

Health Wellbeing and Safety Policy

1. DLI creates and promotes work and learning environments, so far as is reasonably practicable, that are safe and supportive of the health, wellbeing and safety of students, staff, associates, contractors, and visitors.
2. DLI will:
 - (a) consider and prioritise health, wellbeing and safety in decisions and activities that may affect the DLI community
 - (b) integrate health, wellbeing and safety into DLI management systems, activities and strategic objectives
 - (c) consult with students and staff on health, wellbeing and safety matters and maintain representative and consultative structures and processes
 - (d) maintain risk registers and risk management programs that, ensure so far as is reasonably practicable:
 - (i) health and safety hazards are identified and eliminated or reduced
 - (ii) incidents and injuries are reported and investigated
 - (iii) emergency plans and responses are effective.
 - (e) monitor and review health, safety and wellbeing performance to continually improve systems and ensure legislative obligations are met to the highest possible standard
 - (f) support and encourage a safe learning and work culture by:
 - (i) facilitating active participation in health promoting initiatives
 - (ii) enhancing staff knowledge, awareness and skills in health, wellbeing and safety practices
 - (iii) encouraging the use of health support services for students experiencing health, wellbeing and safety issues
 - (iv) offering reasonable adjustments for staff experiencing health, wellbeing and safety issues.

The Joint Procedures Manual will align with requirements under the Deakin University [Health Wellbeing and Safety Policy](#) and Lancaster University [Health and Safety](#).