



HEALTH AND SAFETY POLICY

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Version: 1.0	Formerly the Work Health and Safety Policy and Framework	Full rewrite 26 November 2023
Document Controller	Chair National Executive Committee in conjunction with National Risk Management Committee	

Purpose

This policy sets out the approach The Scout Association of Australia (“Scouts Australia”) and its Branches takes to enable the achievement of a healthy and safe environment for all persons associated with the activities and operations of Scouting in Australia, whilst satisfying applicable regulatory requirements.

Overview

Scouts Australia and its Branches provides youth and adult members opportunities to learn and experience activities that are adventurous, fun, challenging and inclusive which contribute to the Purpose of the Scout Movement, and where risk is managed. Scouts Australia and its Branches recognises that life is not risk-free, and in turn, Scouting is not risk-free. Identifying and proportionately managing risk is a skill for life that we wish to promote, develop and enhance in all of our members.

This policy applies to all those involved in Scouting. This includes youth and adult members, supporters, employees, contractors and members of the public when associated with activities, properties and operations of Scouts Australia and its Branches.

Policy Statement

Scouts Australia and its Branches have a duty of care and is committed to the health and safety of everybody involved with Scouting.

- Scouts Australia and its Branches shall provide and maintain an environment where:
- Health and safety is an integral part of decision-making within Scouting
- The Plan>Do>Review> process considers health and safety at each stage
- Everybody is empowered to stop or modify an activity if they have a reasonable concern that it is unsafe
- A “just culture” for health and safety is promoted throughout Scouting, where individuals are not blamed unless their conduct is reckless or negligent
- Risks to health and safety are identified and managed so far as is reasonably practicable
- Appropriate representatives are consulted when those involved in Scouting are impacted by proposed or required changes to systems, processes, equipment and/or infrastructure
- Everybody in Scouting is capable of undertaking their tasks safely
- Relevant health and safety information is effectively disseminated to people attending Scouts premises or participating in Scouting activities.
- Adequate resources are made available, so Scouting is undertaken safely
- Property, assets, infrastructure, and equipment are procured, maintained, used, and disposed of such that the health and safety of those involved in Scouting is not adversely impacted

- Incidents, near-misses, hazards, and at-risk behaviour are investigated and reported in a timely manner and measures are taken to minimise the potential for re-occurrence
- In Scouting, we learn from what we do for the continual improvement of health and safety

For further information on the requirements of this policy, refer to the *Scouts Australia Health and Safety Standard*.

Everybody in Scouting is responsible for adhering to the policies, rules, standards, procedures, and practices of Scouts Australia and its Branches, and to encourage others to do likewise.

This policy will be reviewed annually by the National Risk Management Committee and updated as required to ensure that it reflects Scouts Australia's Principles, aligns with the aspirations of Scouting regarding health and safety and is consistent with the relevant legislation.

Approved by the National Executive Committee 26th November, 2023