

Ms Marie Boland
Chief Executive Officer

Dr Peter Goss
Chair, Diabetes Australian Paediatric Society
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Dear Dr Goss

I refer to your email correspondence and thank you for providing me with a copy of the ISPAD Position Statement on Type 1 Diabetes in Schools. I also acknowledge your letter of 17 March 2025 to the Hon. Ben Carroll, Victorian Minister for Education, WorkSafe and the TAC, to which I was copied in.

I recognise the importance of schools meeting their duties under the model Work Health and Safety (WHS) Act to ensure, so far as is reasonably practicable, the health and safety of children under their care - including those with medical conditions such as type 1 diabetes.

While it does not make reference to the model WHS framework, I note Justice Ellis' judgment in the case of [DPP v Kilvington Grammar School Ltd and World Challenge Expeditions Pty Ltd \[2025\] VCC 21](#). The case emphasises the importance of duty holders doing all that can reasonably be done, within a given set of circumstances, to meet their health and safety duties.

The principle-based approach of the model WHS laws requires schools to implement a risk management approach specific to their workplace context. This includes a specific requirement for duty holders to consider the appropriate training required to manage WHS risks effectively, so far as reasonably practicable. Safe Work Australia has published [Model Code of Practice: How to manage work health and safety risks](#) to provide practical guidance for all duty holders.

I note in this context that diabetes is one of a range of medical conditions that schools would need to consider in order to meet their WHS and training duties - among the many other WHS risks that exist in schools. This is why it is imperative for duty holders to undertake fulsome risk assessments, and tailor appropriate controls to their unique circumstances. It is also why the primary responsibility for managing risks under the model WHS laws lies with a Person Conducting a Business or Undertaking (PCBU), as they are best placed to understand the risks in their workplace.

In determining what is reasonably practicable to manage risks, it would be open to any PCBU to adopt the ISPAD Position Statement on Type 1 Diabetes in Schools you shared with me. Noting that you have already contacted the Minister for Education in Victoria, you may also wish to consider sharing this resource, and your expertise on this matter, with other jurisdictions and relevant peak bodies in the education sector that may have a role in considering the training provided to manage WHS risks in schools.

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Thank you again for writing.

Yours sincerely



Marie Boland
Chief Executive Officer
Safe Work Australia

25 March 2025