



BOARD DIRECTIONAL POLICY	
DIRECTIONAL POLICY TITLE	DIRECTIONAL POLICY NUMBER
Healthy School and Workplaces	800

Title of Directional Policy:

Healthy Schools and Workplaces

Date Approved:

January 21, 2025

Projected Review Date:

2030

Policy:

The Peterborough Victoria Northumberland and Clarington Catholic District School Board (PVNC Catholic) prioritizes the achievement and well-being of all students and staff in learning and work environments that are anchored in Gospel values, Catholic Social Teachings, and the Catholic Graduate Expectations.

The Board recognizes that the health and well-being of our students and staff is foundational to their success. A healthy environment involves being respectful of one another's social, emotional, spiritual and physical well-being. We all have a collective responsibility to create healthy learning and work environments that contribute to lifelong learning and that enable every individual at PVNC Catholic to reach their God-given potential. We work with our community partners, such as our parishes, public health, provincial health organizations, local municipalities, local social service agencies and local health charities, to promote staff and student achievement and well-being.

Purpose:

The purpose of the Healthy Schools and Workplaces Directional Policy is to create a shared understanding and systematic approach to the implementation of Administrative Procedures, protocols, and guidelines related to ensuring healthy schools and workplaces for students and staff respectively.

This Directional Policy responds to legislative requirements for school boards in the areas of health and safety, derived from the Occupational Health and Safety Act, Rowan's Law, PPM 161, PPM 150, the Education Act, etc.

This Directional policy, and its accompanying Administrative Procedures, protocols, and guidelines, will provide guidance when addressing medical conditions, student and staff health & safety, accessibility and wellness.

Alignment with Multi-Year Strategic Plan:

The Healthy Schools and Workplaces Directional Policy supports the vision and mission to accompany our students as we strive for excellence in Catholic education under the Strategic Plan, Vision and Mission. In particular, this policy most directly relates to the priority of nurturing mental health and well-being to create healthy environments in which we work, learn and teach, understanding that we have to be well in order to learn, to teach, to lead, to support and fulfill the demands of each of our roles.

[PVNCCDSB Board Vision, Mission and Strategic Priorities](#)

Responsibilities:**The Board of Trustees is responsible for:**

- Assigning responsibility to the Director of Education for operationalizing and managing the Healthy Schools and Workplaces Directional Policy and associated administrative procedures.
- Monitoring and holding the Director of Education accountable respecting the adherence, implementation and operational details of the Healthy Schools and Workplaces Directional Policy.
- Establishing the parameters to which the implementation of the Healthy Schools and Workplaces Directional Policy and resulting Administrative Procedures will apply.

The Director of Education is responsible for:

- Providing leadership regarding adherence, implementation and operational details in the Healthy Schools and Workplaces Directional Policy and associated administrative procedures.
- Providing direction to staff in the development of administrative procedures and practices to ensure implementation of the Healthy Schools and Workplaces Directional Policy.
- Aligning human and financial resources with the Board priorities and by demonstrating professionalism and accountability for high standards of practice in all Board operations.

Superintendent of Human Resources is responsible for:

- Working in collaboration with the senior team, managers, and all employee groups in the development of administrative procedures and practices to support the Healthy Schools and Workplaces Directional Policy.
- Ensuring all employees of the Board are aware of the Healthy Schools and Workplaces Directional Policy and where to access it and the relevant administrative procedures.
- Ensuring the Unions and/or Associations that represent employees of the Board understand the expectations outlined in the Healthy Schools and Workplaces Directional Policy and relevant administrative procedures.

Superintendents are responsible for:

- Providing leadership and support for principals/vice-principals, managers, administrative assistants, and all departmental staff in their knowledge, understanding, and implementation of the Healthy Schools and Workplaces Directional Policy.
- Working collaboratively with Human Resource Services to develop administrative procedures and practices that align with the Healthy Schools and Workplaces Directional Policy.
- Ensuring employees whom they supervise meet the requirements of the Healthy Schools and Workplaces Directional Policy and related administrative procedures.

Managers are responsible for:

- Providing leadership, management and support for the members of their department in their knowledge, understanding, and implementation of the Healthy Schools and Workplaces Directional Policy.
- Working collaboratively with Human Resource Services to develop administrative procedures that align with the Healthy Schools and Workplaces Directional Policy.

- Ensuring employees whom they supervise meet the requirements of the Healthy Schools and Workplaces Directional Policy and related administrative procedures.

Communications Services is responsible for:

- Working collaboratively with Human Resource Services to develop a system-wide communications plan focused on building knowledge and understanding with our various stakeholders on the Healthy Schools and Workplaces Directional Policy to support its effective implementation.

Principals and Vice Principals are responsible for:

- Providing leadership, management and support for the members of their school communities in their knowledge, understanding, and implementation of the Healthy Schools and Workplaces Directional Policy.
- Ensuring employees whom they supervise meet the requirements of the Healthy Schools and Workplaces Directional Policy and related administrative procedures
- Proactively supporting the mental health and well-being of all students and staff

All Employees are responsible for:

- Being proactive in building their knowledge and understanding of the Healthy Schools and Workplaces Directional Policy as it relates to their role with the PVNC Catholic District School Board.
- Adhering to the administrative procedures and practices that support the Healthy Schools and Workplaces Directional Policy.

Progress Indicators:

- All employees are aware of the Healthy Schools and Workplaces Directional Policy and the requirements of the related administrative procedures, protocols, and guidelines.
- Employees of the Board are complying with the expectations and acting with integrity and professionalism and in light of our Catholic faith.
- PVNC schools and places of work are responsive to legislative requirements, and implement proactive strategies to ensure the health and safety of staff and students.
- Public confidence and trust is maintained and enhanced.

Definitions:

- Wellness/Well-Being - Wellness/well-being involves maintaining a balance between physical, mental, spiritual and/or social resources and challenges. It is

the optimal state of health of individuals and groups. There are two focal aspects: the realization of the fullest potential of an individual physically, psychologically, socially, spiritually and economically, and the fulfillment of one's role expectations in the family, community, workplace and other settings (adapted from World Health Organization, 2006, and Dodge, Daly, Huyton, and Sanders, 2012).

References:

- [PVNC Catholic District School Board Vision and Strategic Priorities](#)
- [Education Act, RSO 1990, c. E.2](#)
- [Occupational Health and Safety Act](#)
- [PPM 161: Supporting Children and Students with Prevalent Medical Conditions in Schools](#)
- [PPM 150 School Food and Beverage Policy](#)
- [Rowan's Law \(Concussion Safety\) 2018](#)
- [Foundations for a Healthy School: Promoting Well-being is Part of Ontario's Achieving Excellence Vision](#)
- [Mental Health Commission of Canada](#)
- [Being Well - Portal](#)
- [Ontario Physical Education Safety Guidelines](#)
- [Promoting Well-Being in Ontario's Education System](#)
- [Standard for Psychological Health and Safety in the Workplace](#)
- [World Health Organization](#)