



## Occupational Health & Safety Expectations Policy

Weir State School prides itself on providing an inclusive learning environment that is both safe and supportive. It is an expectation that all members of the community support Weir State School's expectations in which any form of behaviour identified as detrimental to the safety or wellbeing of any student or staff member is unacceptable.

Weir State School's inclusive approach to ensuring all community members feel part of a safe and supportive environment, is underpinned by the following:

- It is not acceptable for any school employee/staff member to face physical or psychological harm in the workplace or to expect they might be harmed during the course of their normal duties
- All staff possess the right to enter and exit the workplace in the same mental and physical state each day
- To ensure Weir State School maintains a truly inclusive approach to teaching and learning, ALL students are to meet the expectations displayed within the school's Student Code of Conduct
- In accordance with the school's PBL approach to teaching behaviour expectations, the school will ensure that differentiated approaches to lesson delivery to meet expectations recognising and adjusting for; disability, complexity, vulnerability, ethnicity and age, while not accepting inappropriate behaviour towards any school community member
- Any form of physical aggression with intent to harm which is directed at students or staff will have students governed within the school's Student Code of Conduct.
- Any form of direct verbal abuse aimed at staff will see students governed within the school's Student Code of Conduct
- The above identified statements are to uphold the good order and management of the Weir State School teaching and learning environment

Weir State School's approach to providing a safe and supportive environment for all staff to work each day is a community-based process, endorsed by the school's Parents and Citizens Association and both QLD Teachers and United Workers Unions.

  
Judd Burgess  
Principal

  
Simon Allery  
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Steve Bauer  
QTU Union Rep.

  
Karina Walton  
UWU Rep.