

DUTY OF CARE POLICY

INTRODUCTION

All School staff have a duty of care in relation to students.

“Duty of care” is a legal obligation that requires schools to take reasonable steps to reduce the risk of reasonably foreseeable harm, including personal injury (physical or psychological) or damage to property.

Principals, teachers and other staff working with students must take reasonable steps to minimise the risk of reasonably foreseeable harm.

DEFINITION

Duty of care includes:

- providing suitable and safe premises
- providing an adequate system of student supervision
- undertaking risk assessments for school activities and events
- implementing strategies to prevent reasonably foreseeable injuries, whether physical or psychological, to students (including injuries suffered as a result of bullying)
- ensuring that appropriate medical assistance is provided to a sick or injured student
- ensuring the school complies with the Child Safe Standards
- taking other reasonable precautions to minimise the risk of child abuse by an individual associated with the school
- implementing relevant Government and local school policies
- managing employee recruitment, conduct and performance

Duty of care is non-delegable and cannot be assigned to another party. Staff are required to take reasonable steps to reduce the risk of reasonably foreseeable harm, to identify potential risks and implement measures in response to that situation. This includes times when external providers have been engaged to plan for or conduct an activity involving students.

DEFINITION

A duty of care is recognised whenever a relationship between a staff member and student is in existence. This duty of care applies to activities that are being conducted by the school, both inside and outside the school grounds, within and beyond normal school hours. ***School staff responsible for students, therefore, have duty of care for all school activities, including school camps, sporting activities, excursions or sleepovers, inside and outside the school grounds, within and beyond normal hours.***

IMPLEMENTATION

The Principal is responsible for making and administering such arrangements for supervision as are necessary according to the circumstances and teachers are responsible for carrying out their assigned supervisory duties in such a way that students are, as far as can be reasonably expected, protected from injury.



Rivergum Christian College has a duty of care towards all of its employees and students, during the course of their duties/education. This extends to all co-curricular activities sporting activities, and in the selection/approval of extra-curricular coaches and managers and external providers.

Specific policies and procedures relating to the health, safety and wellbeing of students have been developed to manage common risks in the school environment and this policy should be read in conjunction with these documents.

INFORMING STAFF OF THE LEGISLATIVE LIABILITY OF DUTY OF CARE

All staff have legal obligations in relation to duty of care:

- This policy will be made available to all College staff.
- New staff will be informed of their Duty of Care as part of the College’s Induction Program.
- Duty of Care will be a standing item for consideration by the Executive in the implementation of all programs and activities.
- Staff will complete a risk assessment including duty of care when completing planning for camps, excursions and incursions.
- Staff will undertake professional learning on a regular basis.

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Related Legislation and Regulatory Requirements	Work Health and Safety Act 2011 Children and Young People (Safety) Act 2017	
Related Policies	RCC Child Protection Policy RCC Privacy Policy	
Responsibility	Principal	
Written By:	Senior Adviser to the Board	
Approved by:	Rivergum Christian College Board	Date: