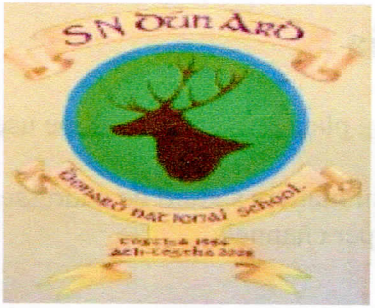


Dignity at Work Policy

Donard National School

At Donard National School, we believe that the education of children is most effective when there is a strong partnership between home and school. Parents/guardians play a vital role in supporting their child's learning and in contributing to a positive school community.

This policy sets out the standards expected when engaging with staff, pupils, and other parents. It aims to ensure that all interactions are respectful, safe, and in the best interests of the children.

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1. Respect and Courtesy

- All members of the school community must be treated with courtesy and respect at all times.
- Parents/guardians are expected to model positive behaviour for their children by communicating calmly and respectfully with staff, pupils, and other parents.
- **Verbal abuse, shouting, aggressive behaviour, threatening language, or disrespectful comments are not appropriate or acceptable**

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2. Meetings and Communication

- Any concerns that a parent/guardian may have should be raised in a calm and respectful manner.
- Meetings with teachers or the principal should be arranged by appointment, ensuring adequate time for discussion.
- **If a parent/guardian uses verbal abuse, aggressive behaviour, or disrespectful behaviour during a meeting or phone call, the conversation will be brought to an immediate close.** The meeting/phone call may be rescheduled only when respectful communication can be assured.
- Written communication (emails, letters, texts) must also remain respectful. Messages which contain inappropriate or abusive messages will not be responded to.

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3. Use of Social Media

- Social media or messaging platforms should not be used to criticise or undermine staff or pupils.
- Any concerns about school matters should be addressed, in the first instance, directly with staff through the proper channels.

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4. Safety and Wellbeing on School Grounds

- School grounds must be a safe and welcoming environment for pupils, staff, and parents.
- **Aggressive, threatening, or inappropriate behaviour by adults on school premises will be treated seriously and acted upon immediately.**
- Parents/guardians will be informed if their behaviour is considered unacceptable and will be asked to stop immediately. If the behaviour occurs during a meeting or phone call, the conversation will be ended and re-scheduled for another time.
- The school will aim to resolve such situations through clear communication and mutual respect before taking further action.
    - Further action may include referring the matter to the principal and/or the Board of Management
- Continuous unacceptable behaviour will not be tolerated.

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5. Partnership and Commitment

Parents/guardians are encouraged to:

- Support their child's learning and wellbeing.
- Reinforce the school's policies (homework, attendance, anti-bullying, behaviour).
- Work in partnership with staff to resolve difficulties constructively.

By working together, we can:

- Promote kindness, respect, and responsibility,
- Maintain a safe and positive learning environment, and
- Provide the best possible education for every pupil in Donard National School.

Signed: Joanne Kelly Date: 11/11/25

Chairperson, BOM

Signed: Peter Kelly Date: 11/11/25

Principal