

Dignity at Work—New Oxfordshire Policy

For the last 2 years NASUWT has been steering through a new 'Dignity at Work' Policy for Oxfordshire Schools. Our policy, which gained the support of all other teachers' unions and Unison, is now a policy recommended to Governors for adoption.

NASUWT designed the policy to replace the 'Bullying' and 'Harassment' policies. It re-phases the negatives in these policies (You must not...) into a series of positive statements about how all staff can expect to be treated:
Employees will be:

- Treated equally and without favouritism
- Spoken to with courtesy on all occasions
- Spoken and written about with respect
- Accorded due professional trust
- Given due credit for their achievements
- Consulted about all proposals for changes in their role
- Given adequate time and resources for the successful discharge of their duties
- Provided with training, promotion and leave opportunities
- Accorded respect for their individual personal space
- Able to enjoy a working environment free from exposure to offensive written or graphic material
- Treated with dignity and respect at work and thereby encouraged to meet their full potential.

For this to become operational in your school, it has to be adopted by the Governing Body. Please ask your Teacher Governor if it has yet been adopted, and if it hasn't then ask them to have it placed on the agenda of the next Governors' Meeting. And if you have an NASUWT School Rep, ask them to raise the matter with the Head as well.

This policy can have a major impact on improving professional relationships and preventing mistreatment of colleagues before it becomes bullying or harassment. Oxfordshire NASUWT have done our bit—now you need to do yours.

Well-being Programme

Another initiative supported by all Unions that is designed to improve our working conditions is the Well-being Programme. A number of schools have already signed up to this, but far fewer than we had hoped. A leaflet giving details of the programme has been sent to each school with this mailing.

All schools should ask themselves these questions: "How much money do you spend on repair and maintenance of school buildings? How much on repair and maintenance of equipment? And how much on repair and maintenance of staff? And which of the three is your most valuable resource?"