

Icyitegererezo cy'ibikorwa byo guca itotezwa, urugomo, kubangamira n'ivangura mu bureenzi bw'ibanze bw'umuji wa Jyväskylä.

Uwitabira inyigisho afite uburenganzira bwo kugira aho kwigira hari umutekano. (Pol 29 §)

Kwirinda no gutabara hakiri kare

1. Igenamigambi no gukurikiza gahunda

- Umuyobozi w'ishuri ayobora igikorwa cyo guca itotezwa, urugomo, kubangamira n'ivangura hakurikijwe gahunda.
- Muri buri shuri ryose hashingwa itsinda cyangwa hagashyirwaho umuntu uhabwa inshingano, agahuza ibikorwa kandi akazamura urwego rwo kurwanya itotezwa, urugomo, kubangamira n'ivangura mu murimo w'ishami akoreramo. Umuntu ubishinzwe ni umwe mu bagize itsinda ryita ku banyeshuri.
- Muri gahunda y'umwaka w'amashuri handikwamo umuntu ufite inshingano z'ibikorwa birwanya urugomo, itotezwa, kubangamira n'ivangura, uburyo bikorwa, ibigamijwe n'ikigereranyo iyo igihe cy'ibikorwa kirangiye.
- Amategeko agenga ishuri, amabwiriza y'imikorere hamwe n'uburinganire na gahunda yo guhabwa agaciro kamwe ndetse abakoresheje igikorwa cyo guca itotezwa, urugomo, kubangamira n'ivangura babirebera hamwe n'abanyeshuri, abarezi n'abakozi.
- Muri gahunda yo guhabwa agaciro kangana n'uburinganire hagomba kubamo amahame y'imikorere asobanutse uko haremwa imikorere yo kwemerana no kubahana kandi bikabungabungwa.

2. Gushimangira gushyira hamwe

- Ubumenyi bw'amarangamutima, umutekano no gukorana biritozwa nka kimwe mu bigize isaha ngarukamwaka y'imibereho myiza ndetse no mu bintu byose bya buri muni.
- Abakozi bashyigikira imikoranire mu itsinda, imikoranire y'umubano w'urungano, guhuriza hamwe no gukumira irungu mu gihe cy'ishuri.
- Abahurira ku ishuri bateza imbere uko babona imikoranire myiza, imikoranire yo kwemerana no gutanga ibitekerezo byo gushimana ndetse no kubaka uguha agaciro ubudasa bw'imigirire y'imico.
- Abakozi biga iby'izo ngingo mu masaha y'amasomo maze bagashyiraho iminsi n'ibyumweru bigenewe izo ngingo bari kumwe n'abanyeshuri.
- Umunyeshuri agira uruhare rugaragara mu mwuka ubarangwamo no mu gikorwa gishimangira imibereho myiza ndetse binyuze mu mirimo y'inshingano zitandukanye zo gukumira urugomo, itotezwa, kubangamira n'ivangura.
- Abakozi bubaka imikoranire n'ubwizerane mu bufatanye bwabo n'abarezi b'abana.
- Bigendeye kuri gahunda itsinda rihuriweho ryunganira abanyeshuri riteza imbere imibereho myiza n'umutekano rusange.

3. Imibanire itekanye ku bahurira ku ishuri

- Itotezwa ntiryererwa mu buryo ubwo ari bwo bwose. Ihuriro ryose ry'abari ku ishuri rigira uruhare rwo gukemura imyitwarire yose idahwitse bigakorwa kuri gahunda.
- Umuryango w'abari ku ishuri usuzuma kandi ukurikirana bishyize mu gaciro, indangagaciro n'amahame agenga ibyo ku ishuri kandi byaba ngombwa bigahindurwa kugirango buri muntu mu bari ku ishuri yemerwe kandi ahabwe agaciro uko ari.
- Abanyeshuli bumva icyo ihohoterwa, urugomo, kubangamira n'ivangura ari cyo n'icyo bisobanura, bakamenya kubikemura icyo bibaye kandi bakamenyesha abakozi bo ku ishuri.
- Abakozi bamenya ibimenyetso byerekana uwakorewe ihohoterwa, itotezwa, urugomo cyangwa ivangura kandi baganira n'umunyeshuri n'umubyeyi we kuri icyo kibazo.
- Abakozi bahabwa amahugurwa ku bikubiye mu cyitegererezo cy'imikorere.

Gukemura

- Abakozi b'ishuri barabikemura buri gihe icyo babibonye cyangwa bamenye amakuru y'ihohoterwa, urugomo, kubangamira n'ivangura byabereye ku ishuri ndetse bakaganira n'ababigizemo uruhare.
- Abakozi babanza kuganira n'uwakorewe urugomo, nyuma yaho bakaganiriza abandi babigizemo uruhare.
- Iyo iperereza ku itotezwa rirangiye, humvikanwa kandi hakandikwa mu mashini icyo bumvikanye n'uburyo bizakomeza gukurikiranwa.
- Abakozi bamenyesha ababyeyi icyabaye kuri uwo muni cyabayeho.
- Iyo hakekwa ko icyabaye kigize ikimenyetso cy'icyaha, abakozi icyo bibaye ngombwa bakora imenyesha ritabariza umwana cyangwa ry'icyaha n'iryo kurengera abana (Itegeko ry'ubusugire bw'abana 25 §). Biba byiza kureba niba hari ubufasha bukenewe byihariye. Iyo bibaye ngombwa hagishwa inama polisi ishinze ingimbi, isuzuma rya serivisi nkenerwa ku miryango ifite abana cyangwa ibiro by'abunzi byo muri Finilande yo hagati.
- Iyo imigenzereze ikomeje, hahamagarwa inama y'ababyeyi, abanyeshuri, ababifitemo inshingano n'abandi bakozi bakenewe.
- Abakozi bamenyesha ababyeyi ku itotezwa, ihohoterwa, urugomo cyangwa ivangura byabaye mu gihe cy'urugendo rugana ku ishuri kandi byaba ngombwa hagatangwa ubufasha mu gukurikirana uko byagenze.

Igika cy'ukurikirana n'ubufasha bwo hanyuma

- Abakozi bakurikirana uko byifashe bihoraho mu buryo burambye buhagije, kugeza bizeye ko umunyeshuli atekanye ku ishuri no mu nzira ahamye aya kwiga. Buri cyumweru mu gihe cy'ukwezi kwa mbere, mu kwezi gukurikiyeho buri cyumweru cya kabiri naho nyuma yaho uko bibaye ngombwa.
- Ikurikirana rishingwa umwarimu w'ishuri, -uwungirije umwalimu cyangwa umuntu bishinzwe, haramutse nta kindi cyumvikamye.
- Abakozi basuzuma ubufasha bukenewe ku mpande zombi n'itsinda babigizemo uruhare. Hamwe na serivisi zita ku banyeshuri, humvikanwa ibikorwa by'ubufasha byihariye hamwe n'inzobere n'ibihuriweho bitewe n'uko kibazo giteye.

- Abakozi bamenyesha ababyeyi iby'ikurikiranwa kandi bagira inama impande zombi iyo bibaye ngombwa, zo gushaka serivisi z'ubufasha hanze y'ikigo, nk'ibikorwa byita ku ngimbi, Itsinda ry'-urungano rwa MLL, cyangwa ikigo gitanga ubufasha bwo kuganiriza imiryango.
- Iyo bibaye ngombwa umunyeshuri ategurirwa ibiganiro by'uburezi cyangwa agategekwa ibikorwa byo kumuhana bijyanye n'imyaka, urwego rw'iterambere ndetse n'icyo umunyeshuri yakoze kandi hakitabwa ku nkurikizi byamuzanira.
- Ibikorwa birasuzumwa buri mwaka kandi bigatezwa imbere hashingiwe ku ikusanyamakuru, urugero habaho ibibazo ku Ubuvuzi bw'ishuri, kunyurwa kw'umunyeshuri ku ishuri, ubuhanga bwa TEA.