

# Duty of Care Policy

August 2025



VIRTUAL  
SCHOOL VICTORIA



### Help for non-English speakers

If you need help to understand the information in this policy please contact Virtual School Victoria on 9965 0000 or [feedback@vsv.vic.edu.au](mailto:feedback@vsv.vic.edu.au).

## Purpose

The purpose of this policy is to explain to our school community the non-delegable duty of care obligations that all staff at Virtual School Victoria (VSV) owe to our students and members of the school community who visit and use the school premises.

## Context

VSV is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school, parents, carers and enrolling schools to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students. We bring trauma informed practice to our work, striving to recognise and mitigate the impacts of trauma on our students and families through our focus on child safety.

## Policy

“Duty of care” is a legal obligation that requires schools to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include personal injury (physical or psychological) or damage to property. The reasonable steps that our school may decide to take in response to a potential risk or hazard will depend on the circumstances of the risk.

Our school has developed policies and procedures to manage common risks in the school environment, including:

- Child Safe Standards
- Yard Duty and Supervision
- Bullying Prevention
- Camps and Excursions
- First Aid
- Tree Maintenance
- Grounds Maintenance
- Student Private Property
- Emergency Management
- Volunteers
- Visitors
- Working with Children and Suitability Checks
- Mandatory Reporting
- Occupational Health and Safety

Our school acknowledges we are required to take reasonable precautions to prevent the abuse of a child by an individual associated with the organisation while the child is under the care, supervision or authority of the organisation.

Staff at our school understand that school activities involve different levels of risk and that particular care may need to be taken to support younger students or vulnerable students with additional needs. Our school also understands that it is responsible for ensuring that the school premises are kept in good repair and will take reasonable steps to reduce the risk of members of our community suffering injury or damage because of the state of the premises.

Our school acknowledges that the duty of care owed to students applies in the online learning environment. VSV has developed a number of policies and procedures to address

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We bring trauma informed practice to our work, striving to recognise and mitigate the impacts of previous trauma on our students and families through our focus on child safety.

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the risks that can arise for students learning online, including:

- an Online Acceptable Use Agreement contained within the enrolment application forms ), which requires students to commit to using VSV's online systems in a safe, responsible and ethical manner
- a Safe and Inclusive Virtual Learning Environment Policy

School staff, parents, carers and students are encouraged to speak to the principal to raise any concerns about risks or hazards at our school, or our duty of care obligations.

### External Providers

Staff at our school acknowledge that, as our duty of care is non-delegable, we are also required to take reasonable steps to reduce the risk of reasonably foreseeable harm when external providers have been engaged to plan for or conduct an activity involving our students. Our Visitors Policy and Camps and Excursions Policy include information on the safety and care of our students when engaged with external providers.

Our school also takes steps to ensure student safety when they are engaging in off-site workplace learning programs with external providers, such as when students are participating in work experience, school-based apprenticeships and traineeships, structured workplace learning and any other workplace learning program involving external providers. Our School will follow all applicable Department of Education policy and guidelines in relation to off-site learning and will ensure that the safety and welfare of the students engaging in these activities is paramount. The Department's guidelines in relation to Workplace Learning are available at the following link:

<https://www2.education.vic.gov.au/pal/structured-workplace-learning/policy>

## Communication

This policy will be communicated to our school community in the following ways:

- Provided to staff at induction
- Discussed at staff meetings/briefings as required
- Made available publicly on our school website
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

## Further information and resources

Department policies:

- the Department's Policy and Advisory Library (PAL): [Duty of Care](#)
- the Department's Policy and Advisory Library (PAL): [Structured Workplace Learning](#)

## Policy review and approval

<b>Created date</b>	<b>19<sup>th</sup> March 2023</b>
<b>Review date</b>	18 <sup>th</sup> August 2025
<b>Endorsed by</b>	<b>Fiona Webster</b> Executive Principal  Signature: .....
<b>Endorsed on</b>	Date:
<b>Next review date</b>	<b>August 2028</b>



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