Melbourne Archdiocese
Catholic Schools

Health Safety and Wellbeing Policy

Commitment Statement

Melbourne Archdiocese Catholic Schools Ltd (**MACS**) is committed to providing safe, healthy and supportive environments where all members of our community can learn, work and flourish. We prioritise the physical and psychological wellbeing of students, staff and all those we interact with, recognising that safety is fundamental to quality Catholic education. Our approach meets Victorian health and safety obligations and reflects our Catholic teaching of care, consultation and respect for human dignity. This commitment applies and sets the expectations for to all MACS-employed staff, principals, volunteers, contractors, visitors, students and the wider MACS community across all schools and workplaces.

1. Principles

Guided by the *MACS 2030: Forming Lives to Enrich the World*, our commitment prioritises the health safety and wellbeing of every individual across our system, ensuring that our learning and working environments enable all to flourish. MACS is guided by the following principles:

1. **Human dignity is at the heart of health, safety and wellbeing.** Created in the image and likeness of God, every person has inherent dignity. We are therefore called to protect and promote health, safety and wellbeing and to create the conditions in which all may flourish.
2. **Health, safety and wellbeing are foundational to MACS' mission,** enabling safe inclusive and supportive environments where all staff, students and communities can learn, work, contribute and grow.
3. **Every person has the right to a safe, inclusive and supportive workplace and learning environment,** where risks to physical and psychological wellbeing are eliminated or minimised so far as reasonably practicable.
4. **Safety is a shared responsibility and an expression of care for one another**, supported through consultation, informed decision-making and consideration of how our actions may affect others.
5. **MACS operates in accordance with its legislative and regulatory obligations** under Victorian health and safety legislation and other applicable laws.
6. **Health, safety and wellbeing are integrated into all aspects of MACS' mission, governance and operations,** with core organisational functions working together to ensure a coordinated and consistent approach to safety and wellbeing.
7. **Leaders at all levels model and enable a strong culture of safety, care and accountability**, recognising that leadership capability and behaviour are central to excellence in teaching, learning, work and community life.
8. **Continuous learning, reflection and improvement strengthen our systems and culture**, using evidence, consultation, feedback and shared experience to improve health, safety and wellbeing outcomes over time.

2. Responsibilities

MACS and its schools are responsible for:

- providing and maintaining, so far as is reasonably practicable, workplaces and learning environments that are safe and without risks to physical and psychological health
- establishing clear expectations, processes and guidance to support implementation of the Health, Safety and Wellbeing Management System (**HSWMS**)
- providing appropriate facilities, resources and systems are available to support safe work and learning
- engaging with staff, students, families, contractors and the wider community, listening to their perspective and understanding needs that are important to them
- providing information, induction, training, mentoring and coaching to enable safe work practices
- monitoring HSW performance using insights and learnings to support continuous improvement.

Dr Edward Simons,
Executive Director
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