

Dignity and Respect at Work Charter

The staff, pupils and parents of Enable Ireland Sandymount School commit to upholding, promoting and modelling the Values and Vision for our school that are outlined below.

All individuals directly employed or contracted by us, and all visitors to our school, have a responsibility to uphold, and are subject to our Dignity and Respect at Work Charter. Our charter encompasses our shared values and vision for our school and outlines our rights and responsibilities in this regard.

School Values

Respect
Kindness
Courage
Trust
Fun

School Vision

To build and maintain a workplace that supports every individual's right to dignity and respect, and ensure every person is treated equally and fairly.

Rights

- a. To work in a happy and safe environment.
- b. To be treated with courtesy, kindness, and respect.
- c. To be treated equally and fairly.
- d. To have access to a support mechanism that deals with conflict.
- e. To have one's privacy and confidentiality respected and safeguarded.

Responsibilities

- a. To behave in a way that promotes a happy and safe environment for all.
- b. To treat others with courtesy, kindness, equality and respect.
- c. To resolve conflicts respectfully using the agreed mechanism should they arise
- d. To respect and safeguard the right to privacy for others.

Therefore, I commit to uphold the values of our school and act in a way that is respectful, kind, courteous, polite and patient to pupils, parents and staff.

I will use the agreed Conflict Resolution mechanism to address any incidents of inappropriate behaviour towards me or others that may occur.

Signed: _____

Date: _____

