



Polasaí i leith Gearáin *Complaints Policy*

Réamhrá

Bunscoil il-chreidmheach lán-Ghaeilge í, Gaelscoil an Bhradáin Feasa. Tá Gaelscoil an Bhradáin Feasa faoi phátrúnacht Foras Pátrúnachta na Scoileanna Lán-Ghaeilge agus feidhmíonn an scoil faoi ghnáthrialacha na Roinne Oideachais. Cuirtear fáilte roimh gach páiste sa scoil cuma cén cúlra teanga, sóisialta, creidimh nó náisiúntachta atá acu. Mar phobal scoile, déanaimid gach aon iarracht gan cúiseanna gearáin a chothú ach tuigimid gur daoine daonna muid ar fad agus nach bhfuil saoi gan locht. Déanaimid iarracht deighleáil le gearáin ar bith, le meas agus lamháltais againn dá chéile agus ar mhaithe cách. Tuigimid an gá le próiséis a bheith ann i leith gearáin ar bith, mar sin déanann an polasaí seo iarracht modh gearáin a leagadh amach go soléir chun deighleáil le

- Gearáin ar an bhfón
- Gearáin faoi mhúinteoirí
- Gearáin faoin bpríomhoide
- Gearáin faoi CRS
- Gearáin faoi daltaí
- Gearáin faoi Thuismitheoirí
- Gearáin faoi fhoireann eile na scoile- Glantóirí nó feighlí

Introductory Statement

As a school community, we are committed to upholding the ethos of Foras Patrúnachta our school mission statement and our vision for the school in all our dealings with pupils, parents, one another and with the wider community in which our pupils live.

For that reason, we try to prevent or minimise the need for complaints where this is possible. However, given that our community is made up of human beings and that mistakes can be made, we will approach these issues in a spirit of mutual respect and tolerance for the benefit of all.

This policy seeks to outline our approach to dealing with the following:

- *Telephone complaints*
- *Complaints about the principal*
- *Complaints about teachers*
- *Complaints about Special Needs Assistants (SNAs)*
- *Complaints about pupils*
- *Complaints about parents*
- *Complaints about ancillary staff*

Gearáin ar an bhfón

Má fhreagraíonn aon duine ach amháin an P.O. an guthán, déileálfar leo seo trí ainm an ghearánaí a lorg ar an toirt, a g(h)aol leis an scoil agus ábhar an ghlaoch sula dtabharfar na sonraí seo don Phríomhoide. Ní lorgófar aon sonraí breise, nó ní dhéanfar aon phlé leis an ngearánaí thar an ngutháin, ach amháin i gcás an Phríomhoide. Déanfaidh an P.O. cinneadh ar bhonn cás i ndiaidh cás, labhairt leis an ngearánaí ar an bpointe nó an scéal a fhiosrú i dtosach báire.

Telephone complaints

If answered by personnel other than the principal, these will be dealt with by asking for the name of the complainant, his/her relationship to the school and what the call is in connection with, before passing these details on to the principal. No further details will be sought, nor will the complainant be engaged with over the phone, except by the principal teacher. The principal will decide on a case by case basis, whether to talk to the complainant immediately or to investigate the matter first.

Gearáin faoi mhúinteoirí- déanta ag tuismitheoirí

Glacann Bord Bainistíochta Gaelscoil an Bhradáin Feasa leis an 'Modh Gearáin Oifigiúil' atá leagtha amach agus aontaithe ag na Ceard Chumainn. Modh í seo chun deaghléáil le gearáin a bheadh ag tuismitheoirí i leith Múinteoir mar atá molta i cuid 28 den Acht Oideachais 1998. Tá Cúig chéim sa phróiseis seo.

Próiseis ghearáin tuismitheoirí faoi mhúinteoirí

Céim 1

- 1.1) Más mian le tuismitheoir / caomhnóir gearán a dhéanamh ba cheart dó / di teagmháil a dhéanamh leis an múinteoir ranga leis an ngearán a réiteach.
- 1.2) Sa chás nach féidir leis an tuismitheoir / caomhnóir an gearán a réiteach leis an múinteoir ranga, ba chóir dó/di teagmháil a dhéanamh leis an bPríomhoide d'fhonn an gearán a réiteach.
- 1.3) Mura mbíonn réiteach ar an ngearán i ndiaidh sin, ba cheart don tuismitheoir / caomhnóir an gearán a ardú le Cathaoirleach bhord bainistíochta na scoile.

Céim 2

- 2.1) Má tá an gearán fós gan réiteach agus más mian leis an tuismitheoir / caomhnóir an gearán a thógáil níos faide ba cheart dó/di an gearán a chur i scríbhinn chuig Cathaoirleach an bhoird bainistíochta.
- 2.2) Ba cheart don Chathaoirleach aird an mhúinteora i gceist a dhíriú ar an ngearán scríofa agus gach iarracht a dhéanamh cúrsaí a réiteach idir na páirtithe taobh istigh de chúig lá den ghearán scríofa a bheith faighte.

Céim 3

3.1) Mura mbíonn an gearán réitithe ar bhonn neamhfhoirmeálta, ba chóir don chathaoirleach; faoi réir údarás an Bhoird agus i gcásanna go gceapann an Cathaoirleach go mbeidh údarás ón mbord ag teastáil:

- a) Cóip den ghearán scríofa a chur ar fáil don mhúinteoir;
- b) Cruinniú a shocrú leis an múinteoir agus má's cuí, leis an bPríomhoide d'fhonn teacht ar réiteach ar an ngearán. Ba cheart don chruinniú seo tarlú taobh istigh de 10 lá ón ngearán scríofa a bheith faighte.

Céim 4

4.1) Mura mbíonn an gearán réitithe ba chóir don Chathaoirleach tuairisc foirmeálta a chur os comhair an Bhoird taobh istigh de 10 lá den chruinniú in 3.1 (b).

4.2) Más é tuairim an Bhoird go bhfuil an gearán gan substaint ba chóir seo a chur in iúl don mhúinteoir, don ghearánaí taobh istigh de 3 lá den chruinniú Boird.

4.3) Más é tuairim an Bhoird go bhfuil substaint leis an ngearán nó gur ghá é a iniúchadh níos mó, gníomhaítear mar a leanas:

- a) Ba chóir cur in iúl don mhúinteoir go bhfuil an iniúchadh / fiosrúcháin ag dul ar aghaidh go dtí an chéad chéim eile.
- b) Ba chóir aon fhianaise i scríbhinn mar thacaíocht ar an ngearán a chur ar fáil don mhúinteoir.
- c) Ba chóir iarraidh ar an múinteoir ráiteas i scríbhinn a chur ar fáil don bhord mar fhreagra ar an ngearán.
- d) Ba chóir an deis a thabhairt don mhúinteoir cur i láthair / léiriú a dhéanamh don Bhord. Bheadh an múinteoir i dteideal comhghleacaí a bheith in éineacht leis/léi mar chomhluadar agus mar chuiditheoir ag aon chruinniú dá leithéid.
- e) Tionólfar an cruinniú den Bhord Bainistíochta a luaitear in (d) agus (e) taobh istigh de 10 lá den chruinniú a luaitear in 3.1(b).

Céim 5

5.1) Nuair atá fiosrúcháin an Bhoird curtha i gcrích ba cheart go gcuirfeadh an Cathaoirleach cinneadh an Bhoird i scríbhinn chuig an múinteoir agus chuig an gearánaí taobh istigh de chúig lá ón gcrúinniú Boird.

5.2) Ní bheidh aon dul thar chinneadh an Bhoird.

Parental Complaints Procedure

Stage 1

- 1.1 *A parent/guardian who wishes to make a complaint should 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 the case to the Board. The teacher would be entitled to be accompanied and assisted by a friend at any such meeting;*

- e. *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.*

Gearáin faoin bPríomhoide- déanta ag tuismitheoirí

Déileálfaidh an Príomhoide go díreach le gearáin ó thuismitheoirí agus ó dhaltá sa chéad áit, chun an gearán a réiteach go neamhfhoirmeálta agus go cairdiúil más féidir. Má tá an gearánaí fós mí-shona nó má mhothaíonn sé/sí gur pléadh leis an ngearán ar bhealach mí-chothrom, féadfar an gearán a chur i scríbhinn chuig Cathaoirleach an Bhoird Bainistíochta

Complaints about the principal - Made by parents or pupils

Complaints coming from parents or pupils will be dealt with directly by the principal in the first instance, in order to resolve the issue informally and amicably if possible. If the complainant is unhappy or feels that the complaint has been dealt with unfairly, the complaint may be outlined in writing to the Chairperson of the Board of Management.

Gearáin faoi mhúinteoirí ó dhaltá

- Má dhéanann dalta gearán faoi mhúinteoir le múinteoir eile, rachaidh an múinteoir (sin) a rinneadh an gearán leo i dteagmháil le múinteoir an dalta. Déanfaidh múinteoir an dalta cinneadh ansin an cás a láimhseáil é/í féin nó é a chur ar aghaidh chuig an bpríomhoide. I ngach cás, caithfear an príomhoide a chur ar an eolas faoin ngearán agus caithfidh an múinteoir agus an príomhoide taifead scríofa a choinneáil den ghearán.
- Má dhéanann dalta gearán faoina m(h)úinteoir leis an bpríomhoide, éistfear leis, coinneofar nótaí de, agus míneofar leis an dalta go labhróidh an príomhoide leis an múinteoir ranga chun an cás/fhadhb a réiteach. I ngach cás, tar éis don phríomhoide imscrúdú a dhéanamh agus an gearán a phlé leis an múinteoir agus an dalta, má cheapann an príomhoide go bhfuil an gearán mícheart nó go raibh sé díoltasach ar pháirt an dhaltá, tá seans ann go dtabharfar cuireadh chuig tuismitheoirí/caomhnóirí an dalta chun na scoile chun an gearán a phlé.

Complaints about teachers from pupils

- *If a complaint about a teacher comes from a pupil to another teacher, the teacher to whom the complaint is made will refer to the pupil's teacher. This teacher will then decide whether to deal with the matter her/himself or to refer it to the principal. In either case, the principal should be informed of the circumstances and a written record kept by both the teacher concerned and the principal*

- *If the complaint about a teacher comes from a pupil to the principal, it will be listened to, notes taken and the pupil will be advised that the matter will be discussed with the teacher concerned with a view to resolving the issue. In either case, if the complaint is deemed by the principal, after investigation and discussion with both the pupil and teacher, to be wrong or vindictive on the part of the pupil, the parents or guardian of the pupil may be invited to the school to discuss the matter.*

Gearáin faoi CRS

- Rachaidh an múinteoir ranga i ngleic le gearáin atá déanta ag tuismitheoirí faoi chúntóir riachtanais speisialta agus déanfar gach iarracht an deacracht a réiteach go caoimhiúil.
- Má tá gearán le déanamh faoi chúntóir riachtanais speisialta ag an múinteoir ranga, rachaidh an múinteoir féin i ngleic leis trí theagmháil a dhéanamh leis an gcúntóir faoin bhfadhb chun teacht ar réiteach. Muna thagann said ar réiteach sásúil, cuirfear an príomhoide ar an eolas faoi.

Complaints about Special Needs Assistants (SNAs):

- *Complaints coming from parents will be dealt with directly by the class teacher who will try to resolve the difficulty amicably*
- *Complaints about the SNA coming from the class teacher will be dealt with in the first instance by the teacher approaching the SNA with a view to resolving the issue. If the matter cannot be resolved satisfactorily, it will be brought to the principal.*

Gearáin faoi daltaí

Má tá gearáin ag tuismitheoir faoi dhaltá eile is gá dóibh an gearáin a chuir in iúl don mhúinteoir ranga i dtús báire, agus an príomhoide ansin más gá mar atá leagtha amach sa chód iompair agus sa pholasaí frith bhulaíochta. NÍL CEAD ag tuismitheoir dul chun cainte leis an dalta iad féin.

Má ta gearáin ag daltaí faoi dhaltá eile is é/í an múinteoir ranga a dhéanann deighleáil leis agus an príomhoide más gá.

Complaints about pupils

- *Complaints made about pupils by other parents will be handled by the class teacher in the first instance and the principal if thought necessary, through the procedures set out in the Code of Good Behaviour and the Anti-Bullying Policy. Under no circumstances will a parent be allowed access to a child other than their own child in the school*

- *Complaints made about pupils by other pupils will be handled by the teacher to whom the complaint is made in the first instance and by referring the matter to the principal if considered necessary.*

Gearáin ag múinteoirí faoi thuismitheoirí

Is gá do na múinteoirí an próiseas oifigiúil a leanúint trén gearáin a dhéanamh leis an bpríomhoide ar dtús. Muna bhfuil an múinteoir sásta le freagra/moladh an príomhoide is féidir du lar aghaidh go Céim a 2- Litir a scríobh chuig an Bord Bainistíochta.

Complaints about Parents

Teachers will follow the Complaints Procedure (Appendix 1) by referring the complaint to the Principal in the first instance. If the teacher is unhappy about the Principal's response or recommendation, Stage 2 of the Complaints Procedure may be invoked.

Gearáin faoin bhfoireann choimhdeach; mhúinteoirí ionaid/ionadaithe

Cuirfear an príomhoide ar an eolas faoin ngearán a rachfar díreach i dteagmháil leis an mball foirne nó an múinteoir ionaid chun teacht ar réiteach.

Complaints about Ancillary Staff and substitute teachers

These will be referred to the principal who will approach the staff member directly in order to resolve the issue.

Gearáin faoi chuairoteoirí a thagann chun na scoile

- Mar gheall ar chuairteoirí a thagann chun na scoile, (mar shampla déagóirí ar thaithí oibre, mac léinn ar chleachtadh múinteoireachta, cuairteoirí ó ghníomhaireachtaí eile) cuirfidh an gearánach an príomhoide ar an eolas faoin ngearán ar an gcéad dul síos.
- Muna thagtar ar réiteach ag an stad seo, cuirfear comhlacht bainistíochta an chúirteora ar an eolas faoin ngearán chun teacht ar réiteach na faidhbe.

Complaints about visitors to the school

- *In the case of visitors to the school, (e.g. students on work experience, students on teaching practice, visiting members of other agencies) the complainant will refer the issue to the principal in the first instance*
- *If not resolved at this stage, the issue will be referred to the management body dealing with the worker with a view to resolving the issue.*

Coimhlint Inmheanach

Faoi réir misean agus éiteas na scoile, déanfaidh baill foirne gach iarracht coimhlint inmheánach/ eachtraí atá gaolta leis an gcoimhlint seo, a shocrú ar bhonn cairdiúil idir na páirtithe i gceist. Má theipeann ar an bpróiseas seo áfach:

- Feidhmeoidh ionadaí foirne INTO/CMÉ mar liaison idir baill foirne nó idir an fhoireann agus an bhainistíocht, sna cásanna seo.

- Déanfar clárú ar an bhfadhb agus déanfar teangabháil leis na páirtithe ata I gceist.
- Éistear le gach éinne agus léireofar meas orthu.
- Déanfaidh gach duine I gceist iarracht teacht ar réiteach na faidhbe agus bogadh ar aghaidh
- Usáidfar idirghabhailí neamhspleách leis an coimhlint a réiteach más gá.
- Muna bhfuil teach tar réiteach leanfar an próiséis gearáin

Internal Conflict issues

In keeping with the mission and ethos of the school, staff members will seek to resolve internal conflict issues amicably between those concerned. However, if this process fails:

- *The INTO staff representative will act as liaison between staff members or between staff and management in these instances*
- *The issue will be named and communication will be facilitated with all parties involved*
- *Everyone involved will be listened to and respected*
- *All parties will work towards a resolution of the conflict and move on*
- *If necessary, an independent facilitator may be engaged to help resolve the conflict*
- *If the issue is not resolved, grievance procedures may be followed.*

Róil agus Freagrachtaí

Glacfaidh gach páirtí leasmhar atá bainteach le hoideachas na ndaltaí freagracht as an bpolasaí seo a chur i bhfeidhm.

Roles and Responsibilities

All stakeholders involved in the education of pupils will take responsibility for implementing the policy.

Athbhreithniú

Déanfar measúnú ar an bpolasaí seo ar bhonn leanúnach.

Review

The Policy will be evaluated on an ongoing basis.

Sínithe: Cathal Mac Cearáin

Cathaoirleach an Bhord Bhainistíochta