



## **Dignity in the Workplace Charter**

### **St. Mary's J.N.S. Rowlagh, Roll No. 19575 J**

The Board of Management and staff in St. Mary's Junior School are committed to working together to maintain a workplace environment that encourages and supports the right to dignity at work. All employees and visitors are expected to respect the right of each individual to dignity in their working life. All will be treated equally and respected for their individuality and diversity.

All staff benefit from the support and security of working in a school where there are positive staff working relations. Consequently it is important for staff to support each other and to create a school climate which fosters positive working relations. Equally, each staff member must be prepared to operate as part of a team and within the authority structures of the school. It is incumbent on the staff and management to promote a culture of positive working relations at all times.

Bullying in any form is not acceptable and will not be tolerated. Our Dignity at Work policy, and the procedures contained therein, will underpin the principles and objectives of this Charter.

All individuals, whether directly employed or contracted by us, and all visitors have a responsibility to uphold this Dignity at Work Charter.

Those in positions of responsibility have a specific and particular responsibility to promote the provisions of the Charter.

Our School is committed to:

- Raising awareness among staff, parents, pupils and visitors about the importance of fostering positive relations dignity at work.
- Promoting guidelines for good practice, and
- Setting and following appropriate procedures to address complaints, staff relations, adult bullying or harassment and grievances.