



ICD Declaration of Rights

The staff

I.C.D. aims to provide a harmonious working environment which reflects our integrated ethos and commitment, whilst recognising the unique contribution made by every member of staff

The Staff at I.C.D. has the right to:

- A warm, safe and secure working environment which is clean and healthy
- Have their personal space and property respected
- Be treated with dignity and respect
- Participate in decision - making processes within the college where appropriate
- Equal access to promotion opportunities and professional development
- A transparent and fair complaints procedure which includes adequate support
- A negotiated job description which is reasonable and fair
- Positive and respectful communication with colleagues.

