**Section 2.4: Health & Safety Policy**

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**STATEMENT OF COMMITMENT TO HEALTH & SAFETY**

**Background**

In Saskatchewan the employer is required by law to promote and protect the safety of workers in the workplace. This document provides the [enter school division] public declaration of its commitment to safety.

Statement of Commitment to Health and Safety will be posted in a location visible to all employees, such as the OHC bulletin board.

**Commitment**

The [enter school division] is committed to providing a safe and healthy work environment for all individuals (employees, students, visitors, contractors and volunteers).

The [enter school division] recognizes the duties, rights and responsibilities of all workers and will ensure that all workers are aware of these and other conditions embodied in provincial legislation. The [enter school division] declaration does not preclude all employees’ responsibilities and accountabilities in achieving a safe work environment for all.

The [enter school division] will establish and maintain an occupational health and safety program as part of its Safety Management System to ensure the goals of this policy and the right of participation of all workers. The [enter school division] will support safe work procedures through the funding of adequate equipment, programs, training and through the establishment of standards for safe work practices.

The [school division] will adopt and preserve the following safety philosophy statements:

* The safety of workers is as important as the safety of students, visitors and contractors.
* Workers have a right to work in a safe and healthy workplace.
* Health and safety is everyone’s responsibility based on the workplace responsibility system (WRS).
* Working in a healthy and safe way is a condition of employment.
* All hazards will be identified and controlled through regular formal and information workplace inspections.
* Health and safety education and training will be consistent and ongoing.
* Health and safety meetings will be held regularly, with worker input encouraged.
* All incidents and dangerous occurrences will be reported and investigated.
* Safety applies to all employers, supervisors, workers, volunteers, students, contractors, self-employed resources and suppliers in their dealings with the [enter school division].

This policy shall be reviewed every three years by the [enter school division] as part of the safety program review and/or whenever there is a change of circumstances that may affect the health and safety of workers, or a change in OHS legislation.

***References***

*The Saskatchewan Employment Act,* Part III, Section 3-20.

*The Occupational Health and Safety Regulations, 2020,* Section 3-11.