

## **Setanta Policy on Bullying /Harassment at work of Staff and Pupils .**

It is the Board of Management's policy that all our employees are free to perform their work in an environment that is free of bullying and harassment. The responsibility to ensure that our work environment is free of bullying and harassment rest with all of us. Accordingly, every staff member at ever level should take time to ensure that staff, children and parents are treated equally as individuals.

All staff then in Setanta has a responsibility to their colleagues and pupils to ensure that this right is respected. All complaints of bullying or harassment will be treated seriously and will be dealt with promptly and sensitively. If informal routes fail to restore an amicable agreement - a formal investigation will be undertaken by the principal or B.O.M.

It is acknowledged that good communication should be encouraged to allow early identification and resolution of problematic work relationships.

### **The Law**

This policy is underpinned by National Legislation.

- ❖ Employment equality Act,1998
- ❖ Equal status Act, 2000
- ❖ Prohibition of incitement to hatred Act, 1989.
- ❖ Safety, Health and Welfare at Work Act,1989
- ❖ D.E.S. Circular 40/97.