

Help for non-English speakers



If you need help to understand the information in this policy, please contact Mount Clear College on 03 5330 1500 or mount.clear.sc@education.vic.gov.au

Purpose

The purpose of this policy is to explain to our school community the non-delegable duty of care obligations that all staff at Mount Clear College 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:

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

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

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.

Our school also takes steps to ensure student safety when they are engaging in off-site workplace learning programs with external providers, such as when students are participating in work experience, school-based apprenticeships and traineeships, structured workplace learning and any other workplace learning program involving external providers. Our School will follow all applicable Department of Education and Training policy and guidelines in relation to off-site learning and will ensure that the safety and welfare of the students engaging in these activities is paramount. The Department's guidelines in relation to Workplace Learning are available at the following link: <https://www2.education.vic.gov.au/pal/structured-workplace-learning/policy>

Communication

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

- A link to the policy is included in the staff handbook provided to staff during induction
- Policy updates are discussed at staff meetings/briefings and advised on the Bulletin
- Made available publicly on our school website: <https://mountclearcollege.vic.edu.au/policies-and-documents>
- A link to all school policies is included in transition and enrolment packs
- Students and families will be notified of updates via Compass
- School Council
- Included as annual reference in the school newsletter
- Made available in hard copy from school administration upon request

Further Information and Resources

- The Department's Policy and Advisory Library (PAL): [Duty of Care](#)
- The Department's Policy and Advisory Library (PAL): [Structured Workplace Learning](#)
- Mount Clear College website: <https://mountclearcollege.vic.edu.au/policies-and-documents>

Review Cycle and Evaluation

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School Council Approval Date	Information only – August, 2024
Person Responsible	Assistant Principal – Operations
Next Review Date	July 2027