



NANO NAGLE SCHOOL

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Registered Charity No: 20140281

Parental Complaints Policy

Introduction

Respect and inclusion lie at the heart of our school ethos. Therefore, all members of our school community – our children, parents, staff and visitors – are encouraged to act towards each other in a way that makes everyone feel welcome and safe in our school. Please note that throughout this policy, the term ‘parent’ or ‘parents’ also includes legal guardians. We obviously hope that any and all complaints or grievances, should any occur, are to be addressed and resolved as quickly as possible to everyone’s satisfaction. However, to further underpin our school’s atmosphere of respect, this policy has been drafted to ensure that all members of our school community know and understand the procedures regarding how any complaints or grievances that may occur will be dealt with.

The Irish National Teachers’ Organisation (INTO) and Catholic Primary School Management Association (CPSMA) reached agreement in 1993 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. The agreement lays out in five stages the process to be followed in progressing a complaint and the specific timescale to be followed at each stage. Please note this is a non-statutory procedure.

Many complaints can be dealt with in an informal manner by firstly contacting the classroom teacher and/or contacting the Principal in the first instance. Only those complaints about teachers which are written and signed by parents / guardians of pupils may be investigated formally by the Board of Management (BOM), except where those complaints are deemed by the Board to be:

- On 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

Stage 1

1.1 A parent/guardian who wishes to make a complaint should, unless there are local arrangements to the contrary, approach the class teacher with a view to resolving the complaint.

1.2 Where the parent/guardian is unable to resolve the complaint with the class teacher she/he should approach the Principal Teacher with a view to resolving it.

1.3 If the complaint is still unresolved the parent/guardian should raise the matter with the Chairperson of the Board of Management with a view to resolving it.

Stage 2

2.1 If the complaint is still unresolved and the parent/guardian wishes to pursue the matter further she/he should lodge the complaint in writing with the Chairperson of the Board of Management.

2.2 The Chairperson should bring the precise nature of the written complaint to the notice of the teacher and seek to resolve the matter between the parties within 5 days of receipt of the written complaint.

Stage 3

3.1 If the complaint is not resolved informally, the Chairperson should, subject to the general authorisation of the Board and except in those cases where the chairperson deems the particular authorisation of the Board to be required:

(a) Supply the teacher with a copy of the written complaint; and

(b) Arrange a meeting with the teacher and, where applicable, the Principal Teacher with a view to resolving the complaint. Such a meeting should take place within 10 days of receipt of the written complaint.

Stage 4

4.1 If the complaint is still not resolved the Chairperson should make a formal report to the Board within 10 days of the meeting referred to in 3.1 (b).

4.2 If the Board considers that the complaint is not substantiated the teacher and the complainant should be so informed within 3 days of the Board meeting.

4.3 If the Board considers that the complaint is substantiated or that it warrants further investigation it proceeds as follows:

(a) The teacher should be informed that the investigation is proceeding to the next stage;

(b) The teacher should be supplied with a copy of any written evidence in support of the complaint;

(c) The teacher should be requested to supply a written statement to the Board in response to the complaint;

(d) The teacher should be afforded an opportunity to make a presentation of case to the Board. The teacher would be entitled to be accompanied and assisted by a friend at any such meeting;

(e) The Board may arrange a meeting with the complainant if it considers such to be required. The complainant would be entitled to be accompanied and assisted by a friend at any such meeting;

(f) The meeting of the Board of Management referred to in (d) and (e) will take place within 10 days of the meeting referred to in 3.1 (b).

Stage 5

5.1 When the Board has completed its investigation, the Chairperson should convey the decision of the Board in writing to the teacher and the complainant within 5 days of the meeting of the Board.

5.2 The decision of the Board shall be final.

5.3 This Complaints Procedure shall be reviewed after three years;

5.4 CPSMA or INTO may withdraw from this agreement having given the other party 3 Months' notice of intention to do so.

In this agreement 'days' means school days.

This policy was approved by the Board of Management at its' meeting on *March 2021*,

This policy will be reviewed in 2023.

A handwritten signature in black ink, appearing to read "Tony Beha". The signature is stylized with a large, sweeping loop at the end.