



"Together We Learn"

Section Three: Staff

367 - EMPLOYEE WELLNESS

Introduction

The Board of Education is committed to ensuring all students and staff have the opportunity to learn and work in a healthy and safe school and/or other work environment.

The Board believes that our employees are our most valuable asset. The Board further believes that the health and wellness of employees (District staff) plays an important role in both job performance and job satisfaction and that it has a responsibility to promote the health and wellness of all employees, where reasonably possible.

The Board supports adopting a 'health promoting schools' approach, a common and well recognized framework, which includes the following key components pertaining to employee wellness:

- Every school/worksites is a healthy and safe place for staff to learn and work and has a climate that nurtures learning, achievement and growth of character;
- Partnerships are formed between administration, school staff, students, parents, the community and the health sector to support the health-promoting schools approach;
- Support services are available and a supportive social environment is encouraged;
- A District committee and school/worksites based committees are developed to implement policies and practices and to identify and address health-related issues in an ongoing, sustainable way as part of the district and school/worksites improvement planning;
- Every school/worksites strives to:
 - provide an environment of care and respect,
 - promote positive, professional relationships, and
 - promote a sense of belonging.

Policy

To facilitate and support schools/worksites in adopting a health promoting schools approach, the Board directs the establishment of:

1. An Employee Wellness sub-committee comprised of representatives from the Board of Education, COTA, COPVPA, CUPE, the Executive Director of Human Resources (or designate), the Health Promoting Schools Coordinator, and the District Health and Safety Manager. The mandate of this committee is to:
 - 1.1 Liaise where appropriate on health promoting schools/worksites matters with the District Health Promoting Schools Committee;
 - 1.2 Support and help to implement, review, and evaluate the key components of the district Health Promoting Schools Plan as it relates to employee wellness;
 - 1.3 Support professional development focused on employee wellness; and,



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- 1.4 Provide recommendations to the Superintendent and the Board on further program planning focused on employee wellness.