

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION  
BY DEPUTY R.J. WARD OF ST. HELIER  
ANSWER TO BE TABLED ON MONDAY 3rd DECEMBER 2018**

**Question**

Will the Minister advise –

- (a) how many informal disciplinary actions have been taken against education staff since September 2014;
- (b) how many of these resulted in warnings or other actions being taken against the member of staff;
- (c) how many formal disciplinary actions have been taken against education staff since September 2014;
- (d) how many of these resulted in warnings or other actions being taken against the member of staff; and
- (e) how many staff left the profession following disciplinary actions in this time?

**Answer**

Due to data integrity issues we are unable to provide a break down by informal / formal cases by year. We can show the total amount of Education disciplinary cases which have been recorded centrally from 2014 to 27<sup>th</sup> November 2018:

<b>Year</b>	<b>Disciplinaries</b>
2014	14
2015	18
2016	18
2017	22
2018	15
<b>Total</b>	<b>87</b>

The department holds more detailed data from 2016 and the below responses are from data held 2016 to date.

- a) Not all informal disciplinary actions are held centrally; therefore, we are unable to answer this question.
- b) Of the 55 cases referred to the case management team 15 resulted in informal warnings
- c) Of the 55 cases referred to the case management team 6 resulted in formal warnings
- d) Of the 55 cases referred to the case management team 30 resulted in warnings or other actions.
- e) 5 employees resigned prior to disciplinary action being taken and 4 employees were dismissed.