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**Grievance/Complaints Policy**

**2024+**

**Board of Management Scoil Bhríde Nurney**

**2024+**

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**Scoil Bhríde**

**Grievance/Complaints Policy**

**Introductory Statement**As a school community, we are committed to upholding the ethos of Roman Catholicism, our school mission statement and our vision for the school in all our dealings with pupils, parents, one another and with the wider community in which our pupils live.

For that reason, we will try to prevent or minimise the need for complaints where this is possible. However, given that our community is made up of human beings and that mistakes can be made, we will approach these issues in a spirit of mutual respect and tolerance for the benefit of all.

This policy seeks to outline our approach to dealing with the following:

* Telephone complaints
* Complaints about the principal
* Complaints about teachers
* Complaints about Special Needs Assistants (SNAs)
* Complaints about pupils
* Complaints about parents
* Complaints about ancillary staff.

**Telephone complaints**If answered by personnel other than the principal, these will be dealt with by asking for the name of the complainant, his/her relationship to the school and what the call is in connection with, before passing these details on to the principal. No further details will be sought, nor will the complainant be engaged with over the phone, except by the principal teacher. The principal will decide on a case by case basis, whether to talk to the complainant immediately or to investigate the matter first.

**Complaints about the principal - Made by parents or pupils**Complaints coming from parents or pupils will be dealt with directly by the principal in the first instance, in order to resolve the issue informally and amicably if possible. If the complainant is unhappy or feels that the complaint has been dealt with unfairly, the complaint may be outlined in writing to the Chairperson of the Board of Management.

**Complaints about teachers - Made by parents**

It is important to note the following:

* It is expected that under normal circumstances, a parent who has an issue about a teacher would approach the teacher at a mutually suitable time with a view to resolving the difficulty
* If the class teacher is by-passed by the parent, in favour of discussing the complaint with the principal, it will be suggested that the teacher should by approached first. However, if the principal feels that this would be unwise, due to the demeanour of the parent in question, the issue will be listened to, notes taken and the parent will be notified when the teacher has been given an opportunity to present his/her views on the issues to the principal
* The principal, having listened to both sides, will try to bring the issue to a satisfactory conclusion
* Parents will be expected to make an appointment to see the class teacher if the matter needs more than a few minutes to resolve, in view of the fact that classes must have adequate supervision at all times and that corridors are unsuitable venues for discussion purposes
* Annual Parent Teacher meetings arranged by the school are not part of the complaint process outlined in Appendix A
* Teachers are not expected to have to deal with an angry, aggressive, threatening, intimidating or otherwise abusive parent. The support of the principal, of if unavailable, deputy principal or colleague should be sought in these circumstances
* In the interest of teachers’ personal safety, parents presenting with an issue or a complaint under the influence of drugs or alcohol, should not be engaged with unless the teacher is supported by the principal, deputy principal or colleague
* Teachers should retain a written record of any altercation which arises with a parent or guardian during which the teacher is threatened, shouted at or otherwise abused. A copy of this record should be given to the principal also.
* If a parent comes to a teacher with an issue and feel the teacher hasn’t responded to their satisfaction, and want to take it further, then it becomes a complaint. The teacher is entitled to the due process of being told it is going further. That is the invoking of the parental complaints procedure. This procedure (outlined in Appendix A) has been agreed between the INTO and the CPSMA. Each party now gets a chance to resolve it at stage 1, 2 and 3. The resolution of the complaint is within each party’s control. It is not an ‘investigation’ or a ‘prove it’ process. The focus is on finding a resolution ‘going forward’.

**Complaints about teachers from pupils**

* If a complaint about a teacher comes from a pupil to another teacher, the teacher to whom the complaint is made will refer to the pupil’s teacher. This teacher will then decide whether to deal with the matter her/himself or to refer it to the principal. In either case, the principal should be informed of the circumstances and a written record kept by both the teacher concerned and the principal
* If the complaint about a teacher comes from a pupil to the principal, it will be listened to, notes taken and the pupil will be advised that the matter will be discussed with the teacher concerned with a view to resolving the issue. In either case, if the complaint is deemed by the principal, after investigation and discussion with both the pupil and teacher, to be wrong or vindictive on the part of the pupil, the parents or guardian of the pupil may be invited to the school to discuss the matter.

**Complaints about Special Needs Assistants (SNAs):**

* Complaints coming from parents will be dealt with directly by the class teacher who will try to resolve the difficulty amicably
* Complaints about the SNA coming from the class teacher will be dealt with in the first instance by the teacher approaching the SNA with a view to resolving the issue. If the matter cannot be resolved satisfactorily, it will be brought to the principal.

**Complaints about pupils**

* Complaints made about pupils by other parents will be handled by the class teacher in the first instance and the principal if thought necessary, through the procedures set out in the Code of Good Behaviour and the Anti-Bullying Policy. Under no circumstances will a parent be allowed access to a child other than their own child in the school
* Complaints made about pupils by other pupils will be handled by the teacher to whom the complaint is made in the first instance and by referring the matter to the principal if considered necessary.

**Complaints about Parents**

* Teachers will follow the Complaints Procedure [Appendix B] by referring the complaint to the Principal in the first instance. If the teacher is unhappy about the Principal’s response or recommendation, Stage 2 of the Complaints Procedure may be invoked.

**Complaints about Ancillary Staff**

* These will be referred to the principal who will approach the staff member directly in order to resolve the issue.

**Complaints about substitute teachers and peripatetic teachers**

* These will be referred to the principal who will approach the teacher in question directly with a view to investigating and resolving the issue.

**Complaints about visitors to the school**

* In the case of visitors to the school, (e.g. students on work experience, students on teaching practice, visiting members of other agencies) the complainant will refer the issue to the principal in the first instance
* If not resolved at this stage, the issue will be referred to the management body dealing with the worker with a view to resolving the issue.

**Internal Conflict issues**In keeping with the mission and ethos of the school, staff members will seek to resolve internal conflict issues amicably between those concerned. However, if this process fails:

* The INTO staff representative will act as liaison between staff members or between staff and management in these instances
* The issue will be named and communication will be facilitated with all parties involved
* Everyone involved will be listened to and respected
* An early intervention in relation to conflict issues will be facilitated as far as possible
* All parties will work towards a resolution of the conflict and move on
* If necessary, an independent facilitator may be engaged to help resolve the conflict
* If the issue is not resolved, grievance procedures may be followed.

**Complaints about a Department of Education and Skills Inspector:**In the case of complaints against a school inspector, the guidelines established by the INTO in the publication: ‘Procedures for Review of Inspections’ and the Department of Education and Science ‘Comments and Complaints’ guidelines will be followed.

As stated in the guidelines, any complaint will be issued and conveyed to the Inspectorate on the day in question or by the end of the following day.

**Roles and Responsibilities**All stakeholders involved in the education of pupils will take responsibility for implementing the policy.

**Review**The Policy will be evaluated on an ongoing basis by representatives from the whole school community and will be reviewed every three years.

**Ratification of Policy**

This policy was adopted by the Board of Management on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chairperson of Board of Management Principal

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of next review: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**[Appendix A]**

**Parental Complaints Procedure**

**Rationale**

The Board of Management of Scoil Bhríde has adopted the Complaints Procedure, agreed by the teachers’ union and management bodies, which provides a mechanism for dealing with parental complaints against a teacher as set out in Section 28 of the Education Act 1998.

**Relationship to School Ethos**

The school promotes positive home – school contacts and endeavours to enhance the self-esteem of everyone within the school community. The policy contributes towards those ideals.

**Aims/Objectives**

* To foster fruitful and trusting relationships between school and parents
* To afford parents an opportunity to express opinions/grievances through the framework of a defined procedure
* To minimize the opportunity for conflict by providing parents an opportunity to liaise with the class teacher.

Please refer to the attached document **Revised Parental Complaints Procedure**

**[Appendix B]**

**Teacher Grievance Procedure**

The following procedure for handling grievances in schools has been agreed between the INTO and the principal management bodies.

The purpose of this procedure is to provide a mechanism for the resolution of a grievance which a teacher in a national school, including a principal teacher, has against:

1. the board of management in respect of the exercise of any of its responsibilities for the governance of the school; or
2. the chairperson of the board in an individual capacity; or
3. the principal teacher in respect of his/her duties and responsibilities for the organisation, conduct and day to day activities of the school.

The grievance procedure shall generally relate to breaches of school rules, policies, procedures or practices. The grievance procedure shall not deal with curricular matters.

If a grievance, which concerns a matter covered by the Employment Equality Act (1998) or other relevant legislation, is referred to the Director of Equality Investigations or the Labour Court, this procedure shall not be used. Such a referral would serve to terminate the grievance procedure.

**Stage 1: The principal**

1. The aggrieved teacher shall give notice in writing to the principal that the grievance procedure is being invoked.
2. The teacher shall discuss the grievance with the principal teacher with a view to resolving it.
3. If the grievance is not resolved within ten school days, the teacher shall be entitled to invoke stage 2, within a further ten school days.

**Stage 2: The chairperson**

1. The aggrieved teacher shall give notice in writing to the principal and chairperson of the board of management that stage 2 of the grievance procedure is being invoked.
2. The teacher shall discuss the grievance with the chairperson of the board with a view to resolving it.
3. The chairperson shall immediately take such steps as she/he considers appropriate to have the grievance resolved informally.
4. If the grievance is not resolved within ten school days the teacher shall be entitled to invoke stage 3, within a further ten school days.

**Stage 3: The board of management**

1. The aggrieved teacher shall give notice in writing to the chairperson of the board of management that stage 3 of the grievance procedure is being invoked.
2. The teacher shall make a written submission which shall include the details of the grievance(s) and the redress being sought. The submission shall be presented to the chairperson for consideration by the board of management.
3. The normal rules of due process shall apply to the exchange of documentation, (c/f section b, pgs 12 - 13) and accordingly, the chairperson shall copy the submission to the person against whom the grievance is being taken.
4. Where the grievance involves the principal teacher, she/he shall be requested by the chairperson to prepare a written response to the submission. The written response shall address all of the points made in the aggrieved teachers’ submission and shall be furnished to the aggrieved teacher(s) within 10 school days of the date of the written submission. Similarly, where the grievance is against the chairperson of the board of management or the board itself, the aggrieved teacher shall be entitled to a written response from the chairperson or the board, as the case may be. Such response shall also be furnished within 10 school days.
5. The chairperson shall invite the aggrieved teacher to be in attendance at a hearing of the board, which shall be held within ten school days of the date of the written response. The hearing shall afford each party to the grievance an opportunity to hear at first hand, what the other party has to say and also to question and/or respond to the other party.
6. In circumstances, where the grievance is against the principal teacher, he/she shall attend at the board hearing in an individual capacity and not as a member of the board of management. Similarly, where the grievance is against the chairperson of the board of management (in an individual capacity) he/she shall also attend at the board hearing in an individual capacity and an acting chairperson shall be appointed. Further, the principal teacher or the chairperson, as the case may be, shall withdraw from the board’s deliberations and decision making on the matter.
7. Where appropriate, the parties shall be entitled to bring witnesses. The same principles of due process apply to hearing witnesses.
8. The board shall try to resolve the grievance by conciliation and if the grievance is resolved the matter is concluded. If the board is unable to resolve the grievance by conciliation it shall make a decision on the matter, except as provided under paragraph 9 below.
9. In cases where the grievance is against the board itself, the board shall hear the grievance as outlined above, shall try to resolve the matter by conciliation, but failing resolution, the matter may proceed to stage 4 in accordance with the provisions of paragraph 11 below .
10. The chairperson shall convey the outcome in writing to the parties within 5 school days of the hearing specified at stage 3 / paragraph 5 above.
11. The teacher shall have the right to invoke stage 4 of the procedure:

* if the board fails to give a hearing to the aggrieved teacher;
* if the chairperson fails to convey the outcome of the hearing within the specified period;
* or
* if the teacher is unwilling to accept the outcome of stage 3.

**Stage 4: An independent tribunal**

1. The teacher who wishes to proceed with an appeal to stage 4 shall give notice of same, by letter, to the chairperson of the board of management, within ten school days of receiving the written outcome of stage 3 (or at the end of the period specified in stage 3 / no. 5, if the board fails to arrange a hearing). The date of that letter shall be referred to as the "date of appeal" and the teacher may include, in the letter, any additional arguments he/she wishes to put forward.
2. On receipt of the letter of appeal, the chairperson of the board of management shall notify the patron (or a designated representative of the patron) and the General Secretary of the INTO (or a designated representative of the INTO) and invite these parties:

* to select an agreed independent person to act as chairperson of a tribunal;
* each to appoint a person who is not associated with the school to serve
* on the tribunal;
* to arrange a meeting of the tribunal within 15 school days of the date of appeal.

3.  The chairperson of the board of management shall also furnish each member of the tribunal, prior to its first meeting:

* with a report on the proceedings at each of the previous stages;
* and with:
  + a copy of the aggrieved teacher's letter of appeal;
  + a copy of the aggrieved teacher's submission;
  + a copy of any written response;
  + any other relevant documentation.

 4.  The tribunal shall arrange a hearing(s) for the parties and shall ensure that the normal rules of due process and fair procedures apply (c/f section b, pgs 12 - 13), which include:

* that the parties shall be given reasonable notice of the hearing by the tribunal. When notifying parties of the date of the hearing(s), the tribunal should indicate to the parties concerned that in the event of failure to appear, without reasonable cause, the tribunal may proceed to decide the case if considered appropriate;
* that each party shall be afforded an opportunity to access and respond to relevant documentation, including the letter of appeal;
* that the parties shall have an opportunity to hear at first hand, what each has to say and also to question or respond to the other party through the chairperson of the tribunal;
* that witnesses may attend as appropriate; that the tribunal itself, shall be entitled to question each party or seek further information;
* that where appropriate, the tribunal shall afford each party an opportunity to provide further information, on the clear understanding, that the other party shall have an opportunity to access and respond to same; and
* that if necessary, the tribunal shall agree to adjournments.

5.  The tribunal shall be considered a domestic forum and accordingly, neither management nor the INTO intends that there would be legal representation at any hearings.

6.  The tribunal shall be empowered to conciliate with a view to reaching a friendly settlement.

7.  Failing such a settlement the tribunal shall determine the issue by unanimous or majority vote.

8.  The tribunal’s decision shall be conveyed in writing by the chairperson of the tribunal to all the parties and shall be final and binding.

Please note that any expenses involved in stage 4 will be shared by the parties who nominate the tribunal provided that prior sanction for same has been obtained from INTO and the relevant management body.

**Notes**

1. Until such time as the dispute is resolved or determined the aggrieved teacher shall continue to carry out the legitimate instructions of the principal teacher or the board of management as the case may be.
2. The grievance procedure shall also apply where two or more teachers share a grievance .
3. Where a principal teacher, or a principal teacher and one or more other teachers, share a grievance, stages 2, 3 and 4 of the procedure shall apply.
4. Where the grievance is against an individual chairperson or the board of management itself, stages 2, 3 and 4 of the procedure shall apply.
5. Where there is a single manager as opposed to a board of management, stages 1, 2 and 4 only shall apply. In these circumstances the aggrieved teacher shall supply a written submission at stage 4, and the normal procedures of due process will apply to the exchange of documentation and the right of response.
6. An aggrieved teacher(s) may be represented at stages 3 and 4 by the INTO staff representative or by a branch or district committee member or by a teacher colleague.
7. Attention is also drawn to paragraph 15 of the Constitution of Boards and Rules of Procedure, particularly with regard to disclosure of interest.
8. Where the aggrieved teacher is a member of a religious order, the INTO will consult her/his representative association before nominating a member of the independent tribunal envisaged in stage 4.
9. A school day is a day on which the school is in operation.
10. Any difficulty arising out of the implementation of this procedure shall be referred for resolution to the parties to this agreement.