



# IMAgEN8 Health & Safety and Youth Protection Policies

Please review these policies and sign this document to indicate your agreement and compliance with IMAgEN8's policies.

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## Purpose

At IMAgEN8, we care deeply about the safety and wellbeing of people who work for us as well as the students and adults who participate in our workshops and programs. These policies highlight the commitments we make to ensure safety and wellbeing is effectively managed so that our people, contractors and members of the public are kept safe and thrive. These policies underpin our core values and behaviours. We work collaboratively to protect everyone from harm.

## Safety and Wellbeing Management System

IMAgEN8 operates our workshops and programs only when it is safe to do so, and takes every precaution to ensure the health and safety of the participants. We:

1. Assess the weather and natural hazard conditions prior to every workshop, and cancel/postpone it if it is safer to do so.
2. Observe road and pedestrian safety rules when walking with the students to nature reserves or parks, or anywhere outside of school grounds
3. Observe safety on trails and pathways, and give instructions to participants before the workshops.
4. Observe the participants during the workshops and get them towards safety if they are in an unsafe situation or moving towards it.
5. Wear protective equipment and masks when required to do so by city and national health authorities
6. Identify, record and manage hazards so as to reduce risk to as low as reasonably practicable



7. Train and equip our people, contractors and volunteers so they are competent and confident to work safely
8. Report, record, and understand safety and wellbeing events with the objective of learning and improving
9. Be prepared to respond to adverse events so as to minimise any impacts
10. Carry a first kit for any workshops not held on school grounds

As a representative of IMAgEN8, I will:

1. Follow all reasonable health and safety rules and instructions
2. Participate in health and safety discussions
3. Exercise my right to refuse to do unsafe work if you believe that it will expose you or others to risk or harm
4. Take reasonable care that my actions (or inactions) do not cause harm, or risk of harm, to myself or others
5. Not conduct any IMAgEN8 activities under the influence of alcohol or drugs that impair my performance or fitness for work
6. Wear all necessary personal protective equipment and clothing.
7. Report any potential risks, incidents and near misses so the employer can investigate, and eliminate or minimise harm or risk of harm.

Failure to follow reasonable health and safety rules may be considered serious misconduct.

## Child and Youth Care and Protection Policy

The care and safety of the young people we work with is of the utmost importance to IMAgEN8. The reason IMAgEN8 exists is to improve the wellbeing of our young people!

As a representative of IMAgEN8, I will:

1. Be a positive role model. I will demonstrate positive behaviour, whether connected to my work or personal time, in person and online, when it relates to or affects my work with students.
2. Create and maintain culturally and age-appropriate physical, emotional, sexual, spiritual and online boundaries.
3. Act with integrity, honesty and impartiality. Be open, honest and accountable to young people



4. Respect the rights of young people that I work with and support them to respect the rights of others.
5. Transfer in-person practices and decision making into an online context.
6. Respect and value the young person's culture.
7. Support young people to identify and work to their strengths.
8. Treat all people with respect and dignity even if I may agree or disagree with other's beliefs, values and behaviour.

We work according to the Ara Taiohi Code of Ethics

<https://arataiohi.org.nz/career/code-of-ethics/>

### Sign and Date

Name	
Signature	
Date	