



P048, Occupational Health and Safety Policy: Annual Review

To: Governance and Policy Committee

Date: 28 April, 2021

Report No.: 04-28-4083

Strategic Directions

- Transform Student Learning
- Create a Culture for Student and Staff Well-Being
- Provide Equity of Access to Learning Opportunities for All Students
- Allocate Human and Financial Resources Strategically to Support Student Needs
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

Recommendation

It is recommended that the Occupational Health and Safety Policy (P048), as presented in this report, be approved.

Context

The Occupational Health and Safety Policy (P048) (the “Policy”) is being reviewed in accordance with the Policy Review Schedule and the Occupational Health and Safety Act which requires school boards to review their policies related to occupational health and safety annually.

In accordance with the Board’s Policy Development and Management Procedure (PR501), section 6.17: “policies that are mandated by legislation to be reviewed on an annual basis may undergo a simplified review process annually and a complete process every four years (e.g., Occupational Health and Safety Policy, Workplace Violence Prevention Policy, etc.). Under the simplified process, the policy may be exempted from consultation requirement if no substantive changes to the policy are being proposed”.

Upon reviewing the governing legislation and other school board policies, no substantial changes are being recommended to the current Policy. It is therefore proposed that the simplified review process be applied.

In compliance with the *Occupational Health and Safety Act*, the Occupational Health and Safety Policy (P048) is being provided for the Committee's review and approval.

Action Plan and Associated Timeline

Subject to the Governance and Policy Committee's approval, the Policy will be presented to the Board of Trustees on May 26, 2021 for final approval.

Resource Implications

No additional resources will be required for revisions to this Policy.

Communications Considerations

Following Board approval, the Policy will be posted on the Board's public website. In addition, a message will be circulated to the System Leaders' Bulletin instructing site management and school principals throughout the TDSB system to post the Policy in a conspicuous location within their workplace.

Board Policy and Procedure Reference(s)

- Equity Policy (P037)
- Employee Accident or Injury Procedure (PR659)
- Workplace Harassment Prevention Policy (P034)
- Workplace Harassment Prevention and Human Rights Procedure (PR515)
- Workplace Violence Prevention Policy (P072)

Appendices

- Appendix A: Occupational Health and Safety Policy (P048) – Revised with Track Changes
- Appendix B: Occupational Health and Safety Policy (P048) – Revised Clean

From

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