

The “Safe Harbor” Diagnostic Audit

A 2-Minute Risk Assessment for NZ Educators & Leaders

Instructions: Rate each statement based on your current school environment.

Green: Fully Implemented & Documented

Amber: Inconsistent or Informal “Handshake” Agreements

Red: Non-Existent or “Institutional Silence”

Domain 1: The Legal Perimeter (Compliance)

Section 83 Awareness: Do all staff understand their legal right to refuse unsafe work (Physical or Digital) without fear of disciplinary action?

[G] [A] [R]

The PCBU Paper Trail: Does the Board of Trustees receive a monthly report on “Near-Miss” safety incidents, including digital harassment and verbal threats?

[G] [A] [R]

Domain 2: The Digital Perimeter (Cyber-Safety)

The 2-Hour Takedown: Is there a documented protocol to trigger a Netsafe/HDCA report within 2 hours of a teacher being filmed or doxxed?

[G] [A] [R]



Device Hardening: Have staff been provided with “Tech Hardening” training to scrub their private home details from the public record?

[G] [A] [R]

Domain 3: The Behavioral Perimeter (Assault)

The Tiered Safety Plan: For students with a history of volatility, is there a written safety plan that prioritizes staff exit-strategies over “relationship building”?

[G] [A] [R]

The Ambush Protocol: Is there a clear, non-negotiable consequence for students who record staff without consent for “social media clout”?

[G] [A] [R]

Domain 4: The Institutional Perimeter (Leadership)

No-Blame Reporting: Can a teacher report a safety breach without being told to “improve their classroom management” as a first response?

[G] [A] [R]

The Union/Rep Bridge: Is the Staff Representative or Health & Safety Rep involved in the design of safety plans, rather than just being notified after a breach?

[G] [A] [R]

Domain 5: The Recovery Perimeter (Wellbeing)

The 24-Hour Stand-Down: Does the school guarantee a “Recovery Window” (Relief cover) for any staff member involved in a high-intensity safety incident?

[G] [A] [R]



Proactive EAP: Is counseling (EAP) framed as a tactical reset for the profession, rather than a “fix” for a struggling individual?

[G] [A] [R]

Calculate Your Risk Score

8–10 Greens: SAFE HARBOR. Your school is a leader in professional protection. Keep the perimeter strong.

5–7 Greens: DRAFTING PERIMETER. Your foundations are there, but you are vulnerable to the “Triple Threat.” One major incident could lead to a WorkSafe investigation.

0–4 Greens: CRITICAL EXPOSURE. Your institution is currently failing its Duty of Care. You are at high risk of staff burnout, resignation, and legal liability.

Your Next Step: Secure the Perimeter

A “Red” score isn’t a failure—it’s a Warning Light.

PURCHASE STAFF SAFETY MANUAL (2026 EDITION)

<https://staying-safe-and-sane.nz/staff-safety-workplace-autonomy/>

Get the scripts, templates, and legal maps to move from “Critical Exposure” to “Safe Harbor. Your manual and receipt will be sent to your email.

BOOK A CONFIDENTIAL KŌRERO

Discuss a tailored Staff Safety Audit for your school or department.



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