



St Joseph's Catholic Primary School Wandal Grievance Policy

Approved: [2004] |

Policy Statement

St. Joseph's School, as a community, aims to resolve grievances through confidential consultation, co-operation and discussion. All consequences and procedures will be in accordance with the ethos, goals and values expressed in the School's Vision Statement.

Description

St. Joseph's is responsible for outlining the procedures for the settlement of grievances for the school community.

RATIONALE

The policy exists to implement procedures to safeguard the rights and acknowledge the responsibilities of all parties, should a grievance arise

VALUES

Compassion, Justice, Openness, Dignity, Witness. As Christian communities it is important that grievances are addressed in an atmosphere of mutual respect and compassion so that equitable resolutions can be reached

Implementation Issues

- The principal and staff will prepare a grievance procedure.
- The grievance procedure will clearly articulate:
 - ❖ The process for initiating the grievance procedure and the school community's definition of what constitutes a grievance.
 - ❖ Appropriate channels/stages/time frame through which the grievance procedure should progress.
 - ❖ Personnel responsible for the various stages in the procedure.
 - ❖ The responsibilities of the person(s) initiating the grievance procedure and those responding to them.
- The school board is responsible for the regular monitoring and evaluation of the grievance policy.
- The grievance procedure will be included in the Parent and Staff Handbooks.
- The school's grievance procedure cannot limit an individual's right under Civil or Church Law

Reflection Material

School Vision Statement
Diocesan Education Council Policy Statement (Draft)
Grievance Policy and Procedures (Centacare Staff Manual)
"Grievance Procedures" from QIEU Manual