



# St Dominic's Catholic Primary School

Next review: Term 4 2025

## Health, Safety, and Welfare Policy

A primary objective of the St Dominic's Catholic Primary School board is to ensure that the school is a physically and emotionally safe place for all students and staff, as required by the Education and Training Act 2020 (s. 127) and in support of the Statement of National Education and Learning Priorities (NELP: Priority 1).

The board regularly reviews how well it implements key legislative and regulatory requirements, including those related to health, safety, and welfare, and takes steps to address any gaps in implementation. See [Self-Review and Board Assurances](#).

The board, as the PCBU (Person Conducting a Business or Undertaking – see table below) under section 36 of the Health and Safety at Work Act 2015, must do what is **reasonably practicable** to ensure the health and safety of workers, and work to eliminate or minimise health and safety risks.

At St Dominic's Catholic Primary School, we acknowledge our shared responsibility for health, safety, and welfare, and promote schoolwide engagement in related policies and procedures. Officers (see table below) at the school are encouraged to proactively undertake due diligence to ensure health and safety is prioritised by the board.

### Health, safety, and welfare roles

The Health and Safety at Work Act 2015 defines different types of duty holders within a workplace, including schools. The Act outlines health and safety responsibilities for each type of duty holder.

Duty holder	School role
PCBU (Person Conducting a Business or Undertaking)	Board, including the principal
Officers	Individual board members, including the principal
Workers	Employees, including teachers and non-teaching staff, volunteer workers, and contractors
Other people at the workplace	Students, visitors, parents, whānau, and casual volunteers

Our areas of focus for health, safety, and welfare at St Dominic's Catholic Primary School are:

- **Health and Safety Management**
- **Emergency, Disaster, and Crisis Management**
- **Healthcare**
- **Behaviour Management**
- **Student Wellbeing and Safety**

- **Staff Wellbeing and Safety**
- **Safety On and Off School Grounds**

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This policy aligns with **NELP** Objective 1: Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying.

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## Legislation

- Education and Training Act 2020
- Health and Safety at Work Act 2015

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## Resources

- Ministry of Education | Te Tāhuhu o te Mātauranga:
  - **Health and Safety at Work Act 2015: A practical guide for boards of trustees and school leaders** 
  - **Health and safety management** 
- **WorkSafe** 

**Release history:** Term 1 2023, Term 4 2020, Term 4 2019, Term 3 2018

### IN THIS SECTION

**Health and Safety Management**  
**Emergency, Disaster, and Crisis Management**  
**Healthcare**  
**Behaviour Management**  
**Student Wellbeing and Safety**  
**Staff Wellbeing and Safety**  
**Safety On and Off School Grounds**

Last <b>scheduled review</b>	Term 4 2022
Last <b>internal review</b>	Term 4 2022
<b>Topic type</b>	Core Generic