

# DIGNITY AT WORK

## ENHANCING WORKPLACE RELATIONS IPPN CONFERENCE 2019

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# TODAY'S INTENTION



## ➤ WHY?

- A clear understanding of **why** a Dignity at work Policy / Charter is a good idea. (Competing Demands)

## ➤ WHAT?

- **Developing** a DAW Policy/Charter needs to include
- 3 x **Whole school staff** sessions towards developing DAW

## ➤ HOW?

- One school developed and signed up to their own a DAW.
- Resource Bundle – IPPN Website

# STOP & BE

- Being calm takes practice - Brené Brown.
- **We are more likely to be our best selves when we are calm and ask Questions!**

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# BUILDING CONNECTION

Building Connection is an investment in having a positive school culture....all about relationships

## In Triads....

- Name
- Name of school and location
- Your energy level 1-10?
- The most recent book or movie you enjoyed?



# CONFLICT

“Peace is not absence of conflict, it is the ability to handle conflict by peaceful means.”

Ronald Reagan

Where do you stand on Conflict?



# KAIZEN

**Kaizan...change for better...do not reinvent - improve upon**

- **INTO Working Together**
- IPPN Supporting Each Other
- IPPN Dignity at Work Policy
- Siobhan Allen 's Building Healthy Relationships
- DES Circular 40/97 Assaults on Staff in Primary Schools
- Health & Safety Authority Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work (2007)
- Employment Equality Act 1998
- **Teaching Council Code of Practice Professional Standards**
- Difficult Conversation Format Dr.Joe O'Connell
- Communication Res Bundle IPPN
- Circular 49/2019 - Grievance Procedures

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# SCENARIOS



- John did not get the Post - Mary did. He has not spoken to Mary in 18 months. There is an atmosphere in the staff room and people have started avoiding going there
- Jennifer never has a good word to say about Sheila. She often rants about her – yet people are afraid to call her on it.
- Nora’s negativity has become toxic and she never has a good word to say about any school initiative
- Parent - Mr Murphy - has barged in AGAIN and given out to his child’s teacher in front of the class. It’s not bad – but its humiliating. The Principal is on Maternity leave .
- **A teacher is continuously shouting in her class – it has been noted by the Principal but how does she address it?**
- The Chairperson of the BoM has spoken in an abrasive and harsh way AGAIN to the Principal.....
- ***Chair of Parents Council complains to Chair of Bom about the Principal.***

# ACTIVITY/SCENARIOS



- A colleague snubs you on the corridor – 3<sup>rd</sup> time this has happened....
- ***A colleague is screaming at a child in yard – it has happened before.***
- You feel more comfortable at one table in the staff room and would rather eat alone than have to sit at one of the others.
- A parent/other teacher has torn strips off you at the door (your class has heard it all) and you are desperately upset – it has happened before and others are daunted by this mother too...CP issue???
- A parent makes snide remarks about your ability / dress.
- It comes to your attention that a colleague has yet again criticised your handling of a situation.
- ***Parent posts derogatory comments about a staff member/school on social media\****

**Activity:** how would having a known, agreed and understood DaW help and how might it be used to address these issues? ISOLATION OF LEADER



# THE PURPOSE OF A DAW POLICY

- Promote **Respect, Equality and Fair Process** in the workplace .
- Outline clearly acceptable and appropriate behaviour in our school.
- Ensure **Whole School Community** is aware what constitutes **'unacceptable' behaviour**
- Provide a **mechanism/road map** with which to deal with unacceptable behaviour and or conflict when it arises
- **DaW allows us to hold each other to account for our behaviour and attitude - no hierarchy.**
- **3 x Rs - Roles, Rights, Responsibilities**

- Q: Policy or Charter?



# STARTING POINT... IF IT'S TO BE IT'S UP TO ME

Relationships are not projects. Focus on upgrading the one person you do have the power to change...

# YOURSELF

[WWW.LIVELIFEHAPPY.COM](http://WWW.LIVELIFEHAPPY.COM)

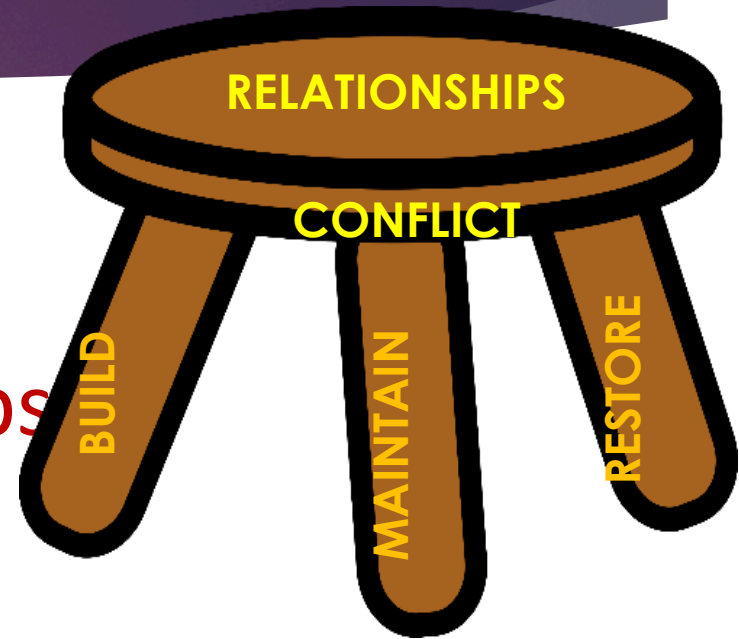
# LIFE IS ABOUT RELATIONSHIPS COMPLEXITY OF RELATIONSHIPS



By Frits Ahlefeldt

# RESTORATIVE PRACTICE

- Building Relationships
- Maintaining Relationships
- Restoring Relationships
- **Managing Conflict** - when it arises.
- RP Questions - **What Happened?**



# RESTORATIVE QUESTIONS

What Happened?

What were you thinking at the time?

What have your thoughts been about it since?

Who has been affected and in what way?

What could have been done differently?

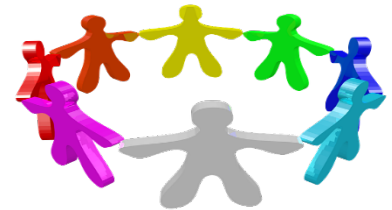
What needs to happen next to repair things?



If you want to change results,  
change questions.

# WHAT DOES RP LOOK LIKE IN A SCHOOL SETTING?

- **Vocabulary of emotions** taught - EL
- **Respectful engagement** between students, staff, parents & visitors - Dignity in workplace - in evidence, in action
- Restorative Language, questions and conversations used to build relationships
- **Circles** used to build Community and social capital
- **Conflict Management Skills** taught
- Win wins sought - solution and resolution
- **Responsibility and Accountability** nurtured
- Absence of Shame\*\*\*

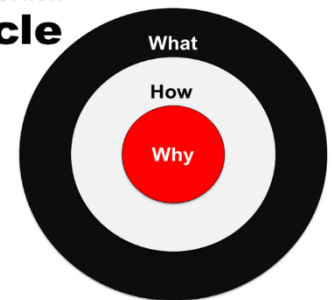


# SIMON SINEK - START WITH THE WHY

## Simon Sinek - knowing why gets an emotional buy in.

- So....Why have a Dignity at work Policy?
- Why would you want to enhance work place relationships?
- Lots of reasons not to.....
  - Aren't you doing fine the way you are?
  - If its not broken don't fix it!
  - It will end in tears...hope not
  - Looking for trouble if you ask me!!!!
- So why did you come to this session?

The Golden  
**Circle**

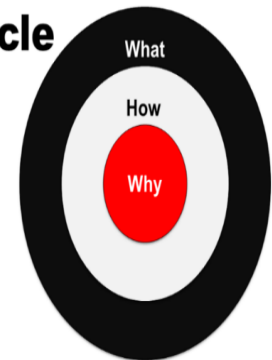


<http://www.startwithwhy.com/>

# WHY HAVE A DIGNITY AT WORK POLICY?

- Individual Responsibility -
  - If it's to be it's up to me!
- Accountability
- Collective Responsibility...
- 6 - 8 hours+ per day in work.. Best life!
- Culture of Improvement - Good to Great!
- Well Being\*\*\*LAOS 2016
- Protective Factor in itself\*\*\*
- Professional Conversations - Time
- JCB vs CCC

The Golden  
**Circle**



<http://www.startwithwhy.com/>



# MAKING IT HAPPEN IN YOUR SCHOOL

3 x Whole Staff sessions to cover these key areas:  
(Hidden Curriculum)

- Communication - How are you at this? - 2 way process
- Values – known and living?
- School Vision - living the Values
- Culture of Nurture and caring - **Self Care**
- Roles and Responsibilities
- Environment – meeting basic human needs
- Fair Play /Fair Process
- Mechanism for Conflict Resolution vs Blame
- Policy/Charter
- Buy in – Sign up by us all



# GO RAIBH MAITH AGAIBH GO DTÉ SIBH SLÁN!

