



Te Puna Wai o Waipapa Hagley College

Next review: Term 4 2025

Health, Safety, and Welfare Policy

A primary objective of the board is to ensure that Te Puna Wai o Waipapa Hagley College 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 Te Puna Wai o Waipapa Hagley College, 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 Te Puna Wai o Waipapa Hagley College are:

- **Health and Safety Management**
- **Emergency, Disaster, and Crisis Management**
- **Healthcare**