

Céim 1

- 1.1 Má theastaíonn ó thuismitheoir/caomhnóir gearán a dhéanamh ba cheart dó/di teagmháil a dhéanamh leis an múinteoir ranga ar dtús leis an ngearán a réiteach.
- 1.2 Sa chás nach féidir leis an thuismitheoir/caomhnóir teacht ar réiteach leis an múinteoir ranga, ba cheart dó/di teagmháil a dhéanamh leis an bPríomhoide leis an ngearán a réiteach.
- 1.3 Mura mbíonn réiteach ar an ngearán ina dhiaidh sin, ba cheart don thuismitheoir/caomhnóir an gearán a ardú le Cathaoirleach Bhord Bainistíochta na scoile.

Céim 2

- 2.1 Má tá an gearán fós gan réiteach agus má theastaíonn ón thuismitheoir/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 atá i gceist a dhíriú ar an ngearán scríofa agus gach iarracht a dhéanamh cúrsaí a réiteach idir na páirtithe taobh istigh de 5 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) Ba cheart cruinniú a eagrú leis an múinteoir ranga agus nuair a oireann, an Príomhoide chun iarracht 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 Má cheapann an Bord nach bhfuil bun ná barr leis an ngearán, ba cheart é seo a chur in iúl don mhúinteoir agus don ghearánaí taobh istigh de 3 lá den chruinniú Boid.
- 4.3 Má shíleann an Bord gur ghá níos mó iniúchadh a dhéanamh ar an gcás, gníomhaítear mar a leanas:
 - a) Ba chóir a chur in iúl don mhúinteoir go bhfuil an iniúchadh/ fiosrúchán 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 duine dá rogha féin a bheith in éineacht leis/leí mar chomhlúadar agus mar chuiditheoir ag aon chruinniú dá leithéid.
- e) Tionólfar an cruinniú den Bhord Bainistíochta a luaitear in (d) 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 ngearánaí taobh istigh de 5 lá ón gcruinniú Boid.

5.2 Ní bheidh aon dul thar chinneadh an Bhoird.

Gearáin faoin bPríomhoide- déanta ag tuismitheoirí nó daltaí

Danfaidh an Príomhoide chuile iarracht deighleáil le gearáin ó thuismitheoirí nó o dhaltaí sa chéad áit, chun an gearán a réiteach go neamhfhoirmeálta agus go cairdiúil más féidir. Má tá an gearánaí fós míshona 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

Gearáin faoi Mhúinteoirí ó dhaltaí

- Má dhéanann dalta gearán faoi mhúinteoir le múinteoir eile, rachaidh an múinteoir (sin) gur déanadh 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 don 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 dhalta, tá seans ann go dtabharfar cuireadh do thuismitheoirí/caomhnóirí an dalta chun na scoile chun an gearán a phlé.

Gearáin faoi Chuntóir Riachtanas Speisialta (CRS)

- Rachaidh an múinteoir ranga i ngleic le gearáin atá déanta ag tuismitheoirí faoi chuntóir riachtanais speisialta agus déanfar gach iarracht an deacracht a réiteach go cairdiúil.
- Má tá gearán le déanamh faoi chuntóir riachtanais speisialta ag an múinteoir ranga, rachaidh an múinteoir féin i ngleic leis trí labhairt leis an gcuntóir faoin bhfadhb chun teacht ar réiteach. Muna dtagann siad ar réiteach sásúil, cuirfear an príomhoide ar an eolas faoi.

Gearáin faoi Daltaí

- Má tá gearáin ag tuismitheoir faoi dhalta eile is gá dóibh an gearán 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 pholasáí frith-bhulaíochta. NÍL CEAD ag tuismitheoir dul chun cainte leis an dalta iad féin.
- Má ta gearáin ag daltaí faoi dhaltaí eile is é/í an múinteoir ranga a dhéanann deighleáil leis agus an príomhoide ina dhiaidh sin, más gá.

Gearáin ag Múinteoirí faoi Thuismitheoirí

Is gá do na múinteoirí an próiseas oifigiúil a leanúint tré' ghearán a dhéanamh leis an bpríomhoide ar dtús. Muna bhfuil an múinteoir sásta le freagra/moladh an phríomhoide is féidir dul ar aghaidh go Céim a 2 - Litir a scríobh chuig an Bord Bainistíochta.

Gearáin faoin bhFoireann Tacaíochta & Múinteoirí Ionaid

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

Gearáin faoi Chuairteoirí a thagann chun na scoile

- Má bhíonn earáin ag éinne 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 gcéim seo, cuirfear comhlacht bainistíochta an chúirteora ar an eolas faoin ngearán ' .

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 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 atá i gceist.
- Éistefar le gach éinne agus léireofar meas orthu.
- Déanfaidh gach duine i gceist iarracht teacht ar réiteach na faidhbe agus bogadh ar aghaidh
- Usáidfear idirghabhálaí neamhspleách leis an gcoimhlint a réiteach, más gá.
- Muna bhfuil teacht ar réiteach leanfar an próiseis gearáin

Róil agus Freagrachtaí

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

Athbhreithniú

Scríobhadh an polasaí seo i Mí Dheireadh Fómhair 2014. Déanfar measúnú ar an bpolasaí seo ar bhonn leanúnach ag ionadaithe ón bpobal scoile uile agus déanfar athbhreithniú air dá réir mar is cuí.

Gaelscoil Liatroma



Cora Droma Rúisc
Co. Liatroma
Uimhir Rolla : 20212D

Complaints Procedure Policy

An Nós Imeachta maidir le Gearán a Dhéanamh

Introductory Statement

As a school community, we are committed to upholding the ethos of our patron An 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 will 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 teachers*
- *Complaints about the principal*
- *Complaints about special needs assistants (SNAs)*
- *Complaints about pupils*
- *Complaints about parents*
- *Complaints about ancillary staff, substitutes & part-time staff*

Telephone complaints

If answered by personnel other than the principal, telephone complaints 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.

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 person of their own choosing at any such meeting;*
- e. The meeting of the Board of Management referred to in (d) 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.

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.

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.*

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 attention of the principal.*

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 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.*

Complaints from Teachers about Parents

Teachers will follow the Complaints Procedure 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.

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.

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.*

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.*

Roles and Responsibilities

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

Review

The Policy will be evaluated on an ongoing basis by representatives from the whole school community and will be reviewed when necessary.