

DUTY OF CARE POLICY



Help for non-English speakers

If you need help to understand the information in this policy please contact the school office.

PURPOSE

The purpose of this policy is to explain to our school community the non-delegable duty of care obligations that all staff at Mirniyan 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
- Grounds Maintenance
- Tree Maintenance
- Child Safe Standards
- External Providers
- Emergency Management
- Volunteers
- Visitors
- Working with Children and Suitability Checks
- Mandatory Reporting
- Student Private Property
- Occupational Health and Safety
- Health Care Needs Policy
- Asthma Policy
- Medication Administration Policy
- Anaphylaxis Policy

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.

Mirniyan Primary School uses the department's Risk Management Process for schools when assessing and documenting the risk(s) associated with:

- [Emergency and Critical Incident Management Planning](#)
- [Child Safe Standards](#)
- [OHS Management System \(OHSMS\) Overview](#)
- [Excursions](#)
- [Buses – Owned, Hired or Chartered by a School](#)

When assessing the risks listed above, we document the identified risks in a risk register. A template risk register is available in the Risk Management - School Policy [Resources tab](#).

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 information book
- discussed at staff meetings/briefings as required
- made available publicly on our school website
- made available in hard copy from the school office upon request.

FURTHER INFORMATION AND RESOURCES

- The Department's Policy and Advisory Library (PAL):
 - [Duty of Care](#)
 - [Structured Workplace Learning](#)
- Related Policies:
 - Bullying Prevention Policy
 - Camps and Excursions Policy
 - Child Safety and Wellbeing Policy
 - Emergency Management Plan
 - First Aid Policy
 - Child Abuse (including grooming)- Identification and Response Policy and Procedures

- Occupational Health and Safety
- Volunteers Policy
- Visitors Policy
- Yard Duty and Supervision Policy
- Health Care Needs Policy
- Asthma Policy
- Medication Administration Policy
- Anaphylaxis Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	August 2026
Approved by	Principal
Next scheduled review date	August 2030 – to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter.