

Staff Grievance Procedure Policy

Approved by:	Governors	Date Approved:	26/04/2022
Frequency of Review:	Annually	Next Review Due:	April 2024
Date Published:	29/04/2022	Last Update:	September 2023
Owner:	Bastien Hibon		

1. Aims

This policy aims to enable employees to raise concerns about workplace issues without fear of victimisation and repercussion, and to ensure all grievances are dealt with fairly and objectively.

2. Legislation and guidance

We are required to set out grievance procedures under general employment law.

These grievance procedures are based on the disciplinary and grievance code of practice from Acas.

3. Definitions

A grievance is a concern, problem or complaint raised with the school by an employee. It can be caused by issues such as working conditions, health and safety concerns, bullying or discrimination or work relations. This policy does not cover issues raised by people who are not employed by the school, as this would fall under our School Complaints Policy.

4. Grievance procedures

We are committed to dealing with grievances fairly and objectively. Employees will be protected from discrimination or victimisation after raising a work-related grievance.

5. Informal stage

In the first instance, we will aim to resolve an employee's grievance informally with their line manager. If the member of staff's concerns relate to their line manager they should discuss the issue with the line manager's manager.

It may be necessary for the member of staff who has raised a grievance to attend a meeting to discuss the concerns in more detail. However, this will be determined on a case-by case basis.

6. Formal stage

6.1 If it is not possible to resolve the matter informally, employees should set out their grievance in writing to their Line Manager. If the subject of the grievance is the line manager, the employee should submit the written grievance to an alternative, preferably their Line Manager.

6.2 Upon receipt of a grievance, an investigating officer will be appointed. This will be an independent individual with no prior knowledge of the complaint.

6.3 A grievance panel will also be appointed. This group of people will be separate from the investigating officer and will be chaired by an independent individual, with no prior knowledge of the complaint.

6.4 The investigating officer will undertake a grievance investigation and will make a recommendation.

6.5 A formal meeting will be arranged within 5 working days after the grievance has been raised. At the meeting, the employee will be given the opportunity to explain their grievance and how they think it should be resolved. The panel may include Executive Principal/Chair of Trustees/employee's line manager/local authority representative/other senior member of staff.

6.6 Employees have a statutory right to be accompanied by a companion at a grievance meeting. The companion must be a work colleague, trade union official, or trade union representative who has been certified as being competent to attend such meetings.

7. Deciding on appropriate action

7.1 The meeting will be adjourned and the grievance panel will reflect on it before coming to a decision.

7.2 This decision will be communicated to the employee in writing within 15 working days. It will set out the action that will be taken to resolve the grievance. It will also inform the employee that they can appeal if they are not satisfied with the outcome, and explain how to do this.

8. Appeals

8.1 If the employee is not satisfied with the outcome of the grievance they have the right to appeal the decision.

8.2 The employee should set out their grounds of appeal in writing as soon as possible and submit this to the Executive Principal.

8.3 A grievance appeal panel will be appointed. This will be a group of people independent from any previous stage of the grievance procedure.

8.4 Appeals will be heard without unreasonable delay. Employees will be told the time and place of the appeal meeting in advance.

8.5 Employees have the same statutory right to be accompanied to the appeal meeting by a work colleague, trade union official, or trade union representative who has been certified as being competent to attend such meetings.

8.6 The outcome of the appeal will be confirmed in writing to the employee within 15 working days.

9. Record keeping

Minutes will be kept for all meetings. Where possible, these will be confirmed as an accurate reflection of what was discussed during the meeting.

Records of all materials relating to the grievance process will be kept securely, only for as long as necessary and in line with data protection law, our privacy notices and record retention schedule.

10. Monitoring arrangements

This policy will usually be reviewed every year, but can be revised as needed. It will be reviewed by the Executive Principal.

This policy will be approved by the governing board.

11. Links with other policies

This policy links with our policies on:

- Staff Disciplinary Procedure Policy
- School Complaints Policy, which sets out how grievances will be raised by those not employed by the school