



### Mission Statement

*"A Caring Christian Family Where We Grow Together"*

## GRIEVANCE POLICY

**Effective Date:** 01/04/2017

**Review Date:** June 2025 Biennial

Review Date	Signed Head Teacher	Signed Director RCSAT
06/09/2018		
20/09/2019		
11/05/2021		
01/06/2023		

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.

## 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came into force from March 2015 under the ACAS Code of Practice on Disciplinary and Grievance Procedures which has repealed the Employment Act 2008 (Dispute Resolution Regulations).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 Board of Trustees 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 Board of Trustees 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 Board of Trustees receives recommendations on how the policy might be improved.