

Occupational Health and Safety Policy

YMCA Victoria recognises and is committed to its responsibilities for the health, safety and welfare of our staff, volunteers, contractors, sub-contractors, public & visitors. As per the Occupational Health and Safety Act 2004 and Work Health and Safety Acts 2011 and 2012, YMCA Victoria must so far as reasonably practicable, provide and maintain for a working environment, that is safe and without risks to the health, safety and wellbeing of any person.



YMCA Victoria recognises its legal, ethical and moral responsibilities to prevent injury and illness. Safety is a core value and we will foster positive workplace cultures across our operations, safe behaviour is encouraged and respected, and continual improvement is considered to be part of normal business practice.

This commitment shall be fulfilled by ensuring:

- YMCA Victoria's Board, Executive Leaders and Managers have a responsibility to provide a safe and healthy workplace. Each management representative will provide leadership and be held accountable for implementing this policy in their area of responsibility.
- Staff, volunteers and contractors are provided with safe and healthy workplace conditions for the prevention of workplace injuries and illness.
- Staff, volunteers and contractors are informed of and understand their responsibilities and demonstrate commitment to accountability and leadership in health and safety.
- Staff, volunteers, and contractors are trained to conduct their work safely by providing high-quality training programs that meet our organisation's diverse needs.
- Active participation is promoted and recognises the value of involving staff, volunteers and contractors in health and safety consultation. We will demonstrate leadership by delivering effective communication across the organisation.
- YMCA Victoria, Executive Leaders, Managers and Staff understand our risk profile and seek to eliminate and reduce our health and safety risks through effective hazard and risk identification and management processes.
- YMCA Victoria actively prevent injuries and illness to staff & volunteers and provide practical and supportive early intervention injury management.
- YMCA Victoria promote and encourage an incident reporting culture, conduct quality incident investigations, and implement corrective actions to prevent injury and illness.
- Compliance with the requirements of Health and Safety Acts and Regulations and any other relevant requirements, statutory acts and regulations.
- YMCA Victoria allocate adequate resources to plan for and maintain a safe, healthy and supportive working environment, including the engagement of suitably qualified and competent persons to support and deliver on YMCA Victoria's Health and Safety commitment.
- OHS Performance and YMCA Victoria's Safety Management System is measured and monitored for effectiveness by setting strategies, measurable objectives and targets to enable regular management review and ensure continual improvement in the elimination of work-related injury and illness.
- This policy is communicated to all sectors, sites, programs, and staff & volunteers across the organisation.

YMCA Victoria seeks the co-operation, commitment and support of all staff, volunteers, contractors, sub-contractors, public & visitors in achieving and **maintaining a safe working environment**.



Carolyn Morris

Chief Executive

Review Date: December 2025

For further information on the YMCA Victoria's OHS Policy, see Y-Net Safety Page or email ohs.vic@ymca.org.au

