NIBRAS
WORLD VIRTUAL SCHOOL

Nibras - World Virtual School
Health & Safety Management Policy

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Health & Safety Management Policy

1. Policy Statement

Nibras – World Virtual School is committed to maintaining effective health and safety management practices that protect the wellbeing of students, staff, and stakeholders within a fully virtual educational environment. This policy establishes a governance framework for identifying, managing, and reviewing health and safety responsibilities in alignment with the School's digital operational model.

2. Purpose

The purpose of this policy is to:

- Define health and safety governance responsibilities
- Promote physical, mental, and digital wellbeing / Promote wellbeing within a virtual learning and working environment
- Identify and manage health and safety risks related to digital operations / associated with virtual learning and remote work
- Ensure compliance with applicable legal and regulatory expectations
- Support a safe, secure, and sustainable virtual school infrastructure

3. Scope

This policy applies to:

- All students enrolled at the School.
- All staff, contractors, and authorized representatives
- Parents and guardians where applicable
- All virtual learning activities, digital platforms, and remote operational activities

4. Health & Safety Governance Structure

4.1 Governing Body Responsibilities

The Governing Body shall:

- Approve and oversee health and safety policies
- Ensure appropriate resources and systems are in place
- Review health and safety performance and risks periodically

4.2 School Leadership Responsibilities

School Leadership shall:

- Implement health and safety policies and procedures
- Identify, assess, and manage health and safety risks related to virtual operations
- Promote wellbeing and safe digital practices
- Ensure staff awareness and compliance
- Monitor incidents and corrective actions

4.3 Staff Responsibilities

Staff shall:

- Take reasonable care of their own health, safety, and wellbeing
- Follow School health and safety guidance and procedures
- Maintain suitable remote working environments

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- Promote safe learning practices for students
- Report health and safety concerns promptly

4.4 Student Responsibilities

Students are expected to:

- Engage in learning activities responsibly and safely
- Follow School guidance on digital wellbeing, screen use, and online safety
- Use School platforms, systems, and resources appropriately
- Report any safety, wellbeing, or security concerns through approved channels
- Comply with all relevant School policies

4.5 Parent / Guardian Responsibilities

Parents and guardians are expected to:

- Provide a safe, suitable, and supervised home learning environment
- Support students in following School health, safety, and digital wellbeing guidance
- Monitor student use of technology and online learning platforms where appropriate
- Ensure responsible and appropriate use of digital devices
- Report any health, safety, or wellbeing concerns to the School promptly

4.6 Shared Responsibility in a Virtual Environment

Health and safety within a virtual school context is a shared responsibility. The School, students, and parents/guardians shall work collaboratively to promote wellbeing, minimize risk, and maintain a safe and respectful digital learning environment.

5. Health & Safety Risk Management (Virtual Context)

The School shall:

- Identify risks associated with prolonged screen use, ergonomics, and digital fatigue
- Promote guidance on safe remote working practices
- Monitor wellbeing risks related to isolation, workload, and stress
- Implement preventive and corrective measures where feasible

6. Wellbeing & Mental Health

Nibras – World Virtual School shall:

- Promote awareness of mental health and digital wellbeing
- Encourage healthy routines, rest periods, and balanced screen use
- Support a positive and inclusive virtual school culture

7. Communication & Training

- Health and safety information shall be communicated clearly to staff
- Relevant training or guidance shall be provided where necessary
- Updates shall be issued in response to emerging risks or changes

8. Compliance & Legal Considerations

The School shall:

- Comply with applicable health and safety regulations
- Align health and safety practices with international virtual education standards
- Ensure documentation and governance evidence are maintained

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9. Monitoring & Review

- Health and safety performance shall be monitored regularly
- Risks and controls shall be reviewed periodically
- Findings shall inform continuous improvement

10. Policy Review

This policy shall be:

- Reviewed at least every two years
- Updated in response to regulatory, operational, or technological changes
- Approved by the Governing Body

11. Approval

Approved by: Governing Body, Nibras – World Virtual School

Effective Date: [Insert Date]

Next Review Date: [Insert Date]

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