



RUAPEHU COLLEGE BoT POLICY HEALTH AND SAFETY & WELLBEING OF STUDENTS, STAFF AND OTHER PERSONS

RATIONALE

To meet the Board's obligation to maintain a learning environment in which students and staff are physically, emotionally, spiritually and culturally safe and that they are receiving the appropriate guidance, support and assistance with respect to interpersonal and social conduct, and their personal health and safety.

2.0 DELEGATION

- 2.1** The Board requires the Principal/CEO to deploy staff of the school to meet the pastoral care, guidance and behaviour management and physical safety and health needs of students while at school.
- 2.2** The Board requires the Principal/CEO to develop systems to meet the welfare and pastoral care, behaviour management and physical safety and health needs of students while at school.
- 2.3** The Board requires the Principal/CEO to develop systems to meet and ensure the health, safety and welfare of its entire teaching staff and all other employees.
- 2.4** The Board requires the Principal/CEO to develop systems to meet the reasonable health and safety requirements of all other persons onsite at the school, as required by relevant health and safety legislation.
- 2.5** The Board requires that 2.1, 2.2, 2.3, 2.4 to be undertaken in compliance with all statutory and regulatory requirements and with appropriate consultation within and beyond the school and the Principal/CEO shall comply with NAG 5.
- 2.6** The Board shall form a standing Health and Safety Sub-Committee/Portfolio-holder to assist with the management of health and safety related risks.

3.0 PROCEDURES

- 3.1** The Board requires the Principal, in conjunction with the Health and Safety sub-committee or portfolio holder, to develop health, safety and wellbeing procedures for this policy and to table these for approval at the meeting following enactment/review of the policy or at any such other time as the Board determines.
- 3.2** The procedures will meet all statutory, regulatory and contractual obligations of the Board in respect of these matters. Statutory obligations include, but are not limited to:
 - Health and Safety in Employment Act 1992
 - Buildings Act 2004
 - Human Rights Act 1993
 - Hazardous Substances and New Organisms Act 1996



Ruapehu College Policy Manual

- Education Act 1989
- Relevant Collective Employment Agreements or individual contracts for staff

3.3 The procedures will include provision for accountability and reporting to the Board and other agencies in respect to the various areas/aspects of health and safety.

3.4 Procedures will be developed for, but not limited to, the following areas:

- Management of student behaviour
- Guidance, welfare and pastoral care
- Harassment, Bullying prevention
- Primary Health Services, Sunsmart
- Alleged abuse issues
- Pandemic Preparedness
- Hygiene, Healthy eating and drinking
- Emergency Response Procedures
- Property, equipment related safety, Hazard Identification
- Student and staff travel off-site on school related trips
- Cyber-Safety-computers, cell phones and other electronic devices
- Education Outside the Classroom (EOTC) safety management system including RAMS related requirements
- Links to Concerns and Complaints policy
- Links to Staff Code of Conduct/Ethics

4.0 Accountability

4.1 The Principal/CEO shall provide an annual update report to the Board at year end, or any other such time as the Board determines, in regard Health, Safety & Wellbeing matters.

5.0 REVIEW

This policy will be reviewed in accordance with the Board's regular review process.

This policy links to the school's Mission, Values and Strategic Aims 1, 3, 4, 5 and NAGs 3, 5 and 6.

6.0 RATIFIED BY BOARD OF TRUSTEES

Chairperson: Dean Francois

Signed: _____

Date: 25.07.19



Due date for Policy review: June 2022