



4721 Ballarat – Colac  
Road

Napoleons, 3352

Phone: (03) 5342 0414

Fax: (03) 5342 0063

[napoleons.ps@education.vic.gov.au](mailto:napoleons.ps@education.vic.gov.au)

## DUTY OF CARE POLICY [

### PURPOSE

The purpose of this policy is to explain to our school community the non-delegable duty of care obligations that all staff at Napoleons Primary School owe to our students and members of the school community who visit and use the school premises.

### POLICY

“Duty of care” is a legal obligation that requires schools to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include personal injury (physical or psychological) or damage to property. The reasonable steps that our school may decide to take in response to a potential risk or hazard will depend on the circumstances of the risk.

Our school has developed policies and procedures to manage common risks in the school environment, including:

- Yard duty and Supervision
- Bullying Prevention
- Camps and Excursions
- First Aid
- Tree Maintenance
- Grounds Maintenance
- Student Private Property
- Child Safe Standards
- External Providers (including RTOS delivering VET/VCAL)
- Emergency Management
- Volunteers
- Visitors
- Working with Children and Suitability Checks
- Mandatory Reporting
- Occupational Health and Safety

Our school acknowledges we are required to take reasonable precautions to prevent the abuse of a child by an individual associated with our school while the child is under the care, supervision or authority of Napoleons Primary School.

Staff at our school understand that school activities involve different levels of risk and that particular care may need to be taken to support younger students or students with additional needs. Our school also understands that it is responsible for ensuring that the school premises are kept in good repair and will take reasonable steps to reduce the risk of members of our community suffering injury or damage because of the state of the premises.

School staff, parents, carers and students are encouraged to speak to the principal to raise any concerns about risks or hazards at our school, or our duty of care obligations.

### External Providers

Staff at our school acknowledge that, as our duty of care is non-delegable, we are also required to take reasonable steps to reduce the risk of reasonably foreseeable harm when external providers have been engaged to plan for or conduct an activity involving our students. Our *Visitors Policy* and *Camps and Excursions Policy* include information on the safety and care of our students when engaged with external providers.

## COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Provided to staff at induction and included in staff handbook/manual
- Discussed at staff meetings/briefings as required
- Made available publicly on our school website
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

## FURTHER INFORMATION AND RESOURCES

- School Policy and Advisory Guide: [Duty of Care](#)
- School Policy and Advisory Guide: [Workplace Learning](#)
- [Bullying Prevention](#)
- [Camps and Excursions](#)
- [Child Safe Standards](#)
- Emergency Management
- [First Aid](#)
- Grounds Maintenance
- [Mandatory Reporting](#)
- Occupational Health and Safety
- Tree Maintenance
- [Visitors](#)
- [Volunteers](#)
- Working with Children and Suitability Checks
- [Yard duty and Supervision](#)

## REVIEW CYCLE

### POLICY REVIEW AND APPROVAL

Policy last reviewed	5 Sept 2023
Approved by	Principal
Next scheduled review date	Sep 2026