



Occupational Violence Policy

Rationale:

Mildura Specialist School is committed to providing a safe and supportive teaching and learning environment where diversity is valued and everyone is treated with respect, fairness and dignity. Any situation where a member of the school community feels unsafe at school due to threatening conduct and/or physical attack is unacceptable.

Aim:

To provide a respectful, safe and supportive school environment.

Implementation:

- The school will consult with staff regarding appropriate action when incidents occur. The school may include leadership team and /or appropriate personal to inform decision making.
- The school will identify any particular individuals at risk.
- The school will correctly identify what is creating the hazard for those individuals.
- The school will take action to control the hazards.
- The school will make sure workplace policies and procedures are in place to manage risk.
- The school will provide appropriate information, instruction and training for employees so they have the awareness, knowledge and skills to identify risk factors associated with occupational violence, the signs of impending violence and the appropriate prevention measures to control these kinds of risks.
- The school will act in accordance with the DEECD's policies and procedures as set out in the Emergency and Security Management Guidelines if an incident is reported.
- The school will notify Worksafe Victoria for serious workplace injuries.
- The school will enter all incident data into **CASES21 for students** as soon as possible after the incident.
- All incident data will be entered onto **EduSafe** by **employees** as soon as possible after the incident.

Definitions:

- Occupational Violence refers to all forms of physical attack and threatening conduct.
- Notifiable incidents are incidents that result in death or a serious injury. A serious injury involves immediate medical treatment or medical treatment within 48 hours of exposure to a substance. In summary, incidents involving injuries sustained from plant, broken bones, injuries requiring stitches, the administering of a drug, the loss of bodily functions or the exposing of the general public or students to the risk of a serious hazard are some of the issues considered to be reportable incidents.