WORKPLACE HEALTH & SAFETY POLICY

Inherent in the Presbyterian & Methodist Schools Association’s (PMSA) Mission Statement, vision and core values is a commitment to providing a safe and healthy working and learning environment within all PMSA schools. The PMSA and its schools believe that the delivery of high standards in teaching and learning is intrinsically linked to this commitment.

This policy recognises that in all PMSA schools, the School Council shares ultimate responsibility with the School Principal for workplace health and safety. It is also the responsibility of the School Councils and Principals to ensure the allocation of adequate resources to fulfil the aims of this Policy.

All PMSA employees, students, contractors, volunteers and visitors have a duty to comply with their legal obligations under the Workplace Health and Safety Act 1995 and with PMSA policies, procedures, guidelines and instructions, to ensure as far as practicable, a working and learning environment that is safe and without risks to health.

This Policy aims to fulfil the PMSA commitment to workplace health and safety by providing and maintaining:

◊ safe working environments;
◊ safe systems of work;
◊ safe use of equipment and hazardous substances;
◊ effective procedures to identify, assess, monitor and control workplace health and safety risks;
◊ adequate instruction, induction training, ongoing training and supervision for all employees, students, volunteers, contractors and visitors to enable them to perform their work in a manner that is safe and without risk to health;
◊ an effective mechanism for reporting, recording and investigating identified hazards and/or work-related illness and injury;
◊ effective means of consultation and communication with employees, students, volunteers, contractors and visitors on workplace health and safety issues;
◊ an effective and proactive employee rehabilitation strategy aimed at the early and safe return to work of injured or ill employees;
◊ care for injured or ill members of the school community in partnership with the PMSA pastoral support programme;
◊ continuous improvement in workplace health and safety performance aimed at eliminating work-related injury and illness.

This statement of Policy confirms the commitment of the PMSA Council and will be displayed throughout all PMSA schools.

PMSA Chairman