

Robogals Health and Safety Policy

Owner	Approver	Approved	Next review
People & Committee Committee	Board	2024	2026

Overview

Robogals is committed to taking all reasonably practicable steps to ensure the health and safety of all members of the Robogals community during their engagement. Robogals is also committed to ensuring all laws and regulations governing workplace health and safety are adhered to at all times.

Our commitment to the health and safety of our members is operationalised through the Robogals health and safety management system and supported by other relevant Robogals policies.

Scope

This policy applies to all members of the Robogals community, including any employees, volunteers, and Board members. All members of Robogals are expected to conduct themselves in accordance with this policy at all times. This policy applies in all jurisdictions where we operate. Where local law is inconsistent with any provision in this policy, the requirement of the local law and any local policies apply in relation to that part.

Policy

Robogals will take all reasonable and practicable steps to:

- Prioritise the health and safety of all Robogals community members
- Ensure all interactions and events are positive and safe
- Hold all members of Robogals community responsible and accountable for their health and safety
- Meet all applicable health and safety laws, regulations and standards
- Ensure all Robogals members have the necessary information, training, and supervision enabling them to be engaged and work safely
- Engage all members of the Robogals community in active communication and consultation regarding to management of health and safety
- Identify and implement controls to mitigate the specific risks within our working environment through policies

What we expect from all members of the Robogals community, including any employees, volunteers, and Board members:

- Care for yourself and others, the community and anyone else who could be affected by your actions and or work
- Immediately report any health and safety hazard, risks or issues via the [Robogals Communication and Support Form](#).
- Understand and follow all health and safety-related policies, standards and procedures that apply to your work
- Help us maintain a healthy, safe and secure work environment by looking after how you work and provide feedback as required on steps taken to improve health and safety and its effectiveness at Robogals

Breach of policy

Any potential breach of this policy (no matter how big or small), should be raised with the Robogals CEO, Board member, member of the People Committee, Regional Executive Officer, Regional Mentor or via the [Robogals Communication and Support Form](#) (and Process).

All breaches will be investigated with respect and discretion for the person reporting the potential breach and for the impacted person and will be conducted in confidence.

A review of Robogals policy / procedures will follow after any incident is raised to ensure ongoing effectiveness.

[Supporting Policies / Documentation](#)

All policies and documentation listed below which are located on robogals.org should be read and understood:

- [The Robogals Way](#)
- [Safeguarding Vulnerable People Policy](#)
- [Robogals Communication and Support Form](#)

[Continuous Improvement](#)

Robogals is committed to continually improving work health and safety performance to ensure the ongoing health and safety of the Robogals community. This is done through regular policy reviews by the relevant sub-committees and as issues or ideas for continuous improvement arise.