

Grievance Policy

Date of Issue: 1 February 2017

The Grievance Procedure policy has been updated to ensure *that it complies with relevant legislation and best practice*.

The purpose of this policy is to ensure that grievances are dealt with promptly in a fair and supportive manner.

The following is a summary of the main amendments to the previous policy:

Amendment	Section(s) affected
The policy now incorporates complaints of bullying and harassment (this was previously a separate policy).	1.2
Insertion of anti harassment statement	Annex 1
Addition to paragraph stating that the case can be referred to the disciplinary policy following the informal stage, if sufficiently serious.	3.7
Insertion of information regarding mediation.	4.9
New section about collective grievances	Section7

There are areas within this policy which require insertions specific to your school/academy:

Insertion required	Section(s) affected
None	

Where options/insertions are required the Governing Body is required to insert the appropriate option for within their school at the time of adoption.

This policy has been developed in consultation with the NUT, NASUWT, ATL, ASCL, NAHT, GMB, Unison and Unite.

Required actions:

Governing Bodies for Community, Community Special and Voluntary Controlled Schools are recommended to adopt this policy in line with Council decision.

Governing Bodies for Voluntary Aided, Foundation and Academy Schools are recommended to consider adopting this policy.

Where the policy is adopted **Headteachers** should ensure that staff are made aware of this policy and review current practices/process in schools to ensure the policy is embedded.

If you require any further information please contact your HR Consultant.