

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION
BY DEPUTY R. LABEY OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 18TH JULY 2017**

Question

Further to his answer to Question 1(392) on 4th July 2017, has the Minister established whether it was recent practice in his Department for teachers of Highlands College who had instigated grievance procedures against senior management for bullying and harassment - and who had those complaints upheld - to appear before a panel comprising the Director, Inclusion and Family Support and / or other departmental staff? If so, how was this justified and is it still procedure?

Also further to that answer, when does the Minister intend to submit the staff survey to the Education and Home Affairs Scrutiny Panel; and will he make available to the Panel a copy of each completed questionnaire so that the Panel can assess whether answers have been accurately summarised?

Answer

The Education Department is unable to comment on any ongoing investigations concerning staff employed by the States of Jersey. This is usual practice and ensures matters can be concluded fairly for all parties involved. The States of Jersey has a number of Human Resource policies in place to cover allegations of bullying and harassment and the management of Grievances raised by staff. Any allegation or complaint made by a member of staff is treated seriously by the department and will be investigated in line with States of Jersey procedures. This includes the appointment of a panel chair who has no involvement in any proceeding prior to the hearing.

The staff survey analysis which was referred to by the Minister was provided to the Education and Home Affairs Scrutiny Panel on Friday 14th July. It would not be permissible to include individual submissions of information, which would have been provided by responders in confidence and could be individually identifiable.