

Student Safety and Wellbeing Statement and Policy

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Purpose:	The purpose of this policy outline Men of Business Academy's learning environment, curriculum and pedagogy, policies and procedures, and partnerships for learning and life.	
Scope:	Students (including prospective) and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements at Men of Business Academy	
Status:	<input type="checkbox"/> Draft <input checked="" type="checkbox"/> Approved	Supersedes: 2024 Student Safety and Wellbeing Statement and Policy
Authorised by:	Executive Manager - Jason Sessarago	Date of Authorisation: 26/05/2025
References:	<ul style="list-style-type: none"> • Public Health Act 2005 • P-12 Curriculum, Assessment and Reporting Framework • Men of Business Great Place to Work Framework • Men of Business Child Protection Policy 	
Review Date:	Annually	Next Review Date: 26/05/2026
Policy Owner:	MOB Academy Ltd trading as Men of Business Academy - Board of Directors	

Statement

Men of Business Academy is a Special Assistance School designed specifically to support young men who have disengaged from mainstream schooling. The primary reasons young men become disengaged from learning have been identified as being a direct result of trauma, abuse, underlying undiagnosed disabilities, domestic and family violence. For this reason, optimising the overall health and wellbeing of each of our young men, underpins our educational program as we work to achieve our ultimate goal of Building Better Men.

At Men of Business Academy, we believe that the ultimate key to re-engaging a disengaged student in learning and life and changing their current trajectory, is underpinned by their overall level of health and wellbeing including the development of a strong sense of self, a strong sense of belonging and embracing who they are. Unlike other schools, Men of Business Academy isn't just focused on effectively supporting the health and wellbeing of it's students when at school or involved in school activities. In order to truly Build Better Men who are emotionally intelligent, resilient and active and contributing members of society who will have a positive impact on the wellbeing of families in our community for generations to come, it is paramount that they develop the following key life skills and attributes that will support them to deal with the realities of life beyond the classroom:

- Strong sense of self and belonging
- How to effectively manage and resolve conflict
- How to effectively regulate their emotions by processing extreme emotions
- Understand what respectful relationships look like including consent
- How to identify disrespectful relationships and what they can do
- How to link in with resources and support available to them
- How to take accountability for their actions
- How to identify when they need help and to reach out

Consequently, Men of Business Academy has put systems in place that effectively support each young man to develop the necessary life skills and attributes that will support them to optimise their overall health and wellbeing beyond just the context of school. Learning, belonging, sense of self and wellbeing are all linked concepts. Students learn best when their wellbeing is optimised. They develop a strong sense of wellbeing and when they experience success in learning, success in life, feel connected and safe.

The staff and volunteers of Men of Business Academy are expected to demonstrate an explicit commitment to wellbeing and to communicate this commitment to the school community.

Learning Environment

A safe learning environment covers the physical and cyber spaces students engage in for school activities. Men of Business Academy develops school wide rules and consequences in collaboration with the school community. A positive learning environment supports students' personal and social development and staff wellbeing. Men of Business Academy provides rich learning environments that are open, respectful, caring and safe.

Curriculum and Pedagogy

Men of Business Academy builds the foundations for wellbeing and lifelong learning through curriculum by embedding personal and social capabilities (self-awareness, self-management, social awareness and social management) in the implementation of the P-12 curriculum, assessment and reporting framework.

As part of the curriculum, Men of Business Academy provides:

- Age-appropriate drug and alcohol education that reinforces public health and safety messages
- HIV, Hepatitis C and sexuality transmissible infections education as part of a broader sexuality, healthy relationships and consent education program
- Support and guidance to assist in breaking down the current ideology of what it means to be a man, and redesigning that concept to Build a Better Man together with developing the necessary life skills and attributes to be emotionally intelligent, resilient and become an active and contributing members of society through our purposefully designed MOB Life program

Men of Business Academy acknowledges the positive impact that a meaningful relationship between staff and students can have on students' academic and social outcomes, therefore, Men of Business Academy enacts a pedagogical framework that reflects the Pedagogical Framework expectations and principles.

Sun Safety

Ensuring students and staff are protected from the harmful effects of the sun is important for all Queensland schools. Men of Business Academy has a sun safety strategy that has been developed in consultation with the school community.

The strategy maximises the use of shade for outdoor activities and flexible planning between the hours of 10am - 2pm. Men of Business Academy provides SPF 30+ (or more) broad-spectrum water-resistant sunscreen for students and staff to use. The entire school community has a part to play in sun safety.

During cases of extreme heat or heat wave conditions, schools assess the need to alter school activities and ensure the safety of students and staff.

Drugs & Alcohol

Men of Business Academy implements drug intervention measures for students involved in drug-related incidents at school or during school activities.

Men of Business Academy manages illicit drug-related incidents in line with the Behaviour Policy for students to protect the health and safety of the student/s involved, other students, school staff and the wider community.

Road Safety

Men of Business Academy implements a cooperative approach regarding road safety initiatives in and around schools that promotes safe road user behaviour, reinforces the road safety messages, and as much as possible protects students against risk of injury or harm associated with road use.

Men of Business Academy will record any road safety incidents that occur in the immediate vicinity of the school to enable monitoring and tracking of issues. Schools work in partnership with the school community to enable safe and responsible travel of students travelling to and from school.

Specialised Health Conditions

Men of Business Academy ensures students with specialised health needs, including those requiring specialised health procedures, have access to a reasonable standard of support for their health needs whilst attending school or school-based activities. This means that appropriate health plans are developed and followed for students with specialised health needs, that staff are aware of the student's medical condition and that an appropriate number of staff have been trained to support the student's health condition.

Medications

Men of Business Academy ensures that medications (both prescription and non-prescription) are administered according to instructions, are stored safely and have authorisation from a medical practitioner and from a parent/guardian.

Men of Business Academy staff are fully aware of warning signs, triggers and how to administer emergency responses for health conditions requiring medication or other management as outlined in a student's emergency health plan/action plan.

In order to be responsive to unexpected events, Men of Business Academy maintains a minimum of one "in-date" adrenaline auto-injector and asthma reliever/puffer, stored in the school's first aid kit in upstairs administration in accordance with manufacturer's instructions.

Contagious

Conditions

In the event that a student at school is found to have a prescribed contagious condition or is suspected of having one, Men of Business Academy staff will take action in accordance with the *Public Health Act 2005* (Chapter 5, Part 2) and comply with directions from the Public Health Medical Officer (PHMO) at the Public Health Unit.

Mental

Health

Men of Business Academy provides care and support for students who experience ongoing or significant mental health difficulties. This includes:

- Access to mentors/social workers
- Students, parents/guardians can access our school psychologists
- Facilitating the development, implementation, and periodic review of safety or wellbeing plans

Suicide and/or Self-Harm

Suicide and/or Self-Harm Prevention

Men of Business Academy staff who notice signs that a student is a) experiencing suicidality (ideation, planning, or intent) and/or b) engaging in self-harm are required to seek immediate support from the School Psychologist, Head of Wellbeing, School Principal, or other appropriate staff.

When dealing with a crisis relating to suicide or self-harm, Men of Business Academy staff will call 000 when there is an imminent threat to the safety of a student and provide first aid as needed. In all other situations, Men of Business Academy staff will provide intervention and prevention by ensuring:

- The student is not left without adult supervision;
- The student does not have access to implements that could be used to self-harm;
- The safety of other students and staff is maintained;
- Students receive appropriate support immediately;
- Relevant parents/carers are advised;
- The student is collected from school if needed;
- The student receives follow-up care as necessary; and
- All actions are documented and reported.

Suicide Postvention

In the case of a suicide of a student that has not occurred on school grounds, Men of Business Academy enact a postvention response by communicating with the family of the student and ensuring immediate support is provided to students and staff who may be affected.

Where a suicide has occurred on school grounds or at a school event, schools immediately communicate with the family of the student and ensure immediate support is provided to student and staff who may be affected.

Head Lice

The presence of head lice can be a common and annoying occurrence. However, Men of Business Academy staff do not exclude students from class because of the presence of headlice. Instead, schools minimise head-to-head contact and work with parents/guardians to encourage detection and treatment.

Partnerships

Men of Business Academy foster collaborative and productive partnerships with and between students, teachers, parents/guardians, support staff, external stakeholders and community groups, and engage a range of school-based services and external agencies to support the health and wellbeing of students and their families.

Breach of Policy

Breaches of this policy are not acceptable by any employee.

Communication

This policy is made available to all staff in the onboarding and induction period. It is also readily available on the Men of Business Academy's staff sharepoint.