



Occupational Health & Safety Policy

Purpose

The Seventh-day Adventist Schools (Victoria) Limited seeks to reflect God's concern for humanity's spiritual, emotional, social and physical wellbeing in all its activities and workplaces.

Our Commitment

All reasonable care shall be taken to ensure the health, safety and welfare of our workers and any other person who may be affected by our activities. We will pursue OH&S best practice as we aim to meet our legal obligations with regards to OH&S, and shall:

- develop safe systems of work and maintain company plant and equipment to a standard where hazards are identified, risks assessed and controlled;
- consult with, inform, instruct and supervise all workers and visitors on relevant OH&S systems and procedures; and
- in consultation with workers set and implement OH&S objectives and performance standards, measure progress towards these and communicate with workers regarding progress towards their attainment.

Expectations of senior management

Senior management shall ensure:

- agreed consultative arrangements are established and maintained to facilitate effective communication with workers and other relevant parties on OH&S;
- annual improvement goals and objectives are established for OH&S improvement in consultation with workers and other relevant parties;
- the provision of resources, including funding for training and access to specialist support;
- management systems are implemented and maintained to support the systematic identification of hazards, risk assessment and control; and
- continuous improvement of the OH&S management system.

Expectations of senior management

All employees will take reasonable care for their own health and safety and the health and safety of others. This includes compliance with all occupational health and safety requirements, cooperation with those who have specific OH&S responsibilities, participation in OH&S training and contributing to the improvement of safety standards by reporting unsafe conditions and incidents to supervisors and managers.

Evaluation

This policy will be reviewed as part of the College's five year review cycle.

Ratified by Heritage College School Council on 29th March 2021

TO BE REVIEWED 2026