



Duty of Care Policy

239 Pearcedale Road Cranbourne South VIC 3977 Tel: 9782 2999

Email: cranbourne.south.ps@edumail.vic.gov.au Website: <http://www.cranbournesouth.vic.edu.au/>

Policy Name	Duty of Care Policy	Approved	29 th March 2017
Responsibility	Principal/Business Manager	Date last updated	29 th March 2017

Definition

Whenever a student–teacher relationship exists, the teacher has a special duty of care. This is defined as “A teacher is to take such measures as are reasonable in the circumstances to protect a student under the teacher’s charge from risks of injury that the teacher should reasonably have foreseen.”

(Richards v State of Victoria (1969) VR 136 at p. 141) As part of that duty, teachers are required to supervise students adequately. This requires not only protection from known hazards, but also protection from those that could arise (that is, those that the teacher should reasonably have foreseen) and against which preventive measures could be taken.

School authorities in breach of the duty may be liable for injuries inflicted by one student on another, as well as for injuries sustained by a student. Schools normally satisfy the duty of care by allocating responsibilities to different staff. For example, the principal is responsible for making and administering such arrangements for supervision as are necessary according to the circumstances in each school, and teachers are responsible for carrying out their assigned supervisory duties in such a way that students are, as far as can be reasonably expected, protected from injury. This duty extends to intervention in single-sex areas if need be by a teacher of the other gender.

Rationale:

- All government school staff will be made aware of their legal responsibilities. As part of the government school principal contract, government school principals are required to plan, implement and monitor arrangements to ensure the safety, security and wellbeing of students.
- In addition to their professional obligations, principals and teachers have a legal duty to take reasonable steps to protect students in their charge from risks of injury that are reasonably foreseeable.
- The child safe standards form part of the Victorian Government’s response to the Betrayal of Trust Inquiry. Ministerial Order No. 870 sets out specific actions that registered schools need to take to meet the Child Safe Standards.

Aims:

- To ensure that staff have an understanding of their duty of care to students, and behave in a manner that does not compromise these legal obligations.
- To ensure that staff have an understanding of their obligations under the Child Safe Standards.

Implementation:

- Although the general duty is to take reasonable steps to protect students from reasonably foreseeable risks of injury, specific (but not exhaustive) requirements of the duty involve providing adequate supervision in the school or on school activities as well as providing safe and suitable buildings, grounds and equipment.
- A teacher’s duty of care is not confined to the geographic area of the school, or to school activities, or to activities occurring outside the school where a student is acting on a teacher’s instructions. The duty also applies to situations both before and after school where a teacher can be deemed to have ‘assumed’ the teacher/student relationship.
- The teacher’s duty of care is greater than that of the ordinary citizen in that a teacher is obliged to protect a student from reasonably foreseeable harm or to assist an injured student, while the ordinary citizen does not have a legal obligation to respond.
- Whilst each case regarding a teacher’s legal duty of care will be judged on the circumstances that occurred at the time, the following common examples may be times when a teacher has failed to meet their legal duty of care responsibilities to their students:
 - Arriving late to scheduled timetabled yard duty responsibilities failing to act appropriately to protect a student who claims to be bullied
 - Believing that a child is being abused but failing to report the matter appropriately
 - Being late to supervise students after the bell has sounded
 - Leaving students unattended in the classroom
 - Failing to instruct a student who is not wearing a hat to play in the shade
 - Ignoring dangerous play
 - Leaving the school during time release without approval
 - Inadequate supervision on a school excursion



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- Staff members are also cautioned against giving advice on matters that they are not professionally competent to give (negligent advice). Advice is to be limited to areas within a teacher's own professional competence and given in situations arising from a role (such as year level coordinator or specialist teacher) specified for them by the principal.
- Teachers must ensure that the advice they give is correct and, where appropriate, in line with the most recent available statements from institutions or employers. Teachers should not give advice in areas outside those related to their role where they may lack expertise.
- Risks to students outside the school environment
 - Legal cases establish that a teacher's duty of care does not start nor end at precise times during the day. The approach generally taken is that a teacher's duty applies irrespective whether the risk occurs in or outside the school environment. However, the important issue in all cases will be whether the school took reasonable steps to protect the student from the risk.
 - Risks outside the school environment may sometimes call for immediate and positive steps by a school depending on the age of students, urgency and threat of injury. Consider for example, if a live power line came down outside the school, no emergency workers had arrived, and primary children are about to be dismissed to walk home. No school would allow the children to walk out to that danger unsupervised.
 - There will be a number of other situations where the school will be under a duty to take reasonable steps. In some instances, the school's control over the activity may require it to take more active measures to satisfy the requirement that it takes reasonable steps. For example, a known bully on a school bus may require the school to suspend or refuse to transport the student. In other instances, the school may not control the activity, and the reasonable measures available to it will be limited. For example, fights at a local train or bus stop between students from rival schools may involve informing the police, contacting the other school to implement preventative measures and notices to parents and students.
- Classroom Supervision
 - It is not appropriate to leave students in the care of ancillary staff, parents or trainee teachers. (At law, the Duty of care cannot be delegated)
 - It is not appropriate to leave students in the care of external education providers for example incursions. (At law, the Duty of care cannot be delegated). Schools must check Working with Children's Check and that the organisation complies with Child Safe Standards
 - In an emergency situation, use the phone for the Principal or Assistant Principal or contact the teacher in the next room. (if appropriate – send another student for assistance)
 - No student should be left unsupervised outside the classroom as a withdrawal consequence for misbehaviour. Withdrawal is to be conducted by isolating a student within the classroom, sending a student to a colleague's classroom, or to the Assistant Principal or Principal, in line with the behaviour continuum. This should be accompanied by appropriate follow up. The teacher, Principal or Assistant Principal is to be contacted first to alert them that the student is on their way.
- Movement of Children
 - Care needs to be taken in allowing students to leave the room to work in other areas of the school
 - Discretion is to be used when allowing students to visit the toilet during class time.
- Yard supervision
 - Yard supervision is an essential element in teachers' duty of care. It is now clearly established that in supervising pupils, teacher's duty of care is one of positive action.
 - Be aware that children are usually less constrained and more prone to accident and injury than in a more closely supervised classroom.
 - Be aware that yard duty supervision within the school requires the teacher to fully comply with DET guidelines and brings with it an increased duty of care. It is a teacher's responsibility to be aware of these guidelines and duty of care responsibilities. Teachers are also expected to follow school policy whilst on yard duty.
 - Teachers rostered for duty are to attend the designated area at the time indicated on the roster.
 - Teachers on duty are to remain in the designated area until the end of the break period or until replaced by the relieving teacher, whichever is applicable.
 - The handing over of duty from one teacher to another must be quite definite and must occur in the area of designated duty. Where a relieving teacher does not arrive for duty, the teacher currently on duty should send a message to the office, but not leave the area until replaced.
 - No changes to the yard duty roster are to be made without the approval of the Principal or Assistant Principal.
 - Be alert and vigilant -intervene immediately if potentially dangerous behaviour is observed in the yard (refer to the Student Wellbeing Policy).
 - You should always be on the move and highly visible. Wearing of high visibility vest is compulsory(provided)



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- Excursions, Incursions and Camps
 - Be aware that children are usually less constrained and more prone to accident and injury than in a more closely supervised classroom.
 - Be aware that an incursion with an external provider does not absolve supervision duties of the teacher, including first aid duties. A teacher must be present at all times and remain the person designated with duty of care responsibilities.
 - Be aware that camps and excursions outside the school require the teacher to fully comply with DET guidelines and bring with it an increased duty of care. It is a teacher's responsibility to be aware of these guidelines and remain the person designated with duty of care.
 - Be aware that excursion and camp activities require the teacher to ensure that the venue and transport adhere to DET guidelines.
 - Be aware that school policy is for students to be counted on and off transport and at other times on a regular basis whilst on excursion or camp activities.
 - The teacher in charge will have copies of all confidential medical forms and permission notes with contact details. A copy of this material will also be kept at school.
 - Arrangements will be made for students not attending to continue their normal program at school under supervision of another classroom teacher.
 - The teacher in charge or designated teacher of an excursion or camp will carry a mobile phone and a first aid kit.
 - If the return time from an excursion or camp is delayed, the teacher in charge will contact the school to inform the Principal of the new arrival time so that parents can be contacted and a senior staff member will remain at school until they arrive.
 - If crossing roads, students are to use designated crossing points. Staff are to walk to the middle of the crossing to ensure visibility and orderly crossing. Other staff control the flow of students across the road.
 - All staff must follow the DEECD guidelines when organising an excursion, in-school activity or camp (refer to respective policies).
- Informing Staff of the legislative liability of Duty of Care
 - All staff will be informed of their legal requirements
 - Reference to this document will be made to each member staff at the first staff meeting at the commencement of the school year, through the Staff Information Booklet. A copy of all policies will be saved on the Administration Drive and uploaded onto the school website. The original signed policy by the Principal and School President will be stored at the front Administration Office for access and referral.
 - New staff will be informed of their Duty of Care as part of the school's Induction Program
 - Duty of Care will be addressed at staff meetings and staff will be directed to familiarise themselves with the appropriate section of the Schools Policy and Advisory Guide.
 - Staff will complete a Student Activity Locator form (refer to Excursion and In-school activity Policy).
 - Staff will be directed to the student engagement and student health policies annually.
 - Staff will be directed to the appropriate policies and procedures through the leadership team and school council approval process.

References

- DET Duty of Care policy - <http://www.education.vic.gov.au/school/principals/spag/safety/Pages/dutyofcare.aspx>
- Duty of Care and Supervision - <http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/prindutycare.aspx>
- Legal Obligations - <http://www.education.vic.gov.au/school/principals/participation/Pages/legal.aspx>
- Child Safe Standards - <http://www.education.vic.gov.au/school/principals/health/Pages/childsafes.aspx>

Evaluation:

This policy will be reviewed as part of the school's three year review cycle and/or per local school agreement.

CERTIFICATION

This policy was ratified at the School Council Meeting held at Cranbourne South Primary School, on ...Wed 29th March 2017

Signed.....
School Council President

Signed.....
Principal