



THE UNIVERSITY OF  
NEWCASTLE  
AUSTRALIA

# WELLBEING HEALTH AND SAFETY CHARTER

2020-2025

*“We have a responsibility to create and maintain campuses where our staff and students are safe, valued and empowered. In adopting a **beyond-zero** approach to safety management we will be an exemplar in our safety standards, prevention of harm and promotion of wellbeing.”*

Professor Alex Zelinsky AO  
Vice-Chancellor and President

Mr P.E. (Paul) Jeans  
Chancellor

## OUR COMMITMENT

We are committed to the safety and wellbeing of everyone who comes to our campuses. Through consultation with staff and students, strong leadership, a focus on injury prevention, compliance and due diligence we will ensure wellbeing, health and safety is fully integrated with business decisions and processes.

## OUR VALUES AND VISION

By adopting a culture of care and an understanding that everyone has a responsibility for themselves and others, we will move to a **beyond-zero** approach to safety management and ensure everyone who comes to our campuses remains injury free and improves their physical and mental wellbeing.

## SAFE AND SUPPORTED

We will lead with safety in mind and a culture of care, applying due diligence to our core business decisions to ensure the wellbeing, health and safety of our staff, students and the community.

We are focussed on wellness and will grow the dialogue in psychological health and safety.

We will ensure our work, health and safety policies and procedures are fit for purpose and readily accessible and our safety systems support early identification and early intervention to prevent harm.

We will ensure appropriate and timely training and provide programs that develop and equip staff and students with the necessary skills and knowledge to be safe and well.

We are committed to engaging with staff and students.

We are committed to providing safe and vibrant spaces and places for our students, staff and the community.

For more information visit:

**[NEWCASTLE.EDU.AU/WELLBEING](https://newcastle.edu.au/wellbeing)**