

**PERSONNEL 3000**

**STUDENT AND STAFF WELL-BEING 3005**

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**1. Rationale**

We inspire and empower learning for life. A healthy learning and working environment has a positive effect on student and staff achievement, contributes to well-being, and is essential for everyone to reach their full potential.

A comprehensive approach to student and staff wellness includes mental, social, emotional, spiritual, and physical well-being. A culture of acceptance, inclusivity, and caring is also essential to wellness.

The well-being of students and staff are reflective of one another. The wellness of one individual can impact the wellness of others; this is a reciprocal relationship.

**2. Policy**

It is the policy of the Simcoe County District School Board (SCDSB) to inspire and empower students and staff to support the organizational conditions that acknowledge the mental, social, emotional, spiritual, and physical well-being of all.

This will be accomplished through a variety of programs and practices that create an environment and culture that enables every person and community to achieve their optimal wellness.

**3. Guidelines**

It is the responsibility of everyone to create a culture of well-being. In accordance with the board's mission, vision, and character education program, we will:

- 3.1 promote awareness and understanding of available programs, practices, and initiatives;
- 3.2 continue to foster an environment of inclusivity, honesty, and integrity; and,
- 3.3 encourage students and staff to seek and/or request the resources they feel they need to thrive or be well.

**4. Linkage to Employment Equity Action Plan**

The SCDSB is committed to creating a culture of belonging, engagement, and success for all through deliberate actions and an intentional focus in the areas of diversity, equity, and inclusion, and Indigeneity, in alignment with the goals of the SCDSB Employment Equity Action Plan (EEAP). Current employment policies, practices, and protocols have been examined, and potential barriers have been removed to the hiring, advancement, and full inclusion of SCDSB employees. All SCDSB employees must have equal access to opportunities and participate fully in the workforce, inclusive of race, religion, ethnicity, ability, gender, and all of the protected grounds under the Ontario Human Rights Code. All SCDSB employees are to engage in this work to create a human rights culture, free from systemic discrimination.

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**5. Administrative procedures**

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.

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REVISED MARCH 27, 2019  
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