



## St Gerald's College Dignity in the Workplace Charter

### **Information Note to School Community on Dignity at Work Charter**

The Board of Management of St. Gerald's College wishes to inform the school community that it has adopted and implemented a Dignity at Work Policy for its employees.

The objective of the policy is to ensure that each employee is guaranteed a working environment where s/he may expect to be treated with dignity by:

1. School management
2. Work colleagues
3. Students
4. Parents/guardians
5. Visitors.

The policy is to ensure school management is compliant with their duties under section 8 (2) (b) of the Health and Safety 2005 Act as regards 'managing and conducting work activities in such a way as to prevent, so far as is reasonably practicable, any improper conduct or behaviour likely to put the safety, health and welfare at work of his or her employees at risk'.

The approach of the Board of Management is a positive emphasis on the importance of each individual and the contribution s/he makes to the success of St. Gerald's College. The desire is to have optimal working conditions that allow our employees to freely maximise their role in the school community.

In our school everybody is valued. Differences of any type do not make it acceptable to demonstrate adverse social behaviour towards employees.

The policy is in place to communicate clearly that instances of bullying, harassment and sexual harassment will not be tolerated and that precautionary measures are in place both to prevent the occurrence of such inappropriate behaviours and to deal appropriately with any cases that might arise.



The policy is set out in a manner which promotes dignity and respect in all our dealings within our school community which includes school management/employees/students/parents/visitors and our Trustees. It allows for us to demonstrate a positive and valued experience for those receiving an education in our school.

We ask our school community to embrace the Dignity at Work Policy and to continue to act with dignity and respect for the school management and staff of St. Gerald's College, Castlebar.

**Signed: Brendan Forde**

*Brendan Forde*

**Chairperson of BOM**