



Trinity Multi Academy Trust

Policy:	Grievance Policy
Date or review:	September 2022
Date of next review:	September 2023
Lead professional:	Head of HR
Status:	Statutory

1. Purpose of policy and guiding principles

- 1.1. The purpose of the grievance policy is to resolve any grievances at the earliest possible stage and set out a formal process to address complaints and issues, should an informal route not be successful or appropriate.
- 1.2. Staff grievances can arise from a variety of sources. They can arise amongst members of staff, about or from leaders and managers, or by or about the Principal. They can be of a relatively simple nature or of fundamental importance. This policy sets out the procedures to be followed in situations where an employee, including a Principal, has a grievance. This procedure is intended to:
 - give clear guidance to all concerned in grievance situations
 - enable grievances to be resolved as efficiently and quickly as possible
 - minimise the prospect of damage to working relationships
 - set out a formal process that can be followed where the informal approach is either inappropriate or has been tried and failed.
- 1.3. All staff should be aware of the policy and wherever possible, should work towards informal resolution and support as much as possible.
- 1.4. Grievance processes should be simple and rapid in their operation. However, it should also recognise that complex grievance matters can take some time to investigate thoroughly and make provision for the extension of stated time limits by mutual agreement.
- 1.5. Grievances may be about terms and conditions of employment, relationships at work or the behaviour of others at an academy towards them, working practices, health and safety, organisational change or equal opportunities. Some grievances are minor or straightforward while others may be difficult to resolve or concern fundamental issues related to statutory or contractual rights. The principle underlying this policy is that grievances should be dealt with as close to their source and as informally as circumstances permit, and that the level of formality used in resolving the grievance should reflect the gravity of the issue.
- 1.6. This policy applies to all employees of the trust, whether teaching or support staff, including those employed on a fixed term basis. Where 'Principal' has been used, for employees in trust roles this would be the CEO, and the role of Governors would be fulfilled by Directors.

2. Links with other policies and legislation

- 2.1. The trust has a Dignity at Work policy which details how the trust will manage concerns relating to bullying and harassment, that may be more appropriate for some situations.
- 2.2. The trust has a Whistleblowing policy which may be more appropriate in some circumstances.
- 2.3. This policy is underpinned by ACAS guidance and relevant UK employment legislation.
- 2.4. The grievance policy is entirely separate from the discipline, sickness absence and capability policies. The rights of employees under the grievance policy shall not be excluded by actions taken or proposed to be taken, under other policies.
- 2.5. The following are, however, excluded from the application of the policy:
 - appeal rights under the disciplinary, sickness absence or capability policies, all of which are covered within the corresponding policy
 - appeals related to a pension scheme
 - performance management and pay progression outcomes (these are covered in the Performance Management policy)
 - Income tax, National Insurance and similar matters, which are outside the scope of the employer.

3. Consultation

- 3.1. This policy has been developed in consultation with recognised Trade Unions.
- 3.2. The policy was approved by the Board of Directors after consultation with the recognised Trade Unions.

4. Grievance process – general principles

- 4.1. A grievance is an issue that gives rise to complaint against the decision, or action of, another member of staff, the Principal, individual Governor(s), or the Governing Body. A grievance can be raised verbally or in writing.
- 4.2. A grievance may be raised by an individual or by more than one employee. Where a grievance is being raised by more than one employee this is referred to as a collective grievance. Specific details of collective grievances are covered in section 7.
- 4.3. This policy contains informal and formal stages. Employees and their representatives are urged to make every reasonable attempt to resolve a grievance informally before using the formal part of the policy.
- 4.4. All documentation and discussions at meetings within the grievance policy are to be treated as confidential.
- 4.5. Each member of staff involved will be given a copy of the trust's policy.
- 4.6. An employee has the right to be accompanied by a work colleague or representative of a trade union at any meeting convened under this policy. This extends to those raising the grievance, and those about whom the grievance may be about.
- 4.7. With the exception of a grievance against the Principal or Governing Body itself, Governors are not usually involved prior to the formal stage of a grievance.
- 4.8. Within all stages of the process an employee must consider what resolution or outcomes they are seeking through the grievance process.
- 4.9. If the complaint is set out in a resignation letter the general principles of grievance resolution must still be followed.
- 4.10. Where a grievance is submitted by an ex-employee this will be reviewed by the Head of HR and/or Chief Operating Officer to determine the appropriate action that should be taken and whether concerns raised should be considered in accordance with the grievance policy or another policy such as the Complaints Policy.
- 4.11. Advice on the policy can be sought by any employee, at any time, from a member of the HR team, or other appropriate senior leader.
- 4.12. Where an employee raises a grievance during a disciplinary process, the disciplinary process may be temporarily suspended in order to deal with the grievance. Where the grievance and disciplinary cases are related it may be appropriate to deal with both issues concurrently. In these cases, advice should be sought from HR.

5. Grievance process – informal stage

- 5.1. If a member of staff has a grievance with a colleague, where they feel able to do so, they should endeavour to resolve the matter by direct approach to that colleague, or arranging a meeting through their line manager or other appropriate senior colleague. Where the grievance is about the Principal, the Chair of Governors could take the place of manager or senior colleague.
- 5.2. In order to try and resolve the grievance at the earliest possible stage it is appropriate for the employee to seek assistance from their line manager or other appropriate senior leaders, including the Principal, or Chair of Governors (where the grievance is against the Principal). This is still considered to be within the informal stage.
- 5.3. Where a member of staff requests a meeting with their line manager, senior leader or Chair of Governors, regarding a potential grievance issue, it should normally take place within 5 working days of the request being made. Extensions of the timescales can be made but should be by mutual agreement.
- 5.4. The line manager or senior leader should seek to resolve the problem in consultation with the other employee(s) concerned which may include facilitating discussions and meetings between employees, unless there are exceptional circumstances. The line manager may wish to ask for advice from their SLG link and/or HR. The Principal may also, by agreement with the employee raising the grievance, consult the Governing Body.
- 5.5. If appropriate, and again by agreement of the parties involved, the Principal (or Chair of Governors where the Principal is the subject of the grievance) may arrange for mediation (which will be delivered by either internally fully trained and appropriate trust employees (generally a

senior or middle leader) or via an outside agency). Both parties must agree on the choice of mediator. For external mediation, arrangements should be made by the central HR team.

- 5.6. During mediation each party has a right to be accompanied by a colleague or representative of his/her trade union. Any such meeting should normally take place within 5 working days of the agreement to participate in mediation.
- 5.7. Every attempt should be made by those involved to resolve a grievance at an early stage and through normal line management processes. Only when these have been unsuccessful should the formal process be followed. It is also in the best interests of everyone if grievances are dealt with as soon as possible and not allowed to become aggravated.
- 5.8. If the employee is dissatisfied with the outcome of the informal stage or regards the complaint as sufficiently serious, he or she may proceed straight to the formal stage. However, if the employee raises unrelated grievances at a later stage in the process these will usually be referred back to the informal stage of the process but will be dependent on the nature and seriousness of the additional concerns raised.

6. Grievance process – formal stage

- 6.1. At this stage the matter is so serious that informal resolution is not appropriate, or informal resolution has been unsuccessful. The employee is required to submit, in writing, their grievance to the Principal (or Chair of Governors if the Principal is the subject of the complaint).
- 6.2. This formal notice must set out the details of the grievance, what steps have been taken so far and what resolution is sought. It should be accompanied by any supporting documentation.
- 6.3. On receipt of the written grievance the Principal should arrange for a formal grievance meeting to be arranged. Dependent on the nature of the grievance being raised, the Principal may delegate the chairing of this meeting to another suitable senior leader, therefore ensuring they are free to be involved in any further stages of this policy.
- 6.4. The details of the meeting should be confirmed within 5 days of receipt of the formal grievance and the employee should be given reasonable notice of this meeting, usually 10 working days.
- 6.5. The employee will have the right to be accompanied to the meeting by a trade union representative or a work colleague.
- 6.6. A HR colleague may also be in attendance to provide guidance and take notes.
- 6.7. The meeting with the employee is to consider their written statement and the resolution that is being sought. It may be necessary to adjourn this meeting to seek further information or advice.
- 6.8. The chair of the grievance may choose to conduct further research and interviews. Any information or documents from the previous informal stage may be used in this investigation to ensure that a full and impartial investigation is undertaken. The chair is responsible for undertaking any required investigation in a fair and reasonable manner.
- 6.9. The aggrieved member of staff must be provided with a written response as soon as possible, but at the latest, within 10 working days of grievance meeting. This period may be extended by mutual agreement, but such an extension should always be the exception rather than the rule.
- 6.10. It is advisable to meet with the employee to communicate the decision, prior to responding in writing.
- 6.11. If the member of staff raising the grievance is dissatisfied with the response, the grievance remains unresolved or no response is given within a reasonable timeframe, then the member of staff is entitled to appeal. Should the grievance not be upheld the employee is able to request all the investigation notes from the chair prior to submitting their appeal.

7. Collective Grievances

- 7.1 Where two or more employees share a concern, they may choose to raise a joint grievance. This is known as a collective grievance.
- 7.2 A trade union may also raise a collective grievance on behalf of their members.
- 7.3 As with individual grievances, wherever possible all attempts should be made to resolve collective grievances informally, as detailed in section 5.
- 7.4 Where attempts to resolve a collective grievance informally prove unsuccessful, or where the matter is so serious that informal resolution is not appropriate, a collective grievance should be

raised formally. In such cases the collective agreement should be submitted in writing to Principal (or Chair of Governors if the Principal is the subject of the complaint).

- 7.5 The formal notice must set out the details of the grievance, what steps have been taken so far and what resolution is sought. It should be accompanied by any supporting documentation. The notice should the names of all employees who are raising the collective grievance and provide the name of one employee who will act as 'spokesperson' for all named employees. The spokesperson must be a trust employee.
- 7.6 The formal grievance process as detailed in section 6 will be followed, with the spokesperson being invited to attend the grievance meeting and represent their colleagues.
- 7.7 All employees named within the collective grievance notice should receive acknowledgement of the grievance and be provided with the details for the planned grievance hearing to which the spokesperson will attend.
- 7.8 All employees named within the collective grievance must be provided with the written response, and it is advisable for the chair to meet with the spokesperson to communicate the decision, prior to responding in writing.
- 7.9 If the employees who have raised the grievance are dissatisfied with the response, the grievance remains unresolved or no response is given within a reasonable timeframe, then employees are entitled to appeal. The appeal letter should detail the names of those employees that are wishing to appeal.
- 7.10 Where an appeal is submitted, the appeals process as detailed in section 8 will be followed. As with the grievance hearing, the spokesperson will be invited to attend the appeal hearing but all involved must receive correspondence to acknowledge the appeal, provide details of the appeal hearing and be provided with appeal panel decision.

8 Appeal stage

- 8.1 Where a member of staff feels that their grievance has not been satisfactorily resolved they are able to appeal. An appeal must be submitted in writing, within 10 days of receiving a written response to their formal grievance.
- 8.2 An appeal will be considered by a panel of three representatives of the trust, none of whom have been involved in the issue previously. The trust may use leaders, Governors or Directors from across the trust to form an appeal panel. This is in the interests of impartiality.
- 8.3 The chair of the grievance meeting will be asked to attend the appeal hearing.
- 8.4 A HR colleague may also be in attendance to provide guidance and take notes.
- 8.5 The details of the meeting should be confirmed within 10 days of receipt of the formal grievance and the employee should be given reasonable notice of this meeting, usually 10 working days. The employee should be advised that they are able to submit written documentation or names of witnesses which they feel to be relevant to their grievance. This information needs to be received at least 5 days before the hearing is scheduled to take place to allow the panel sufficient time to review and consider.
- 8.6 The employee will have the right to be accompanied to the meeting by a trade union representative or a work colleague.
- 8.7 The process for the meeting itself will involve:
 - the employee (or their representative) presenting their grievance. The panel then have the opportunity to question the employee and clarify information.
 - The chair of the grievance meeting will then present their finding from the grievance meeting and any subsequent investigations and will then be questioned by the panel.
 - The meeting will be adjourned to allow the appeal panel to consider the information.
- 8.8 The panel will make a decision and communicate this in writing, within 10 days of the meeting. Ideally the decision should be communicated verbally as soon as possible.
- 8.9 This is the final stage of the internal grievance procedure.

9 Roles and responsibilities

- 9.3 The role of the CEO/Principal

- The role of CEO is to ensure that this policy is applied fairly and consistently across the trust
- The CEO will ensure that this policy is available to the Board of Directors to review and monitor
- The role of Principal is to ensure that this policy is applied fairly and consistently across their academy
- The Principal will ensure that this policy is available to the Board of Directors to review and monitor
- The Principal will delegate roles appropriately to senior leaders, ensuring that training is provided for all those who have responsibility for handling grievance matters.

9.4 The role of the Board of Directors and Governors

- The Board of Directors and Governors will ensure that employees are aware of the grievance policy and procedures and make them readily available
- Familiarise themselves with the policy and processes, so that employees are confident that grievances will be heard in a fair and orderly manner
- Apply the relevant stages of the policy and comply with the statutory requirements
- Appoint a governor to deal with cases where the grievance is against the Principal
- Act as a member of a panel to hear appeals at the appeal stage. This will not include a governor who has had prior involvement in a particular case.

9.5 The role of the employee/other staff

- HR is responsible for providing advice and guidance within this policy and employment case law.
- HR will also ensure that full and accurate records are kept of all investigations and formal meetings, and they can be made available, when necessary
- All staff have a responsibility to meet the requirements of this policy, and seek to resolve grievances at the earliest possible stage.