

Caring for the Wellbeing of Our People

Creating safe, respectful and supportive workplaces is central to the mission of EREA NSW. Alongside our commitment to student learning and wellbeing, we are strengthening our focus on psychosocial safety and our positive duty to prevent harm in the workplace.

Psychosocial hazards, such as excessive workload, poor role clarity, bullying, harassment or lack of support, can impact staff wellbeing and effectiveness. Under contemporary work health and safety expectations, organisations have a positive duty to proactively identify, prevent and manage these risks, rather than responding only after harm occurs.

For EREA NSW, this is both a compliance responsibility and a moral commitment grounded in our Charter. It calls us to foster school and office environments where dignity, respect and care for one another are lived realities. This includes clear behaviour expectations, responsive leadership, safe reporting pathways, and a culture that encourages early conversations and support.

By embedding psychosocial risk management into our planning, leadership practice and everyday ways of working, we strengthen not only the wellbeing of our staff but also the quality and sustainability of our educational communities.

Throughout 2026, this will be a priority for EREA NSW.

Caring for our people is integral to our shared mission and essential to enabling everyone to flourish.

