



Health, Safety & Wellbeing Policy

Policy

The Beehive Montessori School is committed to promoting positive health, safety, and wellbeing to all members of our school community by providing a safe, inclusive and supportive environment and by fostering a culture of respect.

The School is committed to health, safety and wellbeing practices which are understood to be fundamental to good health and contribute to lifelong health and wellbeing.

The School also seeks to provide general health care for all students and staff, making all attempts to protect them from communicable diseases and to provide appropriate care for those with specific health conditions.

Background

A whole-school approach recognizes that all aspects of the School community can impact positively upon health and wellbeing, and uses a combination of strategies linked to the curriculum (teaching, learning and professional learning); the environment (school ethos and policies); and partnerships with students, families and the local community.

As a Child Safe school, our approach includes incorporating external evidence-based programs into the Montessori National Curriculum such as the Keeping Safe: Child Protection Curriculum, Aussie Optimism, The Virtues Program and the Buzz Ranger program for conflict resolution.

By implementing the National Child Safe Organisation Principles, the School supports student safety and wellbeing, responds to incidents of harassment, aggression, violence or bullying and promotes a positive school culture, including online.

As outlined in our Admissions Policy, all students enrolled at the School must be immunised in accordance with Health Department of WA requirements, ([the National Immunisation Program Schedule](#)) and a copy of their Immunisation History Statement provided to the school.

Implementation

1. The School shall –
 - 1.1. comply with all relevant health, safety and wellbeing requirements and for educational settings;
 - 1.2. be guided by and implement Health Department of Western Australia recommendations for managing infectious diseases and other health conditions;
 - 1.3. exclude from the School any student who is unwell or has been assessed by their teacher(s) to be at risk of infecting others, and shall require the parent or guardian of that student to collect the student from School and keep the student at home until healthy and no longer infectious or at risk of being infectious;

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- 1.4. provide staff with regular training about health, safety and wellbeing related issues, including but not limited to disease control, mental health, social emotional learning, transmission of blood borne disease, allergies, asthma, snake bite, sun protection, healthy eating, administration of medication (such as Epi-Pens or asthma inhalers), First Aid, resuscitation, and sun protection;
 - 1.5. provide staff with support and mentorship; and encourage use of the staff Employee Assistance Program;
 - 1.6. educate students as appropriate to their age group on health, safety and wellbeing issues, including but not limited to mental health and resilience, social emotional learning, disease control, healthy lifestyle behaviours, healthy eating and drinking water, hygiene, transmission of blood borne disease, allergies, asthma, snake bite, sun protection, administration of medication (such as Epi-Pens or asthma inhalers), protection and safety;
 - 1.7. foster a school culture where all members of the School community feel safe and are treated with dignity, courtesy, respect and professionalism, including online;
 - 1.8. implement an effective, evidence-based whole-school approach to mental health promotion, such as Aussie Optimism, into the Montessori curriculum;
 - 1.9. work with the School Psychologist and other health professionals as needed for students who need additional social emotional support, including developing Individual Plans to address issues such as attendance or behaviour;
 - 1.10. maintain 'zero tolerance' towards the use, possession and/or distribution or unsanctioned use of illicit substances such as alcohol, tobacco vaping products and prescription drugs by students, staff, or visitors on school premises, or during school activities. The School shall investigate, document and, if necessary, discipline in accordance with other School policies, and report suspected substance abuse to the police;
 - 1.11. ensure that all teachers have current First Aid Certificates and that each classroom has a First Aid Kit;
 - 1.12. appoint or continue to employ a Safety Officer and ensure that emergency contact information is readily available around the School;
 - 1.13. only when and to the extent necessary for the safety or welfare of a student, provide information about a student's health (e.g. information about students with allergies) to staff, and shall otherwise keep information about students' health confidential;
 - 1.14. in the event of a significant concern about a student's health, safety or wellbeing, immediately contact the parent or guardian of the student, and in the event that the parent or guardian of the student cannot be contacted, immediately contact the student's emergency contact.
 - 1.15. document and retain a record of any medical treatment of a student at School;
 - 1.16. be responsible for storing and administering medicines to students pursuant to medical direction and on parent completion of the Medication Request form;
 - 1.17. facilitate the School Community Nurse and School Community Dentist visits to the School; and
 - 1.18. explicitly forbid the use of any form of child abuse, corporal punishment or other degrading punishment as defined in Appendix 1.
2. It shall be a condition of enrolment of students at the School that all parents or guardians –
- 2.1. prior to enrolment, acknowledge and accept the requirement that their child must be immunised in accordance with the Health Department of Western Australia recommendations;
 - 2.2. prior to enrolment provide detailed health information about their child to the School, including any relevant information about a child's mental health and wellbeing that has the potential to impact their social emotional or academic learning, or attendance at school.

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- 2.3. prior to enrolment, acknowledge and accept that they shall not send a child who is unwell or at risk of infecting others to School, and that in the event that their child becomes unwell at School, will collect their child from School and keep the child at home until their child is well and no longer infectious or at risk of being infectious;
 - 2.4. update the health and wellbeing information about their child from time to time and as required by the School;
 - 2.5. discuss concerns regarding their child's health or wellbeing with their teacher or the Principal and seek advice from external health professionals as needed;
 - 2.6. work together with the school to support their child's needs, including following School policies and procedures; and
 - 2.7. provide an action plan for children with serious health conditions or anaphylaxis which is signed by the student's doctor, and any medication, prior to the child starting. Parents of students with asthma provide to the School an asthma care plan which is signed by the student's doctor, and their medication.
3. Staff shall:
- 3.1. follow all relevant School policies and procedures to support the health and wellbeing of themselves, colleagues and students, including online;
 - 3.2. discuss with the Principal or Deputy Principal any concerns they have regarding the health, safety and wellbeing of themselves, colleagues or students; and
 - 3.3. utilise the support offered through the Employee Assistance Program as and when needed.
4. Teachers shall:
- 4.1. follow all relevant School policies to ensure appropriate supervision and support for students' health and wellbeing;
 - 4.2. supervise and monitor student computer use and in the event of exposure to explicit images or other inappropriate material, immediately report to the Principal;
 - 4.3. give regular, explicit lessons to, and encourage students, to Speak Up in accordance with the Complaints (and Feedback) Policy;
 - 4.4. discuss with the Principal any concerns regarding student health, safety or wellbeing, and follow the Intervention Procedure as needed; and
 - 4.5. meet with parents to discuss any health, safety and wellbeing concerns regarding their child to:
 - 4.5.1. encourage parents to seek advice and recommendations from relevant health professionals;
 - 4.5.2. develop individualized plans in collaboration with parents, the School Psychologist or other health professionals.

Related Documents and Resources

Accident/Incident Report Form

[Admissions Policy](#)

[Asthma WA](#)

[Aussie Optimism](#)

[Australian Society of Clinical Immunology and Allergy \(ASCI\)](#)

[Behaviour Policy](#)

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[Cancer Council WA Sun Smart Primary School Resources](#)

[Child Protection Policy](#)

[Complaints \(and Feedback\) Policy](#)

[Control of Communicable Diseases manual](#)

[Department of Education Student Health Care](#)

[Department of Health WA communicable disease guidelines](#)

Medication Request form

Record of staff First Aid Training

School Psychologist Referral Form

[Snake Sighting Procedure](#)

[Staff Code of Conduct](#)

[Sun Protection Policy](#)

[The National Immunisation Program Schedule](#)

[Workplace Health and Safety Policy](#)

Support Organisations

[ehelpspace](#)

[eSafety Commissioner](#)

[Kids Helpline](#)

[Parent Line](#)

Approved 24/06/24 by the Board Policy Committee. Next review due 24/06/26

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Appendix 1

Child abuse:

Four forms of child abuse are covered by WA law and are defined by the Department of Communities:

1. Physical abuse occurs when a child is severely and/or persistently hurt or injured by an adult or a child's caregiver.
2. Sexual abuse, occurs when a child is exposed to, or involved in, sexual activity that is inappropriate to the child's age and developmental level, and includes sexual behavior in circumstances where:
 - a) the child is subject to bribery, coercion, a threat, exploitation or violence;
 - b) the child has less power than another person involved in the behaviour; or
 - c) there is a significant disparity in the developmental function or maturity of the child and another person involved in the behaviour.
3. Emotional abuse includes:
 - a) psychological abuse; and
 - b) being exposed to an act of family and domestic violence.
4. Neglect is when children do not receive adequate food or shelter, medical treatment, supervision, care or nurturance to such an extent that their development is damaged or they are injured. Neglect may be acute, episodic or chronic.

Corporal punishment:

Any punishment in which physical force is used and intended to cause some degree of pain or discomfort, however light; typically involving hitting the child with the hand or with an implement; can also include, for example, forcing the child to stay in an uncomfortable position. It does not include the use of reasonable physical restraint to protect the child or others from harm.

Degrading punishment:

Any punishment which is incompatible with respect for human dignity, including corporal punishment and non-physical punishment which belittles, humiliates, denigrates, scapegoats, threatens, scares or ridicules the child.

This does not include the use of reasonable physical restraint to protect the child or others from harm: from [UN Committee on the Rights of the Child, General Comment No. 8 \(2006\), paragraphs 11 and 15: CRC/C/GC/8, 2 March 2007.](#)

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