THE BOARD OF MANAGEMENT

St. Attracta's Junior National School

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COMPLAINTS PROCEDURE

(Parents/Guardians)



MISSION STATEMENT

"St. Attracta's Junior National School has a Catholic ethos inclusive of pupils of different persuasions whose religious outlook is respected.

Acknowledging that parents are the primary educators, we are inspired by a shared vision of excellence and we espouse a partnership approach.

While we value high academic achievement, the social, personal and moral development of our pupils is of primary importance and we view the school as a learning organisation which is open to change and innovation while cherishing the best educational, cultural and religious traditions of our society."

INTRODUCTION

In keeping with our mission statement and ethos, St. Attracta's Junior School aims to create a school community which is welcoming, safe, respectful and inclusive of all its members.

We believe that putting procedures in place to create a positive relationship between teachers and parents/guardians is essential for achieving that goal. To that end this policy outlines procedures where a complaint can be dealt with effectively with a view to a positive resolution.

The Board of Management (BOM) of St. Attracta's Junior National School has adopted the INTO/CPSMA Revised Parental Complaints Procedure (2023), which provides a mechanism for dealing fairly with parental complaints against a teacher. The purpose of this procedure is to facilitate the resolution of difficulties where they may arise in an agreed and fair manner. The agreement lays out in four stages the process to be followed in progressing a complaint and the specific timescale to be followed at each stage (Appendix 1).

https://mcusercontent.com/678cc95a0cae678dbaa86b177/files/24e2984d-15a1-c94a-95d0-5ea83a08c791/Parental_Complaints_Procedure_final.pdf

This policy reviews the Complaints Procedure initially adopted by the BOM of St. Attractas JNS on 13th January 2015.

INTO/CPMSA COMPLAINTS PROCEDURE GUIDELINES FOR PRIMARY SCHOOLS

The parental complaints procedure was revised and agreed by The Irish National Teachers' Organisation and the Catholic Primary School Managers' Association 2023. It is designed to provide an open and clearly defined process to facilitate parents/legal guardians in raising concerns about their own child/children in an agreed, fair and transparent manner on a procedure for dealing with complaints by parents against teachers. The purpose of the procedure is to facilitate the resolution of difficulties where they may arise in an agreed and fair manner.

Procedural Points:

The procedure is a staged procedure where every effort is made to resolve matters at the earliest possible stage. In most cases, concerns are dealt with informally or formally at the earlier stages of the procedure. Where it has not been possible to agree to a resolution at the earlier stages, the procedure does allow for escalation of the matter to the Board of Management. This procedure sets out, in four stages (Appendix 1) the process to be followed in progressing a complaint and the specific timescale to be followed. It is expected that parties will follow each stage in sequence.

- Where the term written correspondence is used, this refers specifically to a letter or email correspondence from a parent/legal guardian
- Only complaints about a teacher which are written and signed by a parent/legal guardian, and which relate to their own child, will be investigated.
- Where a complain raised by a parent/legal guardian is deemed by the employer /board of management to relate to the following, this procedure will not apply:
 - Matters of professional competence and which are to be referred to the Department of Education
 - Frivolous or vexatious complaints and complaints which do not impinge on the work of a teacher in a school; or
 - Complaints in which either party has recourse to law or to another existing procedure
- In all circumstances, any form of written correspondence for the attention of the Board of Management must be supplied to the Chairperson of the Board of Management only. Any deviation from this could be deemed prejudicial and as acting outside the scope of this agreement.
- Days in this procedure refer specifically to school days. A school day is a day on which the school is in operation. Holiday periods, school closures and leaves of absences are not counted as school days for the purpose of this procedure
- Group/collective complaints are not provided for and each parent/legal guardian raising a concern will be dealt with separately through this process.

- The procedure is a domestic forum and accordingly, neither management nor the INTO intends that there would be legal representation at any stage.
- Issues should be raised in a timely manner. It is in the best interests that issues are raised to achieve early resolution at the earliest possible stage with the teacher, ideally while the pupil is in that teacher's class.

Details of the four staged process as outlined below, are fully explained in Appendix 1

Formal Stage 1	Formal Stage 2	Formal Stage 3) BOM (20	Formal Stage 4
Discussion	Written (10 days)	days)	Decision
			(5 days)
1.1	2.1	3.1	4.1
Parent/guardian	Written complaint	Chairperson makes a formal	Written decision
Meets teacher	sent to Chairperson	report to the Board	from Chairperson
1.2	2.2	3.2	4.2
Parent/guardian	Chairperson	Complaint concluded <u>or</u>	Complaint
meets principal*	provides a copy to		concluded
	teacher		
1.3	2.3 Chairperson	3.3	
Parent/guardian	convenes meeting	Proceed to a hearing	
meets	(s)		
Chairperson			
Complaint	2.4 Complaint		
resolved	resolved		

^{*}Where a complaint is received about a principal the above process commences at Stage 1.2

This policy which is effective from 1st January 2024 was ratified by the Board of Management at a meeting on 6th February 2024. It will be available on the school website stattractasjns.ie and will be distributed to all parents upon the enrolment of a child in St. Attractas JNS.

Signed:	
John Mc Donnell,	Chairperson
Thomas Neary, (F	Principal)

APPENDIX 1

Formal Stage 1 Discussion

Formal Stage 2 Written (10 da

lavs)

Formal Stage 3 Board of Management

(20 days)

Formal Stage 4 Decision (5 day

1.1 Parent/guardian meets teacher

A parent/legal guardian who wishes to make a complaint in respect of their own child, should, seek an appointment with the teacher concerned with a view to resolving the complaint. Further meetings with the teacher can be convened as appropriate.

1.2 Parent/guardian meets Principal¹

Where the parent/legal guardian is unable to resolve the complaint with the teacher, they should seek an appointment with the Principal with a view to resolving the complaint. Further meetings can be convened by the Principal as appropriate.

1.3 Parent/guardian meets Chairperson

Where the complaint remains unresolved, the parent/legal guardian should seek an appointment with the Chairperson of the Board of Management with a view to resolving the complaint. Further meetings can be convened by the Chairperson as appropriate.

Complaint resolved

The complaint may be resolved during this stage.

2.1 Written complaint sent to Chairperson

If the complaint has not been resolved at stage 1, the parent/ legal guardian who wishes to pursue the matter further should submit the complaint in writing to the Chairperson of the Board of Management. This commences stage 2.

2.2 Chairperson provides a copy to the teacher

The Chairperson should provide a copy of the written complaint to the teacher against whom the complaint has been made, without delay.

2.3 Chairperson convenes meeting(s)

The Chairperson should seek to resolve the complaint between the teacher and the parent/ legal guardian within 10 school days of the commencement of stage 2.1. This may require one or more meetings to be convened by the Chairperson with the teacher/parent/legal guardian and other school personnel as deemed appropriate by the Chairperson.

Complaint resolved

The complaint may be resolved at this stage.

3.1 Chairperson makes a formal report to the Board

If the complaint remains unresolved following stage 2 and the parent/ legal guardian wishes to pursue the matter, they should inform the Chairperson in writing of this fact. The Chairperson should make a formal report to the Board of Management within 10 days of receipt of this written statement. At this meeting, the Board can decide to proceed to either stage 3.2 or 3.3.

3.2 Complaint concluded

Where the Board considers the complaint, the process may be concluded at this stage, if the board considers that:

- The complaint is frivolous/vexatious
- b) The complaint has already been investigated by the board;
- c) The complaint is more appropriately dealt with through a more relevant DE circular,
- or;
- d) where recourse to law has been initiated.

Where the Board determines the complaint is concluded at this stage, the parent/legal guardian should be so informed within five days of the Board meeting.

3.3 Proceed to a hearing

Where the Board decides to proceed to a hearing, it should proceed as follows:

- a) the teacher should be informed that the complaint is proceeding to a full hearing and the Chairperson must ensure the teacher has been supplied with all documents which are being considered by the Board.
- b) the Board should arrange a meeting with the parent/legal guardian if it considers such to be required. The parent/ legal guardian is entitled to be accompanied and assisted by a friend at any such meeting.
- c) the teacher should be afforded an opportunity to make a presentation of their case to the Board. The teacher is entitled to be represented by a friend or a union representative, who may be accompanied for the purpose of assistance and note taking.
- d) the teacher should be requested to supply a written statement to the board as the employer in response to the complaint. This written statement will be confidential to the employer and will not be shared with any third party.
- e) the meeting of the Board of Management referred to in 3(b), (c) and (d) will take place within 10 days of the meeting-referred to in 3.1, in so far as possible.

4.1 Written decision from Chairperson

The Board will consider the complaint and the response provided and will adjudicate on the matter. The Chairperson should convey the decision of the Board in writing to the teacher and the parent/legal guardian(s) within five days of the meeting held at stage 3.3.

4.2 Complaint concluded

The decision of the Board shall be final.

Where a complaint is received about a principal the above process commences at Stage 1.2.

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