

## OCCUPATIONAL HEALTH AND SAFETY POLICY

<b>Policy Number</b>	P-Q3-M001	<b>Version Number</b>	5.00
<b>Drafted by</b>	Director of Education	<b>Approved Date:</b> <b>Review Date:</b>	April 2025 April 2027
<b>Responsibility</b>	The Board of Bubup Womindjeka Family and Children’s Centre Association (Inc.) (See definitions)		
<b>Related Service Policies</b>	<ul style="list-style-type: none"> <li>• Child Safe Environment Policy</li> <li>• Code of Conduct Policy</li> <li>• Emergency and Evacuation Policy</li> <li>• Incident, Injury, Trauma and Illness Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Privacy and Confidentiality Policy</li> <li>• Staffing Policy</li> <li>• Participation of Volunteers and Students Policy</li> </ul>	
<b>Legislation and Standards</b>	<p>Relevant legislation and standards include but are not limited to:</p> <ul style="list-style-type: none"> <li>▪ Education and Care Services National Law Act 2010</li> <li>▪ Education and Care Services National Regulations 2011</li> <li>▪ <i>National Quality Standard</i>, Quality Area 2: Children’s Health and Safety                             <ul style="list-style-type: none"> <li>- Element 2.3.1: Children are adequately supervised at all times</li> <li>- Element 2.3.2: Every reasonable precaution is taken to protect children from harm and any hazard likely to cause injury</li> </ul> </li> <li>▪ <i>National Quality Standard</i>, Quality Area 3: Physical Environment                             <ul style="list-style-type: none"> <li>- Standard 3.1: The design and location of the premises is appropriate for the operation of a service are suitable for their purpose                                     <ul style="list-style-type: none"> <li>- Element 3.1.1: Outdoor and indoor spaces, buildings, furniture, equipment, facilities and resources</li> <li>- Element 3.1.2: Premises, furniture and equipment are safe, clean and well maintained</li> </ul> </li> </ul> </li> <li>▪ <i>National Quality Standard</i>, Quality Area 7: Leadership and Service Management                             <ul style="list-style-type: none"> <li>- Standard 7.1: Effective leadership promotes a positive organisational culture and builds a professional learning community</li> </ul> </li> <li>▪ Occupational Health and Safety Act 2004</li> <li>▪ Occupational Health and Safety Regulations 2007</li> <li>▪ Accident Compensation Act 1985, as amended 2007</li> <li>▪ AS/NZS 4804:2001 and 4801:2001 Occupational health and safety systems</li> </ul>		
<b>Sources</b>	<ul style="list-style-type: none"> <li>▪ OHS Act 2004, WorkSafe Victoria <a href="https://content.legislation.vic.gov.au/sites/default/files/2022-10/04-107aa043%20authorised.pdf">https://content.legislation.vic.gov.au/sites/default/files/2022-10/04-107aa043%20authorised.pdf</a></li> <li>▪ WorkSafe Victoria: <a href="http://www.worksafe.vic.gov.au">www.worksafe.vic.gov.au</a></li> <li>▪ WorkSafe Victoria: Early childhood education and care- Safety basics <a href="https://www.worksafe.vic.gov.au/early-childhood-education-and-care-safety-basics">https://www.worksafe.vic.gov.au/early-childhood-education-and-care-safety-basics</a></li> </ul>		

### AUTHORISATION

This policy was adopted by the Bubup Womindjeka Family and Children’s Centre Board of Governance on 15<sup>th</sup> August 2016.

### PURPOSE

This policy will provide guidelines to ensure:

- all people who attend the premises of the Bubup Womindjeka Family and Children’s Centre including employees, children, parents/guardians, students, volunteers, contractors and visitors, are provided with a

safe and healthy environment.

- all reasonable steps are taken by the Approved Provider, as the employer of staff, to ensure the health, safety and wellbeing of employees at the service.

## PRINCIPLES

Bubup Womindjeka Family and Children's Centre is committed to the wellbeing of employees, children, parents/guardians, students, volunteers, contractors and visitors, by endeavouring to protect their health, safety and welfare, and integrating this commitment into all of its activities including:

- Implementing its moral and legal responsibility to provide a safe and healthy environment for employees, children, parents/guardians, students, volunteers, contractors and visitors.
- Ensuring the management group, staff and volunteers are aware of their health and safety responsibilities as employers, employees and volunteers
- The systematic identification, assessment and control of hazards is undertaken at the service
- Effective communication and consultation form a fundamental part of the management process to encourage innovative ways of reducing risk in the service environment
- Training is provided to assist staff to identify health and safety hazards which, when addressed, will lead to safer work practices at the service
- Fulfilling its obligations under current and future laws (in particular, the Occupational Health and Safety Act 2004), and that all relevant codes of practice are adopted and accepted as a minimum standard.

## SCOPE

This policy applies to the Approved Provider, Nominated Supervisor, Persons in Day to Day Charge, educators, staff and students on placement, volunteers, parents/guardians, children and others attending the programs and activities of Bubup Womindjeka Family and Children's Centre.

## DEFINITIONS

The terms defined in this section relate specifically to this policy.

**Duty of care:** A common law concept that refers to the responsibilities of organisations to provide people with an adequate level of protection against harm and all reasonable foreseeable risk of injury. In the context of this policy, duty of care refers to the responsibility of education and care services to provide children, staff, students, volunteers, contractors and anyone visiting the service with an adequate level of care and protection against reasonable foreseeable harm and injury.

**Hazard:** An element with the potential to cause death, injury, illness or disease. **Hazard identification:** A process that involves identifying all foreseeable hazards in the workplace and understanding the possible harm that each hazard may cause.

**Hazard management:** A structured process of hazard identification, risk assessment and control, aimed at providing safe and healthy conditions for employees, contractors and visitors while on the premises of the Bubup Womindjeka Family and Children's Centre or while engaged in activities endorsed by the centre.

**Harm:** Includes death, or injury, illness (physical or psychological) or disease that may be suffered by a person as a consequence of exposure to a hazard.

**Material safety data sheet:** Provides employees and emergency personnel with safety procedures for working with toxic or dangerous materials. The data sheet includes all relevant information about the material such as physical properties (e.g. melting/boiling point, toxicity and reactivity), health effects, first aid requirements and safe handling procedures (e.g. personal protective equipment, safe storage/disposal and management of spills).

**OHS committee:** A committee that facilitates co-operation between an employer and employees in instigating,

developing and carrying out measures designed to ensure the health and safety of employees in the workplace.

**Risk:** The chance (likelihood) that a hazard will cause harm to individuals.

**Risk assessment:** A process for developing knowledge/understanding about hazards and risks so that sound decisions can be made about the control of hazards. Risk assessments assist in determining:

- what levels of harm can occur
- how harm can occur
- the likelihood that harm will occur.

**Risk control:** A measure, work process or system that eliminates an OHS hazard or risk, or if this is not possible, reduces the risk so far as is reasonably practicable.

## BACKGROUND AND IMPLEMENTATION

Everyone involved in an early childhood education and care service has a role to play in ensuring the service's operations are safe and without risk to the health and safety of all parties. In Victoria, health and safety in the workplace is governed by a system of laws, regulations and compliance codes that set out the responsibilities of employers and employees to ensure safety is maintained at work. Occupational Health and Safety (OHS) Act 2004

The Occupational Health and Safety Act 2004 (OHS Act) sets out the key principles, duties and rights in relation to workplace health and safety. The Occupational Health and Safety Regulations 2007 specifies the ways duties imposed by the OHS Act must be undertaken and prescribe procedural/administrative matters to support the OHS Act, such as requiring licenses for specific activities, or the need to keep records or notify authorities on certain matters.

The legal duties of an employer under the OHS Act are:

- to provide and maintain a workplace that is safe and without risk to the health of employees. This responsibility extends to contractors for routine tasks over which the employer has management. For contractors completing non-routine tasks, the employer must ensure that the service's daily operations and layout do not pose unreasonable risks
- to ensure other individuals, such as families and visitors, are not exposed to health and safety risks arising from the organisation's activities
- to consult with employees about OHS matters that will, or will likely, affect employees directly, including identifying hazards and assessing risks, and making decisions about risk control measures. The OHS Act places the responsibility on employees for:
  - taking care of their own safety and the safety of others who may be affected by their actions
  - co-operating with reasonable OHS actions taken by the employer, including following guidelines, attending OHS-related training, reporting incidents, co-operating with OHS investigations, encouraging good OHS practice with fellow employees and others at the service, and assisting the employer with conducting OHS inspections during operating hours
  - not interfering with safety equipment provided at the service, such as fire extinguishers.

### Risk Minimisation Strategies and Assessments

The centre follows clear risk minimisation strategies, supported by clear policies and procedures for specific areas of child safety that help ensure that the environment and practices at the centre are child safe. Centre policies and procedures relate to all matters specified in Regulation 168(2). Risks in the child's physical environment are minimised by the completion of a number of comprehensive Risk Assessments and Risk Minimisation Plans that ensure the safety of buildings, grounds, equipment, materials and furniture used at the service, and the safe storage and use of dangerous substances such as cleaning products and chemicals.

The centre recognises that children benefit from growing up in a natural environment that provides challenges and interests and assists children in their physical and sensory development. Children are supervised at all times and appropriate risk assessments are conducted in relation to all aspects of the operation of the centre.

## Premises, Equipment & Playground Safety

The City of Port Phillip oversee all work carried out at the centre. The building is regularly maintained to ensure a safe, clean and aesthetically pleasing environment. All playground and playroom equipment and furniture is selected to be developmentally appropriate. Equipment and furniture is subject to a risk assessment with Australian Safety Standards adhered to where required.

Staff assess equipment and the indoor and outdoor environment daily for safety. Any identified damaged or unsafe equipment or furniture is immediately removed and reported to the Nominated Supervisor for repair or replacement. A pest control company to conduct regular safety checks for the presence of spiders and vermin in and around the centre. Special attention is paid to cubby houses and sheds which are checked regularly for signs of activity.

## Ongoing Improvement

Bubup Womindjeka Family and Children's Centre is committed to the ongoing upgrade of indoor and outdoor learning spaces as financial resources allow.

The building is maintained with a schedule of regular painting, window and floor cleaning, vermin control and fire panel tests.

## **ROLE RESPONSIBILITIES**

### **The Approved Provider (Board of Governance) is responsible for:**

The Bubup Womindjeka Family and Children's Centre Board is the Approved Provider and has ultimate responsibility for the management and control of the service.

The Board delegates operational responsibility and day to day management of the service to the Nominated Supervisor and monitors the performance of the organisation, including responsibilities contained in this policy, through regular reporting and by ensuring appropriate resources are available to carry out the organisation's functions.

### **The Nominated Supervisor and Persons in Day to Day Charge is responsible for:**

- providing and maintaining a work environment that is safe and without risks to health (OHS Act: Section 21). This includes ensuring that:
  - there are safe systems of work
  - all plant and equipment provided for use by staff, including machinery, appliances and tools etc., are - safe and meet relevant safety standards
  - substances, and plant and equipment, are used, handled, and stored safely
  - material safety data sheets are supplied for all chemicals kept and/or used at the service
  - there are adequate welfare facilities e.g. first aid and dining facilities etc.
  - there is appropriate information, instruction, training and supervision for employees (Note: This duty of care is owed to all employees, children, parents/guardians, volunteers, students, contractors and any members of the public who are at the workplace at any time)
- ensuring there is a systematic risk management approach to the management of workplace hazards. This includes ensuring that:
  - hazards and risks to health and safety are identified, assessed and eliminated or, if it is not possible to remove the hazard/risk completely, effectively controlled
  - measures employed to eliminate/control hazards and risks to health and safety are monitored and evaluated regularly
- ensuring regular safety audits of the following:
  - indoor and outdoor environments
  - all equipment, including emergency equipment
  - playgrounds and fixed equipment in outdoor environments
  - cleaning services
  - horticultural maintenance
  - pest control

- monitoring the conditions of the workplace and the health of employees (OHS Act: Section 22)
- protecting other individuals from risks arising from the service's activities, including holding a fete or a working bee etc., or any activity that is ancillary to the operation of the service e.g. contractors cleaning the premises after hours (OHS Act: Section 23)
- providing adequate instruction to staff in safe working procedures, and informing them of known hazards to their health and wellbeing that are associated with the work that they perform at the service
- ensuring that all plant, equipment and furniture are maintained in a safe condition
- developing procedures to guide the safe use of harmful substances, such as chemicals, in the workplace, such as bleach
- ensuring that OHS accountability is included in all position descriptions
- allocating adequate resources to implement this policy
- displaying this policy in a prominent location at the service premises
- ensuring the physical environment at the service is safe, secure and free from hazards for children (refer to Child Safe Environment Policy)
- implementing/practising emergency and evacuation procedures (refer to Emergency and Evacuation Policy)
- implementing and reviewing this policy in consultation with the Approved Provider, staff, contractors and parents/guardians
- identifying and providing appropriate resources, induction and training to assist staff, contractors, visitors, volunteers and students to implement this policy
- ensuring staff, contractors, volunteers and students are kept informed of any relevant changes in legislation and practices in relation to this policy
- consulting appropriately with employees on OHS matters including:
  - identification of hazards (Attachment 1: Hazard Identification Checklist)
  - making decisions on how to manage and control health and safety risks
  - making decisions on health and safety procedures
  - the need for establishing an OHS committee and determining membership of the committee
  - proposed changes at the service that may impact on health and safety
  - establishing health and safety committees
- notifying WorkSafe Victoria about serious workplace incidents, and preserving the site of an incident (OHS Act: Sections 38–39)
- holding appropriate licenses, registrations and permits, where required by the OHS Act
- attempting to resolve OHS issues with employees or their representatives within a reasonable timeframe
- not discriminating against employees who are involved in health and safety negotiations
- allowing access to an authorised representative of a staff member who is acting within their powers under the OHS Act
- producing OHS documentation as required by inspectors and answering any questions that an inspector asks
- not obstructing, misleading or intimidating an inspector who is performing their duties.
- ensuring that all staff are aware of this policy, and are supported to implement it at the service
  - organising/facilitating regular safety audits of the following:
    - indoor and outdoor environments
    - all equipment, including emergency equipment
    - playgrounds and fixed equipment in outdoor environments
    - cleaning services
    - horticultural maintenance
    - pest control
- ensuring that all cupboards/rooms are labelled accordingly, including those that contain chemicals and first aid kits, and that child-proof locks are installed on doors and cupboards where contents may be harmful
- ensuring the physical environment at the service is safe, secure and free from hazards for children (refer to Child Safe Environment Policy)
- ensuring the service is up to date with current legislation on child restraints in vehicles if transporting children (refer to *Road Safety and Safe Transport Policy*)
- implementing and practising emergency and evacuation procedures (refer to *Emergency and Evacuation Policy*)

- implementing and reviewing this policy in consultation with the educators, staff, contractors and parents/guardians
- identifying and providing appropriate resources and training to assist educators, staff, contractors, visitors, volunteers and students to implement this policy
- keeping up to date and complying with any relevant changes in legislation and practices in relation to this policy.

## **Educators and other staff are responsible for:**

- taking care of their own safety and the safety of others who may be affected by their actions
- co-operating with reasonable OHS actions taken by the Nominated Supervisor, including:
  - following OHS rules and guidelines
  - helping to ensure housekeeping is of the standard set out in service policies
  - attending OHS training as required
  - reporting OHS incidents
  - co-operating with OHS investigations
  - encouraging good OHS practices with fellow employees and others attending the service
- practising emergency and evacuation procedures (refer to Emergency and Evacuation Policy)
- ensuring the physical environment at the service is safe, secure and free from hazards for children (refer to Child Safe Environment Policy)
- maintaining a clean environment daily, and removing tripping/slipping hazards as soon as these become apparent
- not interfering with safety equipment provided by the Approved Provider
- ensuring the service is up to date with current legislation on child restraints in vehicles if transporting children
- implementing and reviewing this policy in consultation with the Approved Provider, Nominated Supervisor, staff, contractors and parents/guardians.

## **Parents/guardians are responsible for:**

- being familiar with this policy
- co-operating with reasonable OHS rules implemented by the service
- not acting recklessly and/or placing the health and safety of other adults or children at the service at risk.

## **Volunteers and students, while at the service are responsible for:**

- Following this policy and its procedures.

## **EVALUATION**

In order to assess whether the values and purposes of the policy have been achieved, the Nominated Supervisor will:

- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service's policy review cycle, or as required
- notify parents/guardians at least 14 days before making any changes to this policy or its procedures.

## **Relevant Forms/Documents**

Attachment I: Hazard Checklist

Version History			
Date	Version	Author/s	Details
July 2014	1.00	Public officer	New policy
April 2016	2.00	Chief Executive Officer	Revision for updated format, document ID, related policies and relevant legislation and standards. Addition of definitions and evaluation.
August 2017	3.00	Board of Governance	Slight formatting adjustments made throughout.
April 2020	4.00	Director of Education	Policy reviewed and updated.
April 2021	4.00	Director of Education	Policy reviewed and no changes made.
April 2022	5.00	Director of Education	Policy reviewed with changes made to the OH&S checklists to reflect changes made.
April 2023	5.00	Director of Education	Policy reviewed, sources links updated and minor editorial changes made.
April 2024	5.00	Director of Education	Policy reviewed, sources links updated and minor editorial changes made.
April 2025	5.00	Director of Education	Policy reviewed and source links updated.

## ATTACHEMNT I - HAZARD IDENTIFICATION CHECKLISTS

### Kitchen Hazard Identification Checklist:

<https://forms.office.com/r/a7tf0jAqyz>

### Room Hazard Identification Checklist:

<https://forms.office.com/r/BEHXh7VxZM>

### Admin Hazard Identification Checklist

<https://forms.office.com/r/ZbhtVVRWsV>