



Country High School Hostels Authority

Perth

Western Australia

The Care and Supervision of Residential
College Students

October 2001 (revised September 2005)

These standards have been developed for the Country High School Hostels Authority in Perth, Western Australia. The standards were prepared following extensive research and consultation with staff from the Authority's residential colleges and other key stakeholders.

Current existing documentation on the care of students in boarding schools and colleges in Australia and the United Kingdom was also examined during the research phase of this project.

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1. BACKGROUND

The Authority's mission and desired outcome for the State Government and the people of Western Australia is the provision of quality accommodation, care and services for isolated students who have to board away from home to attend school. To achieve this outcome the Country High School Hostels Authority receives funding for the establishment, operation and maintenance of residential colleges.

The Authority currently operates residential colleges in eight country centres in close proximity to government senior high schools and primary schools. Students attending non-government schools and Technical and Further Education (TAFE) colleges can be admitted on terms and conditions approved by the Minister for Education.

It is the Authority's responsibility to provide a safe and secure college environment that is well managed and responsive to the needs of students and parents. College Boards of Management comprising parents, educators and local community representatives have significant responsibilities for the management of the colleges to the benefit of students.

Key student needs which residential college staff seek to provide for include:

- Being liked and respected by their peers and college staff and enjoying college life.
- Enjoying learning, being supported in their learning by college staff and being positive about their futures.
- Developing personal and social skills and confidence, including good communication skills.
- Participating in a range of activities that are interesting, challenging and rewarding.
- Achieving high standards of conduct, citizenship and personal presentation.

2. STUDENT SUPERVISION

2.1 LEGAL DUTY OF CARE

The law recognises a **'duty of care'** that places accountability on people towards others, that is, a duty of care involves an obligation owed by one person to another that is recognised at law. Not all relationships or factual situations impose a duty of care.

At common law, the relationship between a CHSHA College 'supervisor' and a 'student' gives rise to a duty owed by the supervisor to the student to take reasonable care for the health and safety of that student to eliminate or reduce foreseeable risk of personal injury.

Breach of duty of care can be defined as the failure to take reasonable care to eliminate or reduce foreseeable risk of personal injury (and also property damage).

The principles relating to breach of duty of care can be summarised as follows:

1. Would a reasonable person in the supervisor's position have foreseen that his or her conduct involved a risk of injury to the student? (A risk of injury, which is remote in the sense that it is unlikely to occur, may nevertheless constitute a foreseeable risk; a risk which is not far-fetched or fanciful is real and foreseeable).
2. If "yes", what would a reasonable person do by way of response to the risk? This calls for a consideration of the magnitude of the risk, the degree of probability of its occurrence, the expense, difficulty and inconvenience of taking alleviating action, and any other conflicting responsibilities that the supervisor may have.

In other words, should the supervisor have reasonably foreseen that his or her conduct (including any failure to act) would involve a risk of injury to a student and, if so, what precautions should have been taken to remove or minimise the risk.

2.2 REASONABLE STANDARD OF CARE

The Standards and Performance Criteria contained in this document are intended to clarify what it means to take 'reasonable care' for the health and safety of the students' residing at CHSHA colleges, and in so doing fulfilling CHSHA's duty of care.

The standard of care required of the 'reasonable' supervisor will vary according to the circumstances, not according to the practicalities of the situation. The following factors, although not necessarily exhaustive, would be taken into consideration by a court in assessing the standard of care required:

1. The student's age, experience and capabilities: the standard of care is a high one where young students are concerned but may be lower in the case of mature, post-compulsory students.
2. Physical and intellectual impairment.
3. Normal practices within the College.
4. Administrative directions and regulations, for example a policy for managing student behaviour or for prescribing standards of supervision such as those contained in the present document.
5. The unusual susceptibilities of some students, for example allergies, brittle bones, epilepsy, cardiac symptoms. Special care must be taken to protect such students if the condition is known, or ought to be known, and exposes them to a special risk of injury.
6. The degree of inevitable risk involved with certain college activities.

Although the standards contained in the present document are prima facie reasonable in the context of the discharge of the legal duty of care, they can only be judged properly by reference to the particular circumstances of each College.

2.3 PURPOSE AND KEY OBJECTIVES OF STUDENT SUPERVISION

The starting point for clarifying what it means 'to take reasonable care for the health and safety of the students' residing at CHSHA colleges' is explicit agreement about the overall purpose of the supervision arrangements and practices at these Colleges.

The Authority views the broad purpose of the supervision arrangements and practices at CHSHA Colleges as being instrumental in creating a safe caring environment where the members of the college community live in harmony.

In practice this means working to achieve the following 'duty of care' objectives.

- A. Student supervision is fair and consistent.
- B. Students' privacy and confidentiality are respected within the limits of a legal duty of care.
- C. Student supervision practices reflect good practice.
- D. Student supervision practices foster acceptable standards of student behaviour and appropriate self-discipline.
- E. Student supervision practices do not undermine the central role of parents in the upbringing of their children.
- F. Constructive links are maintained with partner schools and others in the local community.
- G. The physical environment meets the safety and security needs of students.
- H. Students are safe and well and the risk of injury and self harm is minimised.
- I. Students have input into supervision arrangements and practices.

- J. Students who do not comply with supervision arrangements are appropriately managed.
- K. Sufficient staff are deployed to meet student supervision requirements.
- L. Crises and emergencies affecting student safety and wellbeing are satisfactorily managed.

3. APPLYING THE STANDARDS

3.1 SCOPE

The Standards and Performance Criteria presented in this document are intended to apply to student supervision arrangements and practices in residential colleges funded and operated by the Country High School Hostels Authority. The standards and associated supervision practices apply not only to the home College but also to other lodgings (e.g., off-site, short stay arrangements) where students may be accommodated from time to time whilst in the care of College staff. For this reason, College Managers must conduct investigations to assure themselves that supervision arrangements and practices at these off-site locations meet College requirements and document the results of these investigations.

4. STANDARDS AND PERFORMANCE CRITERIA

4.1 A. FAIRNESS AND CONSISTENCY

A1. Students are supervised in a fair and consistent manner by all staff.

- College student supervision arrangements and requirements are well known to all staff and students prior to their employment (staff) or enrolment (students) at the College.
- Supervisory staff are required to implement student supervision arrangements in a fair and consistent manner and acknowledge they will do so in a written and signed agreement prior to commencing their employment.
- College Managers are to effectively address either the inability or unwillingness of staff to implement student supervision arrangements in a fair and consistent manner - in the first instance through discussions with the staff member themselves and where this is ineffective through the College Board and/or the Authority as appropriate.

4.2 B. PRIVACY AND CONFIDENTIALITY

B1. Students are to be afforded appropriate privacy.

- Each student is to be accommodated in either a single bedroom or a bedroom /dormitory shared with others of a similar age and the same gender.
- Students are to have access to changing facilities separate for each gender and not generally shared at the same time with others of widely different ages. These facilities are not generally to be used by staff or other adults at the same time as being used by students.
- Staff are to respect students' need for privacy when students are dressing or undressing, bathing and showering.

B2. Appropriate documentation regarding supervision issues exists.

- All requests and concerns of parents, teachers and other staff are properly documented for supervision purposes.
- All incidents are to be recorded in an appropriate register.
- An accurate written record is to be made of student travel arrangements prior to the student leaving the College.
- An accurate written record is to be kept of any serious complaints and their outcome. These records are to be regularly reviewed by the College Manager.

- Adequate records are to be kept in relation to students' safety, health and welfare needs and issues.
- Up to date and accurate records are to be kept at the College of contact details for persons with parental responsibility for every student and any other emergency contact arrangements.
- Up to date and accurate records are to be kept at the College regarding any significant drug reactions, major allergies and notable medical conditions. This information is to be available to all staff likely to administer medication or treatment to students.
- Information regarding the safety, health and welfare needs of students is to be made available to those staff with a need to know this information.

4.3 C. GOOD PRACTICE

C1. Management have an ongoing commitment to staff training and development regarding student supervision practices and their intended outcomes.

- Ongoing staff training in student supervision is a high priority of College management, e.g., professional development is to include training in student supervision.
- Student supervision practices are to foster the personal development of students, e.g., improved social and communication skills, leadership skills, personal goal setting etc.
- The College induction program will include familiarisation with student supervision policies and practices.
- College Managers have access to an appropriate range of methods for obtaining relevant and to up-to-date information about good practice in student supervision and disseminating this to all staff.
- Knowledge of good practice in student supervision (including what is learned at each College from experience) is captured and made available to staff at all Colleges, e.g., at staff development workshops and seminars.

4.4 D. INDIVIDUAL BEHAVIOUR AND DEVELOPMENT

D1. The day to day behaviour of students is to be of an acceptable standard.

- Students adhere to college rules and student behaviour, manners and standards of cleanliness are of an acceptable standard.

D2. Student self-reliance should be fostered through supervision practices.

- Student self reliance is a focal point of supervision practices.

D3. Emotional support and guidance is to be provided to all students as required.

- Each student is to have one or more members of staff to whom she/he can confidently turn for personal guidance or with a personal problem.
- Staff of both genders are to be available to provide support to students as appropriate
- At least one person outside of the College (e.g., school counsellor, chaplain etc) is to be identified to students and accessible to provide support as appropriate. All such persons are to have been subjected to the same police and other checks as staff working at the College.
- Specialist support services (e.g., social worker, psychologist, disability services etc) are to be made available to support students as appropriate.
- Adequate provision is to be made for students with particular cultural or religious needs or customs.
- Appropriate support is to be provided for students for whom English is not their first language.

D4. Students contribute appropriately to the College community.

- An appropriate balance exists between the rights and responsibilities of individual staff and students on the one hand and the rights and responsibilities of the community of staff and students on the other, e.g., through rostered duties for keeping common

areas clean and tidy whilst at the same time respecting the rights of individuals to take responsibility for keeping their own private space clean and tidy.

4.5 E. CENTRAL ROLE OF THE FAMILY

E1. Regular contact is to be maintained with parents for supervision purposes.

- Regular contact is made with students' parents regarding their physical, emotional and spiritual wellbeing.
- Facilities (e.g., meeting room) and services (e.g., telephone, fax, email) are to be provided at the College for students to contact their parents at reasonable times and 'in-private'.
- Involvement of parents/significant others in how the College sets and enforces student supervision practices is to be strongly encouraged by the College Board and Manager, e.g., through parent involvement in regular reviews of supervision practices.

E2. Parents are to be well informed about student supervision practices and how to raise any concerns they have about them.

- Parents are to be provided with written and up-to-date information about the College's supervision arrangements and practices.
- The College is to have a written and appropriate grievance procedure for complaints by parents/next of kin regarding student supervision issues.
- Parents (or next of kin if appropriate) themselves are clear about the student supervision grievance procedure and how to make effective use of it, e.g., by making sure parents have a copy of the grievance procedure and how to make use of it.

E3. The College Board and Manager are to be well informed about student supervision issues raised by parents/next of kin.

- An accurate written record is to be kept of any complaints by parents (or next of kin if appropriate) and their outcome.
- Records of any complaints by parents (or next of kin if appropriate) and their outcome are to be reviewed by the College Manager for the purpose of resolving any outstanding complaints and/or assessing the adequacy of the action taken.
- The College Board is to be kept informed about any complaints by parents (or next of kin if appropriate) where appropriate.

4.6 F. CONFORMANCE WITH THE STANDARDS OF THE LOCAL COMMUNITY

F1. Student supervision arrangements and practices at the College are to conform with generally accepted community standards within the limits of staffs' duty of care.

- College student supervision practices are to have regard for their acceptability to partner schools and the local community.
- Representatives of partner schools and the local community are to be made welcome at the College to discuss college management and development of codes of practice.
- Changes to existing student supervision arrangements and practices that would address issues raised by representatives of partner schools and/or members of the local community are to be made where appropriate.

4.7 G. PHYSICAL SAFETY HEALTH AND SECURITY

G1. The College premises provide physical security for all students.

- Appropriate consideration is to be given to the following for security purposes: perimeter fencing, external and internal movement sensor lighting to common areas, security mesh on all doors/windows, alarmed doors where access can be gained to student sleeping areas, closed circuit television.
- Security staff are to be used where appropriate, e.g., special events at the College where student safety and wellbeing may be compromised.

- All areas within the College should be free of any significant hazards to health and physical safety (e.g., dangerous electrical fittings, fire risks etc).
- All regulations concerning health and safety risks are to be complied with, e.g., safety audits of electrical equipment and fittings.
- Areas that are out-of-bounds because they constitute a significant safety hazard should be clearly identified and readily understood by all students.

G2. Premises should be reserved for the use of designated students and be protected from access by the general public.

- Security arrangements should be in place throughout the College so that students are not at risk.
- There should be an agreed and explicit policy on access to College premises. The effective implementation of this policy should be routinely monitored.
- Sleeping areas are for the exclusive use of designated students.
- All visitors to the College are to be kept under sufficient staff supervision to prevent unsupervised access to students.

4.8 H. PERSONAL SAFETY HEALTH AND WELLBEING

H1. The risk of injury and/or harm to students is to be minimised at all times.

- Instructors/supervisors for high risk activities are to have appropriate qualifications and experience.
- Appropriate equipment, safety equipment and facilities, and briefing/instructions are to be provided for any high risk activities.
- Activities are to be adjusted to meet the safety and medical requirements of any students with special needs (e.g., disability, asthma, allergies etc.).
- Physical restraint of students of any kind is only to be used for the minimum time necessary to prevent injury to other persons.
- Any vehicles used to carry students are to meet relevant safety and licensing standards and be driven in a safe manner.
- Whilst in the care of the college persons driving students either in residential college or residential college-hired vehicles or private cars are to be checked as having valid and appropriate driving licenses and an acceptable driving record.
- Vehicles to be used for carrying college students are to be properly licensed.
- The safety of students during journeys is to be properly managed.
- Students are vigilant regarding their own safety, health and wellbeing and take appropriate precautions to minimise the risk of injury and non-physical harm e.g., inappropriate use of the internet when they are on-site or off-site.

H2. The risk of self-harm is to be minimised at all times.

- Reports or other evidence regarding possible self harm/substance misuse are to be appropriately investigated.
- The College Manager is to be able to provide written information about college policy and practices regarding the risk of self harm/substance misuse. This policy and associated practices are to cover measures to prevent and respond to suspected self harm/substance misuse and be accessible and known to all staff and students.
- The College Manager is to take full responsibility for coordinating appropriate action regarding suspected self harm/substance misuse.
- All students are to be aware of the procedures to be followed should they receive any information regarding possible/actual self harm/substance misuse.
- The use of physical restraint of any kind is only to be used for the minimum time necessary to prevent self harm/substance misuse.
- Staff and students are to be aware of and have access to appropriate specialist support services, e.g., 1800 24-hour telephone counselling services, suicide prevention and support services etc.

H3. The risk of bullying/physical abuse is to be minimised at all times.

- Staff are required to be continually vigilant regarding the safety of each student.
- The College Manager is to be able to provide written information about college policy and practices regarding bullying. This policy and associated practices are to cover measures to prevent and respond to bullying at the College and be accessible and known to all staff and students.
- No 'initiation' or other ceremonies/pranks intended to cause pain, anxiety or humiliation are to be tolerated by College staff.
- The College Manager is to take full responsibility for coordinating appropriate action regarding suspected bullying.
- All students are to be aware of the procedures to be followed should they receive any allegations of bullying.

H4. The risk of sexual/emotional abuse is to be minimised at all times

- Allegations of sexual exploitation/abuse are to be appropriately investigated.
- The College Manager is to be able to provide a copy of the Authority's policy and practices regarding the risk of sexual exploitation/abuse on request.
- The College Board is to take full responsibility for coordinating appropriate action regarding suspected sexual exploitation/abuse.
- Where appropriate, senior students given positions of responsibility over other students are to be aware of the procedures to be followed should they receive any information regarding possible/actual sexual exploitation/abuse.

H5. The risk associated with communicable diseases is to be minimised at all times

- Guidelines for eligibility to reside at the College adequately address the risks associated with communicable diseases, e.g., Sexually Transmitted Disease (STD), HIV/AIDS, and Hepatitis A/B/C.
- The risks associated with accepting staff and/or students with communicable diseases such as STD, HIV/AIDS, and Hepatitis A/B/C into the College are appropriately managed with due regard for the rights and responsibilities of the individual's concerned and the College community.

H6. Appropriate arrangements are to be made for students who require medical treatment or who are ill.

- The College has satisfactory arrangements to secure medical treatment and dental attention for students as necessary and without undue delay.
- Students are to have the choice about whether staff accompany them when they see a doctor or dentist; this choice is to be made with the consent of a parent (or next of kin)
- College staff are competent to administer first aid and treat minor illnesses.
- Prescribed medication (including prescribed medication kept by individual students by permission of the College Manager) is kept securely.
- Procedures are to be in place so that prescribed medication is administered in accordance with the prescription or instructions from the pharmacy. This includes a requirement that students authorised by the College Manager to keep and administer their own medication are sufficiently responsible to do so.
- A written record is kept of all medication, treatment and first aid administered to students giving the name, date, medication/treatment, and reason for doing so. Each entry is to be signed by the staff member responsible for this treatment.
- The College is to obtain prior, written parental (or next of kin where practicable appropriate) permission for the administration of first aid and appropriate non-prescription medication to students, and to seek medical or dental treatment when this may be required.
- The College is to make appropriate provision for students who are ill. The care arrangements need to take account of the nature of the student's illness and make optimum use of the staffing and student accommodation facilities so there is adequate monitoring of ill students and their health needs. In new facilities a sick bay of at least 9m² floor-space is to be provided for the separate care of students who are ill.
- Students who are separated from others through illness are to be regularly checked by a member of staff.

- Students who are separated from others through illness are to have ready and rapid access to a designated staff member through day and night.
- An explicit and written 'Care Plan' is to be prepared and implemented for each student with special medical needs e.g., epilepsy. This Plan is to be agreed by the parents (or next of kin where appropriate).

H7. Students are to be adequately supervised throughout the night.

- Night supervision arrangements are to commence at 'lights out' and finish at 'wake up call'.
- There is to be at least one member of staff 'on-call' sleeping within each area designated by the College Board as 'student sleeping quarters' who is responsible for students in that area from 'lights out' to the 'wake up call'.
- The supervisor sleeping in each area designated as 'student sleeping quarters' will be of the same gender as the students accommodated there.
- Any concerns that emerge during the night regarding student wellbeing (and that do not require immediate attention) are to be recorded and brought to the attention of the next rostered supervisor at handover.
- Persons other than the staff member 'on-call' require the explicit approval of the Manager to be within areas designated as 'student sleeping quarters'.
- Standard operating procedures (SOPs) should be in place and well rehearsed for emergencies that may occur at night (e.g., a fire emergency)
- There are to be means to know which students are sleeping overnight for staff responsible for night time supervision.
- When and where required, because of the age and number of younger children or the particular needs of students, there are to be additional members of staff sleeping in each area designated as 'student sleeping quarters'.

H8. There are explicit policies and procedures in place for searching for, and reporting where necessary, students missing from the College.

- Explicit policies and procedures are to be in place for searching for, and reporting where necessary, students missing from the College. These policies and procedures and how to implement them are to be known to all staff.
- College policies and procedures for searching for, and reporting missing students are to be endorsed by the Authority and comply with the Authority's duty of care, e.g., requirements about when to notify the police, contact with the media etc.

4.9 I. STUDENT INPUT AND GRIEVANCE MECHANISMS

I1. Supervision practices are to be acceptable to students within the limits of staffs' duty of care.

- The acceptability of supervision arrangements and practices are to be discussed with all students and staff.
- Each College is to have an appropriate student and staff supervision grievance procedure.
- Students and staff themselves are to be clear about the supervision grievance procedure and how to make effective use of it.
- An accurate written record is to be kept of any complaints by students or staff and their outcome. These records are to be regularly reviewed by the College Manager for the purpose of resolving any outstanding complaints and/or assessing the adequacy of the action taken.

4.10 J. CONSEQUENCES FOR STUDENT NON COMPLIANCE

J1. Effective behaviour management strategies are to be put into place for students who do not comply with supervision arrangements.

- The College Manager is to be able to provide written information about the Authority's policy and approved disciplinary practices regarding non compliance with student supervision arrangements. This policy and associated practices are to cover measures

to prevent and respond to non compliance and be accessible and known to all staff and students.

- College Supervisors are to take full responsibility for coordinating appropriate disciplinary action regarding verified non compliance (and where appropriate with the approval of the College Manager/Senior Supervisor).
- Punishments administered to students are to conform with the provisions of the CHSHA Act, Regulations and CHSHA policy.
- Where appropriate, senior students given positions of responsibility over other students are to be aware of the procedures to be followed should they receive any information regarding possible/actual non compliance with student supervision arrangements.
- Any disciplinary powers of prefects or other senior students given responsibility over other students are to be clearly documented and known to all staff and students.

4.11 K. STAFFING

K1. Staff supervising students on-site should be sufficient in number and deployment for the age, number and needs of students and settings and activities involved.

- There is at least one staff member in charge of areas within the College and its grounds, as designated by the Manager when students have access to those areas, with the means for timely back-up from at least one other responsible adult if necessary.
- Students are to be able to identify the member of staff 'in-charge' at all times and how they can urgently contact that person.
- Staff are to know of each student's general whereabouts at all times.
- Satisfactory arrangements must exist to cover supervision arrangements when staff are absent or sick.
- Staffing arrangements are to include staff of both genders where this is practicable.

K2. Staff supervising students off-site should be sufficient in number and deployment for the age, number and needs of students and the settings and activities involved.

- Staff are to know of each student's general whereabouts at all times.
- The number and deployment of staff for off-site trips should be sufficient to minimise the risk of unsupervised access to students and to deal with any foreseeable emergencies.
- Staffing arrangements are to include staff of both genders where this is practicable.
- Students are not to be entrusted to 'unchecked' adults for journeys which involve giving such adults unsupervised access.

K3. Job descriptions are to be clear, explicit and appropriately define the roles and responsibilities of supervisory staff.

- Job descriptions for all supervisory staff should include clear and explicit descriptions of their student supervision responsibilities and duties.
- Job descriptions for supervisory staff must be able to be produced by College Managers on request.

K4. Recruitment and selection processes and procedures for College staff who will have unsupervised access to students are to be rigorous, clearly documented and capable of review.

The recruitment and selection process for College staff who will have unsupervised access to students is to include the following:

- check of identity against an official document.
- police and other relevant checks (e.g., relevant health checks) with documentation showing that these checks have been carried out.

- a reference from the most recent employer (either by telephone or in writing) which includes a response to a question that specifically asks the referee to state any known reason why the person should not be employed to work with children.
- direct contact by the College with the referee to verify the reference, and
- contact by the College with each previous employer involving work with children and/or vulnerable adults to check the reasons why the employment ended.

The above process is also to be applied to partners/spouses or any other person living at the College who may have the opportunity for unsupervised access to students residing at the College.

4.12 L. CRISES AND EMERGENCIES

L1. Student safety and wellbeing are to be paramount in the management of any major incident or crisis (e.g., outbreaks of illness, fires, accidents etc).

- All regulations affecting the safe operation of the College are to be met.
- Policies and procedures are in place for the effective management of crises and/or emergencies at the College.
- Procedures to be followed in the event of a crisis or emergency (e.g., an emergency evacuation) at the College are known to staff.
- Staff and students are well trained in the procedures to be followed in the event of a crisis or emergency (e.g., an emergency evacuation) at the College.
- The College should comply with recommendations of the Fire Service and should regularly carry out and record fire drills and any routine tests of equipment recommended by the Fire Service.
- Students have timely access to support services in case of any major incident or crisis, e.g., counselling services.

APPENDIX A: RELEVANT ACTS AND REGULATIONS

In the performance of its functions, the Authority complies with the following relevant legislation:

State Government Acts:

1. Country High School Hostels Authority Act 1960- and Regulations.
2. Anti-Corruption Commission Act 1988
3. Disability Services Act 1993
4. School Education Act 1999
5. Electoral Act 1907
6. Equal Opportunity Act 1984
7. Financial Administration and Audit Act 1985
8. Government Employees Superannuation Act 1987
9. Industrial Relations Act 1979 and Industrial Relations Amendment Act 1993
10. Interpretation Act 1984
11. Minimum Conditions of Employment Act 1993
12. Occupational Safety and Health Act 1984
13. Parliamentary Commissioner for Administrative Investigations Act 1971
14. Public Sector Management Act 1994
15. W. A. Freedom of Information Act 1992
16. Workers' Compensation and Rehabilitation Act 1981
17. Workplace Agreements Act 1993
18. Road Traffic Act 1974

Commonwealth Acts:

1. Copyright Act 1968
2. Employment Education and Training Act 1992
3. Fringe Benefits Tax Act 1986
4. Income Tax Assessment Act 1936
5. Industrial Relations Act 1988
6. State Grants (School Assistance) Act 1984
7. State Grants (Education Assistance - Participation and Equity) Act 1983
8. Student Assistance Act 1973
9. Superannuation Guarantee (Administration) Act 1992