

WORKPLACE HEALTH & SAFETY with Psychosocial Clause

Australian International Islamic College | CRICOS No. 02724C

WORKPLACE HEALTH & SAFETY

PURPOSE

The purpose of this policy is to outline the Australian International Islamic College governance framework for achieving excellence in health and safety and the protection of the environment in which it operates.

SCOPE

Australian International Islamic College board, all officers, all workers and other persons at the school, including students and parents

RESPONSIBILITY

Principal

POINT OF CONTACT

Workplace Health and Safety Officer

Approved By: College Board Contact:
Principal

Status: Approved

Reviewed: Biennial

Date Approved: 06/05/2025

Next Review Date: 06/05/2027

This policy may be updated or revised from time to time. The College will not notify you each time the Policy is changed.

Policy Statement

Australian International Islamic College is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as students, visitors and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable.

In line with the *Work Health and Safety Act 2011* (Qld) and the *Work Health and Safety Regulation 2011* (Qld), this means that Australian International Islamic College will ensure, so far as is reasonably practicable:

- that the school complies with all legislation relating to health and safety;
- to eliminate or minimise all workplace hazards and risks as far as is reasonably practicable;
- to provide information, instruction and training to enable all workers to work safely;
- to supervise workers to ensure work activities are performed safely;
- to consult with and involve workers on matters relating to health, safety and wellbeing;
- to provide appropriate safety equipment and personal protective equipment;

- to provide a suitable injury management and return to work program

This commitment is in line with Australian International Islamic College responsibility under the *Education (Accreditation of Non-State Schools) Regulation 2017* to comply with the requirements of the *Work Health and Safety Act 2011*.

Definitions

Definitions relevant to this policy include:

- Person Conducting a Business or Undertaking
- Officer
- Dangerous incident
- Due diligence
- Health and safety representative
- Reasonably practicable
- Serious injury or illness
- Worker
- **Psychosocial hazards:** Aspects of work that may cause psychological harm (e.g., bullying, high job demands, exposure to traumatic content, role conflict, poor supervisor support).
- **Psychological injury:** Mental health conditions resulting from or worsened by work (e.g., anxiety, burnout, depression).

Responsibilities

Australian International Islamic College acknowledges that a duty under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* cannot be transferred or delegated to another person.

Australian International Islamic College also acknowledges that in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*:

1. More than one person can concurrently have the same duty
2. Each duty holder must comply with that duty to the standard required by the legislation even if another duty holder has the same duty
3. If more than one person has a duty for the same matter, each person—
 1. retains responsibility for their duty in relation to the matter; and
 2. must discharge their duty to the extent to which they have the capacity to influence and control the matter or would have had that capacity but for an agreement or arrangement purporting to limit or remove that capacity; and
 3. must, so far as is reasonably practicable, consult, cooperate and coordinate activities with all other persons who have a duty in relation to the same matter

The specific roles and responsibilities of a Person Conducting a Business or Undertaking, Officers, Workers and Other Persons are outlined below.

Person Conducting a Business or Undertaking

In its legal role as a *Person Conducting a Business or Undertaking*, Australian International Islamic College must undertake its role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

Australian International Islamic College will ensure, so far as is reasonably practicable, the health and safety of:

1. Workers engaged, or caused to be engaged by the school; and
2. Workers whose activities in carrying out work are influenced or directed by the school; while they are at work in the school.
3. Australian International Islamic College will ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the school.
4. Australian International Islamic College will also ensure, so far as is reasonably practicable—
 1. the provision and maintenance of a work environment without risks to health and safety; and
 2. the provision and maintenance of safe plant and structures; and
 3. the provision and maintenance of safe systems of work; and
 4. the safe use, handling and storage of plant, structures and substances; and
 5. the provision of adequate facilities for the welfare at work of workers in carrying out work for the school, including ensuring access to those facilities; and
 6. the provision of any information, training, instruction or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the school; and
 7. that the health of workers and the conditions at the school are monitored for the purpose of preventing illness or injury of workers arising from the conduct of the school.
5. Australian International Islamic College will ensure, so far as is reasonably practicable, that the school, the means of entering and exiting the school and anything arising from the school are without risks to the health and safety of any
6. Australian International Islamic College will ensure, so far as is reasonably practicable, that the fixtures, fittings and plant are without risks to the health and safety of any person.
7. Australian International Islamic College will ensure the provision of consultation, cooperation and issue resolution in relation to work health and safety as required under the relevant provisions of the legislation
8. Australian International Islamic College will ensure compliance when reporting notifiable incidents under the relevant provisions of the legislation
9. Australian International Islamic College governing body must also undertake its role and responsibilities under the *Education (Accreditation of Non-State Schools) Regulation 2017* by complying with the *Work Health and Safety Act 2011*.

Officers

In their legal role as Officers, Australian International Islamic College's board members, principal and members of the executive leadership team must undertake their role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. If Australian International Islamic College has a duty or obligation under the legislation, an officer will exercise due diligence to ensure that the school complies with that duty or obligation.
2. Due diligence includes taking reasonable steps—
 1. to acquire and keep up-to-date knowledge of work health and safety matters; and
 2. to gain an understanding of the nature of the operations of Australian International Islamic College and generally of the hazards and risks associated with those operations; and
 3. to ensure that Australian International Islamic College has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety from work carried out as part of the conduct of the school; and
 4. to ensure that Australian International Islamic College has appropriate processes for receiving and considering information regarding incidents, hazards and risks and responding in a timely way to that information; and
 5. to ensure that Australian International Islamic College has, and implements, processes for complying with any duty or obligation of the school under the legislation; and
 6. to verify the provision and use of the resources and processes mentioned

Workers

In their legal role as Workers, employees of Australian International Islamic College contractors and subcontractors and their employees, employees of a labour hire company who has been assigned to work in the school, outworkers, apprentices, trainees, students gaining work experience and volunteers, must undertake their role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. take reasonable care for his or her own health and safety; and
2. take reasonable care that his or her acts or omissions do not adversely affect the health and safety of others; and
3. comply, so far as the worker is reasonably able, with any reasonable instruction that is given by Australian International Islamic College to allow compliance with the legislation; and
4. co-operate with any reasonable policy or procedure of Australian International Islamic College relating to health or safety at the school, that has been notified to

Responsibilities of Others at the School

In their legal role as Other Persons at the school, board members, students, parents and visitors, must undertake their role and responsibilities under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* as follows:

1. take reasonable care for his or her own health and safety; and

2. take reasonable care that his or her acts or omissions do not adversely affect the health and safety of others; and
3. comply, so far as the person is reasonably able, with any reasonable instruction that is given by Australian International Islamic College

Psychosocial Health and Safety Clause

1. Purpose

This clause establishes the College's approach to identifying, managing and minimising psychosocial hazards in the workplace. It reflects current requirements under the relevant Work Health and Safety / Occupational Health and Safety legislation and codes of practice, and recognises the unique demands of school environments. The College commits to taking **reasonable and proportionate steps** to support the psychological and physical wellbeing of workers, while ensuring that operational realities, workload cycles and educational demands are appropriately balanced.

2. Guiding Principles

The College adopts the following guiding principles:

- Psychosocial health is part of overall workplace safety and will be addressed **so far as is reasonably practicable**.
- School environments involve high student contact, community interactions and peak-period workloads; therefore, psychosocial risk controls must be **realistic, balanced and context-appropriate**.
- Staff have a shared responsibility to maintain safe conduct, communicate early, and contribute to a positive environment.
- The College's focus is on early identification, good faith response, and continuous improvement—not punitive attribution unless required under law.

3. Definitions

A **psychosocial hazard** is any factor in the design or management of work, the work environment, or interactions at work that may cause psychological strain or elevate risk to health and safety.

4. Responsibilities

4.1 College Leadership

College Leadership will:

- Take **reasonably practicable** steps to identify and assess psychosocial hazards.
- Implement risk controls that are appropriate, feasible and proportionate to the nature of the work.
- Respond to reports or concerns in a timely and respectful manner.
- Ensure managers have access to guidance, training and support on managing psychosocial risks.
- Review controls periodically and after significant changes, incidents or feedback.
- Maintain records in line with legislative requirements.

4.2 Managers and Supervisors

Managers and Supervisors are responsible for:

- Encouraging early reporting of issues before they escalate.
- Supporting staff through clear communication, reasonable allocation of duties and timely feedback.
- Monitoring team wellbeing within the limits of their role and authority.
- Addressing inappropriate behaviour, or escalating it where necessary, following established procedures.
- Applying risk controls in a practical and balanced manner that reflects both safety requirements and the operational needs of the school.

4.3 All Workers

All workers must:

- Take reasonable care for their own health and safety and that of others.
- Report hazards, concerns, or incidents at the earliest opportunity.
- Follow reasonable instructions, policies and procedures designed to manage psychosocial risks.
- Contribute to a respectful, professional and safe working environment.

5. Psychosocial Hazard Management Process

5.1 Identification

The College will identify potential psychosocial hazards using reasonable methods such as:

- Staff feedback and wellbeing discussions
- Incident, behaviour or concerns reporting
- Review of workload patterns or operational changes
- Observations by managers
- Consultation with Health & Safety Representatives (where applicable)

The College recognises that not every source of stress constitutes a workplace hazard. School-based work inherently involves fluctuating demands, interpersonal challenges and emotionally charged situations; these factors will be assessed in context.

5.2 Assessment

Where a potential hazard is identified, the College will assess the associated risk by considering:

- likelihood of harm
- severity and duration
- contributing factors
- available resources and practical controls

Assessments will be **proportionate** and will not impose unreasonable burdens on staff or the organisation.

5.3 Control Measures

Using the hierarchy of controls, the College will aim to:

1. **Eliminate** hazards where reasonably practicable; or
2. **Minimise** risks through balanced controls such as:
 - improved work design or scheduling
 - clearer communication around roles, deadlines or expectations
 - structured support, supervision or debriefing
 - reasonable conflict-management processes
 - environmental or administrative adjustments
 - targeted training or professional learning

Information and training may form part of risk control, but will not be relied upon as the sole measure unless higher-level controls are not reasonably practicable.

5.4 Monitoring and Review

Controls will be monitored and reviewed:

- after implementation,
- after incidents or reports,
- when significant organisational changes occur, or
- as part of routine WHS reviews.

Reviews will consider both staff wellbeing and operational feasibility.

6. Reporting and Confidentiality

Concerns or incidents may be raised with managers, HR, WHS representatives or through established reporting channels. Reports will be handled sensitively and confidentially, with outcomes focused on resolution and improvement rather than fault-finding, except where legislative obligations apply.

The College may triage matters based on seriousness, available evidence and impact on school operations.

7. Limitations and Reasonable Expectations

The College acknowledges that:

- High-stress periods (e.g. assessment cycles, enrolments, event management, or community incidents) are inherent in school operations; these will be managed, not eliminated.
- Not all interpersonal or workload stressors amount to psychosocial hazards under legislation.

- The College’s obligations are subject to the “reasonably practicable” standard, and the availability of resources, staffing and organisational constraints.

8. Continuous Improvement

The College is committed to ongoing improvement in psychosocial health and safety through consultation, reflective practice and measured implementation of wellbeing initiatives that support educational quality and operational integrity.

9. Legal Obligations

Under WHS law, AIIC has a duty to eliminate or, where not possible, **minimise psychosocial hazards** in the same way we treat physical risks.

10. Guiding Principles

- Psychological safety is a shared responsibility.
- Early intervention and respectful support matter.
- We will never discriminate or penalise staff for disclosing mental health challenges.
- Mental health and wellbeing are treated with the same seriousness as physical safety.

11. Roles and Responsibilities

Role	Responsibilities
Principal / Executive	Ensure WHS systems include psychosocial risk controls
Line Managers / Heads of Schools	Identify psychosocial hazards in daily operations, support affected staff
WHS Representative	Maintain incident reporting systems, escalate trends
Staff	Report concerns, follow safe work practices, seek help when needed

12. Key Controls and Processes

- **EAP Access:** Free confidential support services are available to all staff. [Insert access details]
- **Incident Reporting:** Use standard forms to report mental or emotional injury.
- **Return to Work:** Modified duties and wellbeing-focused reintegration plans.
- **Training and Awareness:** Managers and staff will receive training on psychosocial hazards and responses.

13. Risk Areas Monitored

- Workload and time pressure
- Role clarity and conflict
- Support from colleagues and leaders
- Workplace relationships and bullying

- Exposure to distressing or traumatic information
- Change management and communication

14. Confidentiality

All disclosures and reports relating to mental health or psychosocial hazards are handled sensitively and in accordance with privacy legislation.

Appendix A: Psychosocial Hazard Reporting Template

Implementation of this Workplace Health & Safety Policy

Implementation under the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*

In practice, Australian International Islamic College commitment to protecting workers and other persons against harm to their health and safety means that it will implement the following measures in line with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*:

- A risk management process
- Provide information, training, instruction and supervision
- Provide a process for consultation, cooperation and issue resolution Further details of these measures are provided below.

Risk management process

Australian International Islamic College Risk Management Policy provides further guidance on the process and approach to managing risks at the school.

Provide information, training, instruction and supervision

In accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*, Australian International Islamic College will ensure that appropriate information, training, instruction and supervision is provided to workers to enable them to perform their work without risk to their health or safety, as far as is reasonably practicable

This information, training, instruction and supervision will be suitable and adequate, having regard to:

- The nature of the work carried out by the worker; and
- The nature of the risks associated with the work at the time the information, training, instruction or supervision is provided; and
- The control measures

Australian International Islamic College will ensure, so far as is reasonably practicable, that the information, training and instruction is provided in a way that is readily understandable by any person to whom it is provided.

Australian International Islamic College Risk Management Policy provides further guidance on the information, training, instruction and supervision provided to workers at the school.

Provide for consultation, cooperation and issue resolution

Australian International Islamic College acknowledges its duty to consult, so far as is reasonably practicable, with workers who carry out work for the business or undertaking, who are or are likely to be, directly affected by a matter relating to work health or safety. Where more than one person has a duty for the same matter, each person, must, so far as is reasonably practicable, consult, cooperate and coordinate activities with all other persons who have a duty in relation to the same matter.

Australian International Islamic College will consult with workers in relation to the following health and safety matters in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*:

1. when identifying hazards and assessing risks to health and safety arising from the work carried out or to be carried out by the school;
2. when making decisions about ways to eliminate or minimise those risks;
3. when making decisions about the adequacy of facilities for the welfare of workers;
4. when proposing changes that may affect the health or safety of workers;
5. when making decisions about the procedures for—
 - consulting with workers; or
 - resolving work health or safety issues at the workplace; or
 - monitoring the health of workers; or
 - monitoring the conditions at any workplace under the management or control of Australian International Islamic College or
 - providing information and training for workers; or
6. when carrying out any other activity prescribed under the relevant When consulting with workers, Australian International Islamic College will ensure:
7. that relevant information about the matter is shared with workers; and
1. that workers be given a reasonable opportunity—
 - to express their views and to raise work health or safety issues in relation to the matter; and
 - to contribute to the decision-making process relating to the matter; and
2. that the views of workers are taken into account by Australian International Islamic College
3. that the workers consulted are advised of the outcome of the consultation in a timely way; and
4. that records of the consultation process and outcome are retained

Australian International Islamic College Complaints Handling Policy and Procedures provide further guidance on resolving work health and safety issues.

Training

Australian International Islamic College school will train its staff on this policy and any related processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually or every two years.

Implementing the Processes

Australian International Islamic College will ensure it is implementing this policy and any related processes relating to the health, safety and conduct of staff and students by auditing compliance with this policy and related processes annually.

Accessibility of Processes

This policy and any related processes relating to the health, safety and conduct of staff and students are accessible at aiic.qld.edu.au and will be available on request from the school administration.

Complaints Procedure

Suggestions of non-compliance with this policy and any related processes may be submitted as complaints under Australian International Islamic College Complaints Handling Policy.

Compliance and Monitoring

In line with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011* and its duties Australian International Islamic College is committed to monitoring the health of workers and the conditions at the school.

Australian International Islamic College has implemented an Incident Reporting Form (copies kept with administration) which requires workers and other persons to report any hazards or incidents resulting in potential or actual harm to health and safety. Australian International Islamic College will regularly monitor, collate and report on hazards and incidents in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*.

Australian International Islamic College is also committed to reporting notifiable incidents to Workplace Health and Safety Queensland in accordance with the *Work Health and Safety Act 2011* and the *Work Health and Safety Regulation 2011*. Notifiable incidents include the death, serious injury or illness of a person or a dangerous incident, arising out of the conduct of the school.

Appendix A:

Psychosocial Hazard Reporting Template

This template is to be used by any staff member to report a psychosocial hazard or incident in the workplace. All reports are confidential and will be managed in line with the AIIC Psychosocial Risk Management Policy.

1. Reporter Details

Name: _____

Position: _____

Campus/Location: _____

Date of Report: _____

2. Incident or Hazard Description

Date and Time of Incident/Hazard: _____

Location of Incident/Hazard: _____

Describe what happened (include who was involved, what was said or done, and the impact on you or others):

3. Type of Psychosocial Hazard (tick all that apply)

- ☐ High workload or time pressure
- ☐ Bullying or interpersonal conflict
- ☐ Exposure to traumatic content
- ☐ Lack of support or supervision
- ☐ Role ambiguity or conflicting demands
- ☐ Workplace isolation or exclusion
- ☐ Other (please describe): _____

4. Action Taken (if any)

Describe any actions you have already taken or support you have sought (e.g. EAP, supervisor conversation):

5. Desired Outcome

What would you like to see happen in response to this report?

6. Signature

Signature: _____