



Denmark Arts

Work Health and Safety Policy

Purpose

The purpose of this policy is to:

- Provide and maintain, so far as is reasonably practicable, a safe and healthy environment for staff, volunteers, artists, program partners, members, audiences, and members of the public engaging with Denmark Arts activities.
- Ensure compliance with the **Work Health and Safety Act 2020 (WA)** and all relevant regulations, codes of practice, and standards.
- Integrate safety considerations into all organisational planning, programs, events, and operations.
- Promote a culture of shared responsibility where risks are identified, reported, assessed, and managed effectively.
- Protect the wellbeing of individuals while safeguarding the reputation, sustainability, and integrity of Denmark Arts.

Scope

This policy applies to all individuals and groups interacting with Denmark Arts including:

- Employees, contractors, and volunteers
- Program participants and audiences
- Artists, facilitators, partners, funders, and community members
- Audiences and visitors to our premises, programs, and events (including off-site events)

Policy Statement

Denmark Arts is committed to managing health and safety risks **so far as is reasonably practicable**, in accordance with its duties under Western Australian WHS legislation.

Denmark Arts will:

- Comply with all relevant statutory requirements, codes, standards, and guidelines.
- Maintain and regularly review a **Work Health and Safety (WHS) Management Plan** aimed at eliminating or, where elimination is not reasonably practicable, minimising risks across activities, programs, and events.
- Implement risk assessment procedures appropriate to the scale and nature of each activity.
- Define and communicate clear roles and responsibilities for WHS across the organisation.

Festivals & Public Events – Risk & Liability Statement

Denmark Arts delivers festivals, exhibitions, workshops, and public events in a range of venues and outdoor locations. While Denmark Arts takes reasonably practicable steps to identify, assess, and manage risks associated with these activities, participation in public events may involve inherent risks.

In relation to festivals and public events:

- Risk management procedures are implemented proportionate to the scale and nature of each event.
- Program partners, artists, performers, food vendors, alcohol providers, venue owners, production suppliers, and other third parties are responsible for complying with their own legal health and safety obligations, licences, permits, and insurance requirements.
- Venue owners and external site managers retain responsibility for the safety and compliance of premises under their control.
- Weather conditions, environmental factors, crowd behaviour, and participant actions may present variables outside the direct control of Denmark Arts.

Attendees, participants, volunteers, and contractors are expected to take reasonable care for their own safety and the safety of others and to follow all directions issued by authorised event personnel.

Denmark Arts maintains appropriate insurance coverage consistent with its operational activities. However, nothing in this policy is intended to extend liability beyond that required under applicable legislation.

Strategies

To achieve this, Denmark Arts will:

- Integrate WHS principles into all organisational planning, programming, event delivery, and decision-making.
- Conduct risk assessments for events, programs, exhibitions, and venue usage as appropriate.
- Consult with staff, volunteers, contractors, and the Board to support informed and effective safety practices.
- Provide information, instruction, and training appropriate to roles and responsibilities.
- Ensure program partners, contractors, facilitators, and artists are informed of relevant safety requirements and are responsible for complying with applicable WHS obligations within their area of control.
- Investigate reported incidents and near-misses where appropriate, review outcomes, and embed improvements into future practice.
- Allocate resources appropriate to the size and nature of the organisation to support the implementation and review of WHS systems.

Responsibilities

Denmark Arts will take reasonably practicable steps to:

- Provide and maintain, so far as reasonably practicable, a safe working environment under its management or control.
- Maintain safe systems of work.
- Ensure safe use, handling, and storage of equipment and materials under its control.

Staff, Volunteers & Contractors

All staff, volunteers, contractors, artists, facilitators, and program partners are responsible for:

- Taking reasonable care for their own health and safety.
- Ensuring their acts or omissions do not adversely affect the health and safety of others.
- Complying with reasonable instructions, policies, and procedures provided by Denmark Arts.
- Promptly reporting hazards, incidents, injuries, or unsafe conditions.

Program partners, facilitators, artists and members retain responsibility for the safety of their own workers, participants, equipment, and activities under their control.

Policy Status & Review

- **Approval Date:** 17 February 2026
- **Approved by:** Director
- **Next Review:** 17 February 2027