategies is required for a holistic approach to health and safety. Such an approach is in accordance with the requirement to meet all relevant legislative requirements and duties of care.

RATIONALE
Under the Work Health and Safety Act (2011) and Workers’ Compensation and Rehabilitation Act (2003), Brisbane Catholic Education has an obligation to ensure the health and safety of employees, students, volunteers and visitors to our facilities, with particular emphasis on consultation and the processes of risk management and workplace rehabilitation for employees injured at work. In parish schools and colleges, school and parish share the responsibility of providing healthy and safe working environments, including the maintenance of safe buildings, grounds and equipment.

In the Catholic context, it is not sufficient to ensure that only minimum legal standards are met. As Pope Paul VI stated:

"Since economic activity for the most part implies the associated work of human beings, any way of organising and directing it which may be detrimental to any working men and women should be wrong and inhuman."

We are committed to achieving the highest practicable standard of health and safety. Through a variety of programs and initiatives, Brisbane Catholic Education Office supports schools and colleges by implementing appropriate procedures and strategies to minimise the risk of injury and illness and improve the health, safety and wellbeing of employees, students and visitors. This commitment is founded upon the Church’s social justice teachings. Pope John Paul II wrote he:

"Attributed to the ‘public authority’ the ‘strict duty’ of providing properly for the welfare of the workers, because a failure to do so violates justice."
Contemporary issues impacting upon the provision of healthy and safe work include:

- work and life balance: Catholic social teaching recognises the need for people to rest, to undertake personal and spiritual development, to engage in community and cultural activities and to take time with their family, and
- the need to manage the complex risks associated with psychosocial hazards which are those aspects of the design, organisation and management of work and its social and environmental context that can cause psychological, social or physical harm.

These issues have been acknowledged within our Strategic Renewal Framework, which identifies a commitment to enhance the professional support and pastoral care of employees as a priority to providing high quality teaching and learning outcomes for students. We respond appropriately to these issues and priorities in current occupational health and safety programs and initiatives.

CONSEQUENCES

- we will ensure that all requirements of the work health and safety and workers' compensation legislation are met
- Brisbane Catholic Education will coordinate and evaluate appropriate strategies to manage physical, psychological and social aspects of health and safety. Strategies will meet relevant legislative requirements and organisational objectives and standards
- schools, colleges and other workplaces will develop and implement policies and procedures that support this policy and are in accordance with Brisbane Catholic Education published standards and guidelines
- schools, colleges and workplaces will establish and maintain health and safety consultative arrangements in accordance with legislative and organisational requirements
- regular audits of the health and safety performance of schools, colleges and other workplaces will be undertaken
- support and advice will be offered, where appropriate, to principals, other members of school and college communities and staff of Brisbane Catholic Education workplaces, about legislative requirements and the contemporary management of health and safety
- training and awareness programs will be delivered and evaluated to develop and maintain health and safety competencies of principals, managers and employees
- the responsibilities with regard to buildings, grounds and equipment in parish schools and colleges will be clearly defined and communicated
- employees, students, volunteers and visitors will continue to have shared responsibility for their own health, safety and wellbeing and that of others who may be affected by their actions

REFERENCES:


**NOTES**

**Health and safety**

For the purpose of this Policy health and safety refers to health and safety matters arising out of or in the course of work.

**We**

For the purpose of this Policy we refers to Brisbane Catholic Education and all its workers.

<table>
<thead>
<tr>
<th>Approved By</th>
<th>Archbishop Mark Coleridge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issuing Group</td>
<td>Catholic Education Council</td>
</tr>
<tr>
<td>Implementation Date</td>
<td>March, 2014</td>
</tr>
<tr>
<td>Supersedes Policy Dated</td>
<td>December, 2006</td>
</tr>
<tr>
<td></td>
<td>(Previously Occupational Health and Safety Policy)</td>
</tr>
<tr>
<td>BCE Contact Officer</td>
<td>Executive Officer, Office of the Executive Director</td>
</tr>
</tbody>
</table>