

POSSIBLE SCENARIOS WHERE DAS CAN HELP

In the normal course of events the actions of the Principal and Deputy Principal(s) are indemnified by the insurance provided by the Board of Management/Employer when they are discharging their responsibilities as Leaders and Managers of their schools.

This policy, in addition to the general protection afforded above, covers legal expenses arising from the following context specific professional personal issues which an NAPD member may encounter.

1. A Principal/Deputy Principal has occasion to initiate a difficult conversation, reprimand or institute disciplinary procedures against a member of staff and is accused of harassment or bullying¹ by the staff member. An employer may have to take an impartial position in the investigation and the Teachers' Union may consider the Principal to be acting as an agent of management and only provide support to the teaching staff member.
2. A Principal/Deputy Principal feels obliged to file a bullying charge against a colleague.
3. A parent may choose to hold a Principal/Deputy Principal personally responsible when challenging a disciplinary action against his/her child.
4. A legal action by a staff member, parent, or other party directed against the Board of Management may be redirected against the Principal/Deputy Principal.
5. A HR or IR issue arises involving the Principal or Deputy Principal and the resolution or defence may seek to broaden the scope of the issue to include the other member(s) of the Senior Management Team.
6. A Principal/Deputy Principal requires legal advice and assistance in dealing with social media.
7. A Principal/Deputy Principal requires legal advice and assistance in dealing with an unsympathetic or hostile Board of Management.
8. A Principal/Deputy Principal needs personal legal advice and assistance under current legislation¹ or in the discharge of their professional roles² to protect their employment or reputation.
9. In the event of a dispute occurring between members of the senior management team who are both NAPD members, DAS will provide independent legal advice to both.

1. When dealing with a series of events, the date of occurrence is the date of the first of these events. In the case of bullying and harassment, claims necessarily involve a series of events. If relevant events happened before the commencement of the policy but the accusation occurred after the policy comes into force this is covered by the policy.