

# Cnoc Mhuire Senior School

## Dignity, Respect at Work Charter



# Dignity, Respect at Work Charter

The staff of Cnoc Mhuire Senior School commit to upholding, promoting and modelling the **Values and Vision** for our school outlined below. All individuals, whether directly employed or contracted by us and all visitors and parents/guardians have a responsibility to uphold this Dignity at Work Charter.

We accept our individual and collective **rights and responsibilities**. Furthermore, where necessary we commit to engaging appropriately with agreed mechanisms for resolving conflict.

## 1. School Values

Respect and Honesty  
Kindness and Compassion  
Courage and Passion  
Patience and Humility  
Empathy and Positivity  
Accountability and Integrity  
Hardworking and Teamwork

## 2. School Vision and Mission

Our vision is to have a happy, safe and nurturing school, where we all enjoying learning and growing holistically, in an environment of mutual respect, understanding, collaboration and creativity. Our mission states: We strive to create a positive, child centered learning environment, where everyone feels safe, valued and motivated to learn, with high expectations and respect for all. Developing positive relationships in our school community is at the heart of our mission.

Regarding Dignity at Work: To maintain a workplace environment that encourages and supports every individual's right to dignity and respect, ensuring everyone is treated equally and respected for their individuality and diversity.

## 3. Rights

- a. To work in a happy and safe environment
- b. To be treated with courtesy, kindness, fairness, and respect
- c. To be treated with equality and fairness
- d. To have access to a support mechanism for dealing with conflict
- e. To have one's privacy respected and safeguarded.

## 4. Responsibilities

- a. Act and behave in a way that promotes a happy and safe environment for others
- b. Treat others with courtesy, kindness, respect, equality, and fairness
- c. Resolve conflicts respectfully and participate in the agreed mechanisms for conflict resolution should the need arise
- d. Respect and safeguard the privacy of others.

## In Summary

Everyone is expected to act and behave in a way that is kind, supportive, courteous, polite and patient. Openness and co-operation are encouraged.

Behaviours that are not acceptable in the school, on the phone and at the gate include publicly criticizing, blaming, using threatening language, rudeness, aggressiveness, being dismissive, ignoring, isolating or shouting at others, undermining, making derogatory, defaming or insulting comments or personal remarks, using offensive language, threatening or intimidating behaviour, victimisation and harassment, workplace bullying and/or sexual harassment. This applies to comments on social media.

***As the Board of Management is responsible for the Health and Safety of all staff and students, parents are requested not to approach or reprimand another person's child on/around the school premises.***

#### References:

Bullying and Harassment in the Workplace Policy  
INTO- Working Together Document  
Health and Safety Policy  
Child Protection Policy  
Code of Behaviour  
Parental Complaints Procedures

#### Communication, Review and Ratification

This policy will be brought to the attention of the school community at the beginning of every school year. It will be available on Aladdin, the School Website and a hard copy will be given to each staff member.

This policy was ratified by the Board of Management on 18<sup>th</sup> June 2024.

Signed:

Patricia Darling

Date: 18/06/24