

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION
BY THE DEPUTY R. LABEY OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 4TH JULY 2017**

Question

What did the most recent survey of Highlands College staff reveal about staff confidence in management and satisfaction with communication and will the Minister ensure that the results of the survey are released to the staff who contributed to it?

Have there been instances of teachers holding senior positions at Highlands College leaving the institution after initiating grievance procedures against senior management for bullying and harassment which were originally upheld by investigators but overturned by a panel chaired by a senior member of the Education Department?

If so, how does such a process comply with natural justice, whistleblowing procedure and the aim for zero tolerance of bullying; what changes in policy have resulted; and what redress is open to the teachers concerned in relation to the effect on their mental wellbeing, their careers and other harm caused to themselves and their families?

Answer

A recent staff survey did take place as a benchmark measure for future improvement. The overall figure for the staff satisfaction rate was 79%. Further analysis of the results is being undertaken and will be shared with all staff in due course.

As a general principle, we have a clear responsibility to observe the confidentiality of all employees and hence we do not discuss individual cases in public.

The States of Jersey has very clear policies in relation to bullying and harassment. Where a formal complaint is made, we will always investigate thoroughly and take appropriate action in line with our policies and procedures.