



Mission Statement

"A Caring Christian Family Where We Grow Together"

STAFF DISCIPLINE POLICY

Effective Date: 01/04/2017

Review Date: June 2021

Review Date	Signed Head Teacher	Signed Director RCSAT
05/09/2018		
20/09/2019		

Persons Responsible for Policy:	Executive Headteacher RCSAT
Approval Date	01/04/2017
Signed:	Director RCSAT
Signed:	Executive Headteacher RCSAT



1 **Introduction**

- 1.1 This disciplinary policy is aligned to the Education HR Policy October 2016, developed by Cheshire East Council and is recommended to all Community and Voluntary Controlled , Voluntary Aided Foundation schools and Academies who buy back the Education HR Consultancy Package through ChESS.
- 1.2 The policy will apply in all cases of alleged misconduct and gross misconduct. It will not apply to:
- issues related to alleged capability, except where it is considered to be a wilful refusal by the employee to carry out their duties
 - support staff within their probation period.
- 1.3 This policy aims to provide a framework which enables managers/Principals to deal with breaches of discipline.
- 1.4 This policy aims to ensure that all employees are aware of the standards required of them and the procedures which may be applied where there are concerns.

2. **Implementation**

- 2.1 The Governing Body has delegated the responsibility for the implementation of this policy through