



Mission Statement

"A Caring Christian Family Where We Grow Together"

GRIEVANCE POLICY

Effective Date: 01/04/2017

Review Date: June 2021

| Review Date | Signed Head Teacher | Signed Director RCSAT |
|--------------------|----------------------------|------------------------------|
| 06/09/2018 | | |
| 20/09/2019 | | |
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| Persons Responsible for Policy: | Executive Headteacher RCSAT |
| Approval Date | 01/04/2017 |
| Signed: | Director RCSAT |
| Signed: | Executive Headteacher RCSAT |



1. Scope

- 1.1. This Policy is recommended to all Community and Voluntary Controlled, Voluntary Aided, Foundation schools and Academies who buy back the Education HR Consultancy Package through [ChESS](#).

2. Legal Position

- 2.1. New grievance standards came into force from March 2015 under the ACAS Code of Practice on Disciplinary and Grievance Procedures which has repealed the Employment Act 2008 (Dispute Resolution Regulations). This policy has been amended to reflect the change in legislation and to allow employers and managers to deal with grievances fairly, consistently and promptly.

3. Implementation

- 3.1. The Governing Body has delegated the responsibility for the implementation of this policy through written procedures to the Executive Headteacher and named staff.

4. Review

- 4.1. The governing body reviews this policy every two years.
- 4.2. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.