



## Occupational Health and Safety Policy PP038

### Introduction

Plenty River College (the College) is an independent, specialist secondary school and a Registered Training Organisation (RTO Code: 22732), delivering the Victorian Pathways Certificate (VPC), VCE Vocational Major (VM) and Vocational Education and Training (VET) Qualifications. It provides a safe and inclusive learning environment for secondary school aged students who may have been disengaged or are at risk of disengaging from education.

The College provides a safe and inclusive learning environment for young people who may have been disengaged or are at risk of disengaging from education. The College is a school of opportunities in which all students are empowered to achieve their personal best. Our mission is to assist students to develop life and work skills and achieve in their learning by:

- re-engaging them in education;
- fostering their social and emotional development; and
- providing a supportive and safe environment for them.

The College provides a safe and supportive environment where all students can safely participate in the educational experiences offered by the College.

### Purpose

The purpose of this policy is to provide the College framework as part of its responsibility to provide and maintain a safe working and learning environment for all employees, students, volunteers, contractors and visitors in accordance with its obligations under the Occupational Health and Safety Act 2004 (Vic).

A consultative, co-operative approach between employees and management on Occupational Health and Safety (OHS) issues is encouraged in order to:

- Uphold the College's mission in providing a sustainable and deliberate learning community where the potential and aspirations of the students are harnessed and honed;
- Comply with the College's legal obligations under the Victorian OHS Act (2004), Education and Training Reform Act (2006) and related laws and standards.

### Objectives

- To comply with OHS related legislation and directives or guidelines relating to health and safety.
- To minimise the occurrence of injury and illness in the College through systemic risk identification, assessment and control.
- To investigate accidents and near misses to prevent recurrence.
- To implement staff health and wellbeing strategies.
- To provide a Return to Work (RTW) program for employees in the event of injury or illness.



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### Definitions

<b>Occupational Health and Safety (OHS)</b>	Refers to the systems, policies and practices implemented by the College to provide and maintain a working and learning environment that is safe and without risks to health and wellbeing for employees, students, volunteers, contractors and visitors.
<b>Hazard</b>	A hazard is any situation, condition or activity within the College environment that has the potential to cause injury, illness or harm.
<b>Risk</b>	Risk refers to the likelihood that a hazard will cause harm, injury or illness, and the severity of that outcome.
<b>Incident / Near Miss</b>	An incident is an event that results in, or could have resulted in, injury, illness or damage. A near miss is an unplanned event that did not result in injury or damage but had the potential to do so.
<b>Health and Safety Representative (HSR)</b>	An elected staff member who represents employees in health and safety matters, participates in inspections, and provides advice on OHS issues.
<b>Workplace</b>	Any location where College-related activities are undertaken, including classrooms, offices, grounds, excursions, camps and external environments associated with College programs.

### Commitment

The College is committed to providing a safe working environment through the implementation of risk prevention and reduction strategies integral to the College's educational delivery and activities.

The College:

- Ensures that appropriate standards of workplace safety are maintained at all times,
- Raises the profile of OHS issues within the College,
- Creates a team approach to health and safety issues.
- Prevents accident, injury and disease in the workplace wherever and whenever possible.

### Responsibility

1. OHS is a shared responsibility of the College Board and staff.
2. The College Board and the Executive Principal have responsibility for implementing policy objectives and ensuring they are fulfilled at all times, including:
  - Providing and maintaining safe plant and systems of work;
  - Making arrangements for safe use, handling, storage and transport of plant and substances;
  - Maintaining the workplace in a safe and healthy condition;
  - Providing adequate facilities for staff and student welfare;
  - Promoting the health and well-being of staff;



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- Providing such information, instruction, training and supervision to staff to enable them to perform their work in a safe and healthy manner;
- Providing appropriate training for all staff including electing a Health and Safety representative (HSR).

The College will support the establishment and operation of Designated Work Groups (DWGs) where required.

### 3. The Executive Principal or nominee:

- Conducts regular 'walk through' inspections to help ensure that issues are being focused upon in a proactive manner including quarterly inspections of buildings, facilities and grounds are completed and identified OHS issues are resolved in a timely manner; (refer to Appendix 1 and 2);
- Provides regular information to the College Board on OHS matters and their progress towards resolution;
- Ensures that the College safety audit is conducted annually, and that identified issues are resolved in a timely manner (refer to Appendix 3);
- Ensures that all staff are first aid trained;
- Ensures that regular and preventative maintenance is completed according to the College maintenance schedule, using appropriately qualified service providers;
- Procures qualified service providers to complete repairs to equipment or facilities which have been identified as below standard or urgently requiring maintenance;
- Ensures that risk assessments for college activities, including camps and excursions, are completed/reviewed and that appropriate risk control measures and responses are implemented;
- Ensures that OHS is retained as an agenda item for College staff meetings to report on OHS activities and issues and facilitate regular discussion and feedback;
- Ensures that College staff are consulted on OHS matters;
- Takes advice from HSR and/or OHS experts when resolving OHS issues;
- Provides appropriate training to elected HSRs;
- Provides new staff, volunteers and contractors with an OHS induction (refer to Appendix 4 and 5);
- Ensures that college staff, volunteers and contractors are provided with appropriate training for their role at the college;
- Reviews college risk registers to improve controls and prevent recurrence of risky situations;
- Updates the Emergency and Critical Incident Management Plan as required;
- Ensures issues relating to OHS, for example building works being conducted at the College are communicated to all staff, students, visitors and parents, carers or



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guardians, as required and a formal process of reporting, recording and investigating incidents or near misses are adhered to at all times;

- Notifies WorkSafe immediately of any notifiable incident in accordance with Part 5 of the OHS Act 2004 (Vic).
- Manages all WorkCover issues and report to the College Board;
- Ensures that Victorian WorkCover Authority inspectors are welcome at the college. Any resulting Improvement Notices or Prohibition Notices are be complied with at all times.

#### 4. All staff have a responsibility to:

- Take reasonable care of their own health and safety and the health and safety of others affected by their acts or omissions;
- Report hazards, accidents or incidents (near misses) to the Executive Principal or the HSR;
- Provide a written report of account of OHS incidents or near misses so they can be investigated to prevent reoccurrence;
- Maintain the workplace in a safe condition;
- Actively promote the implementation of agreed OHS procedures/processes.

#### 5. Elected HSR are responsible for:

- Consulting with college staff on OHS matters;
- Participating in quarterly inspections of college buildings, grounds and facilities, and providing recommendations to the Executive Principal;
- Advising the Executive Principal on suitable induction and OHS training programs for college staff;
- Providing OHS information to staff and contributing to the OHS Noticeboard.

### Implementation

The College has a range of policies and procedures which promote a health and safety culture and meet legal obligations. Policies or procedures which describe the processes and strategies in place to keep students, staff and others safe include:

- Duty of Care Policy PP031
- Critical Incident and Emergency Management Policy PP029
- First Aid Policy PP027
- Anaphylaxis Management Policy PP014
- Caring For ill Student Policy and Procedures PP020
- Child Safety Policy and Procedures PP009
- OHS Procedures
- Bullying and Harassment Policy PP016
- Digital Technologies and Social Media Policy PP030
- Emergency Management Plan



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- FT019 Emergency Management Plan FT019
- Child Safety Reporting Obligation Policy PP025

### **OHS Issue Resolution**

When an actual or potential safety breach has been identified, the Executive Principal meets with staff representatives/HSR to discuss the issue and determine how it can be resolved. If the issue cannot be immediately resolved, the Executive Principal raises the matter for discussion at the next staff meeting, and/or obtain OHS advice from the HSR or a relevant expert. Once an action has been decided by the Executive Principal, the resolution must be recorded, relevant registers and risk assessments updated, and staff members informed of the action to be taken.

### **Communication**

The College communicates this policy to the College community via the College website and referenced in the Student & Parent/Guardian Handbook.

### **Review**

This policy will be reviewed annually, or earlier if required due to legislative or organisational changes or in response to an Incident or near miss.



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<b>Document Number:</b>	PP038	<b>Developed by:</b>	Compliance
<b>Policy Owner:</b>	Executive Principal	<b>Approver Name &amp; Role:</b>	PRC Board
<b>Evidence of Approval:</b>	Board meeting	<b>Version No:</b>	V2026.V2
<b>Review Due To:</b>	Review	<b>Date Approved:</b>	15/06/2026
<b>Next Review Due:</b>	15/06/2029		
<b>Department:</b> Compliance and Governance		<b>School Standards:</b> STD-Care,Safety and Welfare of Students	
		<b>RTO Standards:</b> Guideline 6 – Child Safe Standards	

### Revision Record:

Date	Version	Revision description
22/09/2021	V2021.V1	Initial Policy
15/06/2026	V2026.V2	Minor edits <ul style="list-style-type: none"> <li>• Updated introduction</li> <li>• Version Control</li> <li>• Updated the relevant polices and Document section</li> <li>• Added to ensure that the College safety audit is conducted annually, and that identified issues are resolved in a timely manner</li> </ul>



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### Appendix 1 - General Inspection Checklist FT011((all campuses))

*Use this checklist to complete quarterly inspections of general areas e.g. classrooms, cafeteria, kitchen, office area, reception etc*

Inspection date	
Place of Inspection	Plenty River College

Inspection item	Tick relevant box <input checked="" type="checkbox"/>			Comments
<b>Section 1: General</b>				
1. Entrance, doorways and floors are kept free from obstructions (e.g. boxes)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
2. Floors are in good condition with no cracks, dips, holes, tears or rips	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
3. Floors are clean (e.g. free from rubbish) and not slippery	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
4. Computer and other electrical leads and cables are kept clear of pathways and walkways	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
5. Doors open and close/slide freely	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
6. Doors locks can be easily opened	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
7. Ceiling tiles are in place and not damaged	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
<b>Section 2: Lighting</b>				
8. Lighting is in good working order (e.g. not flickering or blown bulbs)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
9. Light covers are in place and not damaged	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
10. Blinds and curtains can be drawn to reduce glare	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	



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Inspection item	Tick relevant box <input checked="" type="checkbox"/>			Comments
<b>Section 3: Stairs and landings</b>				
11. Stairs and steps are free from obstructions	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
12. Anti-slip resistant strips on flooring are in good condition	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
13. Anti-slip resistant strips on step edges are in good condition	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
14. Handrails installed are in good condition (e.g. no peeling paint, rust or corrosion)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
<b>Section 4: Kitchen and cafeteria</b>				
15. Knives and sharp items are stored in a secure location	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
16. Sinks are clean and free from debris	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
17. Hot and cold taps are clearly labelled	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
18. Food containers are correctly labelled	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
19. Work benches are clean	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
20. Exhaust fans are functional and clean	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
21. Appliances are clean (e.g. fridge, microwave, oven, sandwich press), if applicable.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
22. Clean tea towels/paper towel are available	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
23. Oven mitts or gloves are available and in good condition for handling hot items	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	



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Inspection item	Tick relevant box <input checked="" type="checkbox"/>			Comments
<b>Section 5: Chemical management</b>				
24. Hazardous substances are stored in a locked cupboard	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
25. Chemicals are not stored in food or beverage containers	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
26. Chemicals are correctly labelled with the label clearly legible and intact	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
<b>Section 6: Storage</b>				
27. Items are stored so that they are not at risk of falling	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
28. Storage racks are in good condition (e.g. no bowed shelves)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
29. Space below desks is free from obstructions (e.g. no boxes stored underneath)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
30. Frequently used, heavy and bulky items are stored within easy reach (between waist and shoulder height)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
31. Step ladder is available and in good condition	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
32. Trolleys are available and in good condition to transport items	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
<b>Section 8: Workstations and furniture</b>				
33. Furniture is in good condition (e.g. no damage)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
<b>Section 9 : Electrical equipment</b>				
34. Extension leads are in good condition (e.g. no cracks, damage or loose plug)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
35. Electrical switchboard is locked	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	



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Inspection item	Tick relevant box <input checked="" type="checkbox"/>			Comments
36. Power boards are not connected in a "piggyback" manner	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
37. Electrical points are in good condition	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
38. Media outlets for data projectors are fixed and accessible	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
39. Data projector screen is secured with remote available	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
40. Speaker equipment is secured with the cabling in good condition	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
41. Light switches are in good working order and not damaged	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
42. Damaged or faulty items of equipment have been electrically isolated and tagged out	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
<b>Section 10: First aid and emergency management</b>				
43. First aid kit/cabinet is available and accessible	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
44. A fire blanket is available, accessible and has been inspected in the last six months (check tag)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
45. A fire extinguisher is available, accessible and has been tested in the last twelve months (check tag)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
46. An Emergency Evacuation Plan is displayed and clearly Legible	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
47. Emergency exit door(s) are clearly signposted, illuminated and unobstructed	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	



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Identified Hazards
<p>Note: If further maintenance is required, details of the identified hazard must be included in the maintenance schedule FT010 and emailed to the relevant parties.</p>

Completed by		Signature	
Executive Principal		Signature	



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### Appendix 2 - External Grounds Inspection Checklist(all campuses)

*Use this checklist to complete quarterly inspections of external areas e.g. gardens, outdoor seating areas, walkways, driveways, parking areas etc.*

Inspection date	
Area inspected	
Completed by and signature	
Executive Principal signature	

Inspection item	Tick relevant box <b>p</b>		
<b>General grounds</b>			
1. Building entrances and doorways are free from obstructions	" Yes	" No	" N/A
2. Grounds are free from rubbish and debris (including underneath buildings)	" Yes	" No	" N/A
3. Trees and shrubs are free of dead or overhanging branches	" Yes	" No	" N/A
4. Grass has been mowed	" Yes	" No	" N/A
5. Fences are in good condition (e.g. no holes)	" Yes	" No	" N/A
6. Gates are in good condition and are able to be secured	" Yes	" No	" N/A
7. Ground surfaces are even in good condition with no cracks, dips, or holes	" Yes	" No	" N/A
8. Changes in surface level have been highlighted (e.g. with yellow paint)	" Yes	" No	" N/A
9. Drains are covered with grates	" Yes	" No	" N/A
10. Drains and gutters are free from debris	" Yes	" No	" N/A
<b>Outdoor lighting</b>			
11. Outdoor lighting is in good working order	" Yes	" No	" N/A
<b>Shade sail and outdoor seating</b>			
12. Shade sail is free from rips, holes, or tears	" Yes	" No	" N/A
13. Structural components are free from rust, damage, and corrosion	" Yes	" No	" N/A



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Inspection item	Tick relevant box p		
14. Equipment is free from damage, rust and corrosion, or split wood	" Yes	" No	" N/A
15. Protective coats/paint and equipment surfaces are free from damage and wear (e.g. no peeling paint)	" Yes	" No	" N/A
16. Rails, bolts and other protruding sharp objects are covered with end caps	" Yes	" No	" N/A
17. Bolts, nuts, screws and fastening pins are in place and secure	" Yes	" No	" N/A
18. Handrails and steps are free from damage and are slip resistant	" Yes	" No	" N/A
<b>Re-bound walls</b>			
19. Wall and footings are in good condition, free from damage, cracks, rust, and corrosion	" Yes	" No	" N/A
20. No items are fixed to the re-bound walls (as applicable)	" Yes	" No	" N/A
<b>General workplace signage</b>			
21. School entrance is clearly marked	" Yes	" No	" N/A
22. 'No Smoking' signage is clearly displayed at all entrances	" Yes	" No	" N/A
23. Signage at the main entrance instructing all visitors to report to the admin office is clearly displayed and legible	" Yes	" No	" N/A
24. Signage at the general office to notify all persons undertaking work to undergo an induction is clearly displayed and legible	" Yes	" No	" N/A
25. Asbestos Containing Materials (ACM) label is clearly displayed and legible on all buildings where ACM has been identified (if applicable)	" Yes	" No	" N/A
26. HAZCHEM Signage is located at the main entrance to the property (if applicable)	" Yes	" No	" N/A
<b>Traffic</b>			
27. Road surfaces are even and in good condition (e.g. no potholes or dips)	" Yes	" No	" N/A
28. Barriers to protect pedestrian walkways/pathways are in good condition and are free from rust and corrosion	" Yes	" No	" N/A
29. Designated parking areas are clearly marked	" Yes	" No	" N/A



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Inspection item	Tick relevant box <b>p</b>		
30. Designated disabled parking areas are clearly marked	" Yes	" No	" N/A
31. 'No Parking' areas are clearly marked	" Yes	" No	" N/A
32. Emergency service access and parking areas are clearly marked	" Yes	" No	" N/A
33. Road directional signage is clearly marked	" Yes	" No	" N/A
34. Speed signage is displayed and legible	" Yes	" No	" N/A
35. Pedestrian crossings are clearly marked	" Yes	" No	" N/A
<b>Outdoor shed and storage areas</b>			
36. Work benches are clean and free from debris	" Yes	" No	" N/A
37. Storage racks are in good condition (e.g. no bowed shelves)	" Yes	" No	" N/A
38. Frequently used, heavy and bulky items are stored within easy reach (between waist and shoulder height)	" Yes	" No	" N/A
39. Items are stored so that they are not at risk of falling	" Yes	" No	" N/A
40. Entrance, doorways, and floors are kept free from obstructions (e.g. boxes)	" Yes	" No	" N/A
41. Floors are clean (e.g. free from rubbish) and not slippery	" Yes	" No	" N/A
42. Doors locks are able to be easily opened	" Yes	" No	" N/A
43. Safe Work Procedures are displayed next to items of static/ fixed plant	" Yes	" No	" N/A
44. Electrically powered plant and equipment has been tested and tagged and are within date	" Yes	" No	" N/A
45. Power cords are in good condition	" Yes	" No	" N/A
46. Guarding in place on all items of machinery	" Yes	" No	" N/A
47. Chemicals are not stored in food or beverage containers	" Yes	" No	" N/A
48. Chemicals are correctly labelled with the label clearly legible and intact	" Yes	" No	" N/A
49. Hazardous substances stored in a lock cupboard	" Yes	" No	" N/A
50. Dangerous goods are segregated in storage	" Yes	" No	" N/A



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Inspection item	Tick relevant box <input type="checkbox"/>		
<b>Water tanks</b>			
51. Water tanks are in good condition and are free from visible damage or leaks	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
52. Access points to the tank are secured	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
<b>Emergency response</b>			
53. Assembly points are designated and have appropriate access to emergency equipment	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
54. There is access to facilities and grounds for emergency vehicles	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

<b>Recommendations for corrective actions to address identified hazards</b>



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### Appendix 3 - Annual Safety Audit Checklist(all campuses)

*This audit is to be completed annually by the Executive Principal.*

Audit date	
Executive Principal signature	

#### **PART A: Document Review**

Item to be assessed	Evidence / Resources	Findings
1. Has the Executive Principal and HSR attended OHS training?	Training records and certificates	
2. Is there a process for consulting staff members on OHS issues, policies and procedures and changes in the workplace?	Minutes of staff meetings and/or OHS Committee meetings  OHS as a standing agenda item for staff / OHS meetings  Emails to staff members asking for feedback on OHS issues	
3. Are newly appointed staff, volunteers and contractors given an OHS induction with a record kept in the staff file?	Employee OHS Induction Checklist  Volunteer/Contractor Induction Checklist	
4. Is there an OHS Policy in place that is reviewed regularly? Is it on display or easily accessible?	Current OHS Policy within review period  On display on OHS Noticeboard / at college website / in Teacher Handbook	
5. Is there an agreed OHS resolution process?	Staff communication process (meetings, noticeboard, staff newsletter)	
6. Is there a statement about zero tolerance about anti-bullying and harassment?	Duty of Care Policy -PP031  Accessible to staff (website, noticeboard, newsletter)	



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Item to be assessed	Evidence / Resources	Findings
	Bullying and Harassment Prevention Policy PP016	
7. Is there a policy and procedure or process in place requiring visitors to sign in and to where identification?	Child Safety Policy and Procedures -PP009 Duty of Care Policy -PP031	
8. Is there a policy and procedure or process in place for bullying or aggressive behaviour from parents and students?	Parent Code of Conduct V2025 FT006 Student Code of Conduct V2025 FT005 Child Safety Complaints and Concerns Policy PP023 Complaints and Grievance Policy – PP026	
9. Is there a documented process in place for conducting risk assessments and implement risk management strategies prior to all excursions and camps?	Camp/Excursion Risk Assessment FT054	
10. Is there a documented process in place for recording accidents and injuries to staff members, students, contractors, volunteers and visitors? Is there a process for reporting Notifiable incidents?	Accident, Injury and Incident Reporting Policy PP006	
11. Are there emergency management plans in place? Are fire drills and	Emergency Management Plan FT019	



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Item to be assessed	Evidence / Resources	Findings
evacuation drills rehearsed at least four times a year?		
12. Are there bushfire preparedness strategies in place to manage Code Red Days?	Emergency Management Plan FT019	
13. Have staff training needs been assessed?	Training records	

### PART B: Physical Walkthrough

Item to be assessed	Evidence / Resources	Findings
14. Is there an OHS Noticeboard showing OHS information, and policies and procedures?	Visual inspection of noticeboard with: <ul style="list-style-type: none"> <li>• OHS Policy and Procedures</li> <li>• Emergency services contact details</li> <li>• list of First Aid Officers</li> <li>• location of first aid kits</li> <li>• evacuation maps or procedures</li> <li>• minutes of staff/OHS meetings</li> </ul>	
15. Are there suitable first aid facilities for staff, students, and visitors? Signage? Are they maintained, with supplies checked and re-ordered regularly?	Walkthrough of first aid facilities Signage check First Aid Kit checklists	
16. Is there a documented process for distributing medication and recording its administration?	Administration of Medication Policy Medical Administration Log Medical Authority forms	
17. Are essential services in place and regularly	Walkthrough checking accessibility of fire equipment,	



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Item to be assessed	Evidence / Resources	Findings
serviced? Appropriately mounted and unobstructed?	signage, service records (every 6 months).  Check that fire extinguishers are mounted between 10 cm and 120 cm above ground with 100 cm clearance	
18. Are evacuation maps/plans on display to all? Current?	Walkthrough checking for evacuation maps in all areas)	
19. Are emergency exits appropriately signed and unobstructed?	Walkthrough checking emergency exit signage and accessible/easily opened?	
20. Are the disabled toilets free from obstruction and stored equipment?	Walkthrough and visual inspection to ensure that equipment is not stored in disabled toilets (e.g. cleaning equipment)	
21. Are work areas and floors kept clean and uncluttered? Is available storage in use and used appropriately? Are heavy items suitably stored below waist height?	Walkthrough checking that: <ul style="list-style-type: none"> <li>• floors are clean, tidy and uncluttered</li> <li>• old or unused items have been removed</li> <li>• storage in use with heavy items on low shelves</li> <li>• appropriate ladders for use with higher shelves</li> </ul>	
22. Are changes in floor levels or type appropriately highlighted? Are there loose / unsecured mats?	Walkthrough checking: <ul style="list-style-type: none"> <li>• Flooring changes suitably highlighted</li> <li>• no damaged or broken flooring</li> <li>• mats in good condition and have bevelled edges</li> </ul>	
23. Are safe strategies used to hang objects or displays in work areas and classrooms?	Walkthrough checking for safe methods of display or hanging objects	



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Item to be assessed	Evidence / Resources	Findings
24. Are there appropriate ladders for use in storage areas? Are they in good condition with a visible load rating?	Walkthrough checking ladders in storage areas with high shelves  Visual inspection of ladder condition and load rating	
25. Are all chemicals appropriately labelled, securely stored and listed on an up-to-date Chemicals Register?	Visual inspection of Register.	
26. Are all flammable gases and liquids stored appropriately?	Visual inspection of materials to ensure they are stored in cupboards/storage facilities.	
27. Does the cleaners' cupboard have appropriate signage? Is it kept locked?	Visual inspection of cupboard signage and cupboard lock	
28. Are all electrical items tested and tagged?	Visual inspection of Register and all electrical items (unless under 6 months old)	
29. Are there "No Smoking" signs at all College entrances?	Walkthrough and visual inspection of all College entrances to ensure signs are in place	
30. Are tables and chairs inspected regularly for damage, broken, missing or loose parts?	Visual inspection	
31. Are drop-off / pick-up zones and driveways appropriately signed?	Visual inspection of signage, traffic directions and pedestrian walkways	



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### Appendix 4 - Employee OHS Induction Checklist (all campuses)

Employee name	
Position / role	
Induction date	

Question	Yes	No
1. Has the employee been provided with access to the College's OHS Policy and related procedures and checklists?		
2. Has the employee been given a site tour of the College?		
3. Has the employee been shown the amenities, such as staffroom and toilets?		
4. Has the employee been advised of emergency and evacuation procedures, emergency exits, assembly points and who to contact?		
5. Has the employee been shown the first aid facilities?		
6. Has the employee been provided with the information on how to report hazards, incident or near misses?		
7. Has the employee been informed about College security procedures?		
8. Has the employee been shown the accident and incident reporting procedure (Accident and Incident Reporting Policy), the Accident and Injury Register, and the Incident Report Form?		
9. Has the employee been shown the Bullying and Harassment Prevention Policy and the Bullying / Harassment Incident Report?		
10. Has the employee been shown the onsite safe storage of flammable liquids and materials?		
11. Has the employee been provided with applicable Personal Protective Equipment, such as gloves, masks or glasses (if applicable)?		

Employee signature	
Executive Principal signature	



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### Appendix 5 - Volunteers and Contractors OHS Induction Checklist (all campuses)

Volunteer/Contractor name and company	
Tasks to be performed	
Induction date	

Question	Yes	No
1. Has the volunteer/contractor provided evidence of their competency to undertake the works (i.e. licences and/or certificates as well as public liability and Workers compensation insurance, Working With Children Check)?		
2. Has the volunteer/contractor provided a current Job Safety Analysis (JSAs) and/or SWMS (Safe Work Method Statement) for tasks to be performed?		
3. Has the volunteer/contractor identified the hazards associated with the proposed works and implemented control measures (from setting up the work area to completion of the job)?		
4. Have access arrangements been confirmed, including signing in/out and wearing identification?		
5. Has the volunteer/contractor notified the College of vehicles, equipment and materials to be used on the site?		
6. Has the volunteer/contractor been provided with a site-specific induction and site tour?		
7. Has the volunteer/contractor been provided with the relevant policies (e.g. OHS policy, Smoking policy)?		
8. Has the volunteer/contractor been briefed about known hazards at the school which may affect their work, including Hazardous Substances and Dangerous Goods stored on site?		
9. Has the volunteer/contractor been informed of hazard, incident and near-miss reporting?		
10. Has the volunteer/contractor been provided with a copy of a current Asbestos Register or clearance certificates (if applicable)?		
11. Has the volunteer/contractor been informed of the school's first aid facilities and the injury reporting procedures, including the location of the register?		



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12. Has the volunteer/contractor been informed of traffic management/car parking and vehicle access on the site (if applicable)?		
13. Has the volunteer/contractor been informed of any restrictions of timing of tasks (i.e. vehicle access, use of heavy machinery, noise or dust on the College site)?		
14. Has the volunteer/contractor put in place appropriate isolation barriers (if required)?		
15. Has the volunteer/contractor displayed appropriate safety signage (if applicable)?		
16. Does the volunteer/contractor have procedures to dispose of rubbish and waste appropriately and without risk?		
17. Upon completion of work, will the Executive Principal (or nominee) inspect the works to ensure that the site is left free from hazards and presents no risk of injury to any person?		
18. If working at heights, have contractors brought appropriate equipment such as harnesses?		

Volunteer/Contractor signature:	
Executive Principal name and signature:	