



**Dalkey School Project
National School
Educate Together**

Policy on the granting of Job sharing/Career Breaks

1. The Board of Management conducted a review of the granting of Job Share/Career Breaks in March/April 2012. This policy is formulated according to the requirements of DoES Circulars 7/01, 10/03 and 11/03 on career breaks and job sharing. Staff were consulted and participated in the review of the policy.
2. In formulating and implementing this policy the Welfare & Educational needs of the pupils are the priorities.
3. Factors which will be considered in deciding an application for the granting of Career breaks/Job sharing are:
 - The number of teachers in the school who are likely to be on approved leave of absence such as maternity, adoptive, parental leave.
 - The number of teachers on career break, job sharing, on secondment or on approved study leave under rule 116 of the Rules for National Schools.
 - All job share partnerships and career breaks will be for one year and must be re-submitted to the Board on an annual basis.
4. Criteria which will be considered by the Principal in allocating classes to job sharing partnerships
 - Junior Infants is not considered as suitable for allocation to job sharing teachers.
 - Characteristics of individual classes / pupils should be taken into account.
 - Number and nature of SEN children in a class
 - Availability of class choices to full-time teachers.

This policy was ratified by the Board of Management at a meeting on the 23rd January, 2013

Scott Jungmann
Chairperson, DSPNS Board of Management

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