


# Dignity at Work Policy

## Ellesmere Port Catholic High School



Approved by:	Mr J Coucill, Chair of Governors 
Lead of Review:	Mr C Jones, Business Manager
Last reviewed on:	October 2018
Next review due by:	September 2021 or on receipt of documentation from CWAC

## **Status**

Recommended

## **Purpose**

The school is committed to promoting good relationships between all staff and protecting them from discrimination, harassment or offences against the dignity of an individual.

## **Who was consulted?**

The LA produces model Dignity at Work Policy and Procedure documents, agreed with the relevant Trade Unions. These have been adopted by the school and are appended to this document. (Appendix A & B dated April 2013)

## **Relationship to other policies**

This policy links to the Grievance and Disciplinary policies and procedures.

## **Roles and responsibilities of headteacher, governors and other staff**

The **headteacher** will:

- promote positive working relationships.
- make clear that behaviour which may cause offence is not acceptable.
- make all staff aware of the policy and procedures for dignity at work through the school VLE.
- ensure procedures are carried out consistently and fairly.

The **governing body** will:

- strive to ensure that all staff employed at the school are treated with dignity and respect
- ensure that staff are aware of the policy and procedure.

## **Arrangements for monitoring and evaluation**

Updates will be received from Cheshire West and Chester via the Business Manager who will make the Headteacher aware of any changes.

The governing body will receive and approve updates as appropriate.

**Appendix A**     **Model Dignity at Work Policy CWAC**

**Appendix B**     **Model Dignity at Work Procedure CWAC**