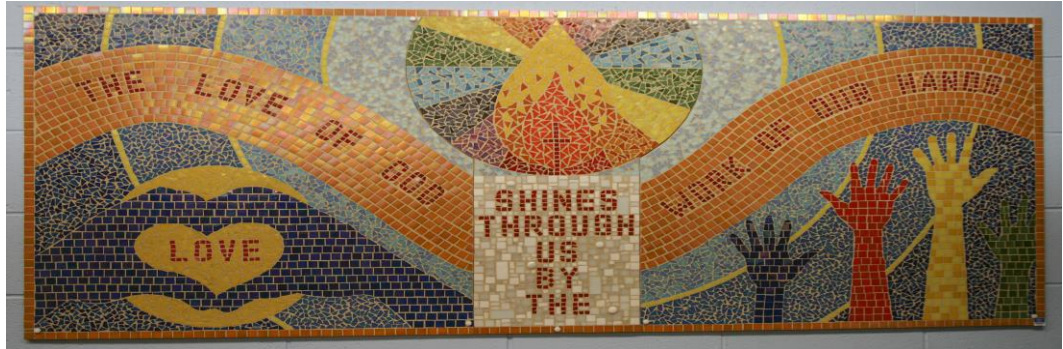




# Norley CE Primary School



## Grievance Policy

We are a church school where education is nourished through the teachings of Jesus Christ, enabling each child to fulfil their potential and which reflects our commitment to academic excellence.

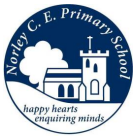
We want our children to celebrate and appreciate diversity, fostering qualities that encourage every child to have aspiration for a society in which every individual is cherished.

With our Christian belief at its heart, we work in partnership with each other, families, the church, the local and wider community to create a stimulating and caring environment, where everyone is welcomed, nurtured and empowered.

Christian values directly inspire and influence the children to recognise their self-worth and flourish, enabling them to make the right choices that will continue to shape their lives

*You are the light of the world. A city built on a hill cannot be hidden. No one after lighting a lamp puts it under the bushel basket, but on the lamp stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.*

(Matt. 5:14-16)



## Grievance Policy

### 1. Introduction

Norley CE Primary School actively seeks to promote a harmonious working environment and positive working relationships but acknowledges that there may be instances where employees may have problems or concerns about their work, working environment or working relationships that they may wish to raise and have considered.

### 2. Policy

Norley CE Primary School supports the right of employees to raise legitimate grievances and provides a mechanism for these to be dealt with fairly and speedily before they develop into major problems or potential collective disputes.

### 3. Aims/Principles

The Grievance Procedure may be used by an employee who has a grievance.

The Grievance Procedure may be used by a group of employees who have a grievance if they wish to pursue it collectively. A collective grievance is one which is submitted by a Trade Union on behalf of a group of employees specifically affected by a policy or practice within the school.

Grievances will be dealt with by the Head teacher or Chair of Governors. In Norley CE primary School the Headteacher may delegate this task to an appropriate line manager.

### 4. Scope/Application

The Grievance Policy and Procedure applies to all employees (teachers and support staff) of the school.

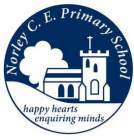
Where a member of staff has a grievance with an individual Governor or Governors which does not involve any other member of staff, it should be submitted to the Headteacher and will immediately be referred to a panel of the Governing Body appointed especially for the purpose, e.g Staffing Sub Committee.

### 5. Definitions

A grievance is 'a complaint by an employee about action which their employer has taken or is contemplating taking in relation to them'. Such grievances may relate to terms and conditions of employment, health & safety, relationships at work, new working practices, organisational change, etc. There are instances where recourse to the Grievance Procedure is not appropriate, these exclusions are outlined in the procedure.

### 6. Equality Act 2010

In accordance with its Public Sector Equality Duty, the Governing Body of Norley CE Primary School has given due regard to equality considerations in adopting this policy/procedure and is satisfied that its application will not impact adversely on members of staff who have a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) within the meaning of the Equality Act 2010.



<b>Grievance Policy</b>	
Review Frequency:	Annually or earlier if considered necessary
Reviewed by:	Full Governing Body
Head Teacher approval signature:	<i>Helen Kelly</i>
Head Teacher approval date:	
Chair of Governing Body approval signature:	<i>Paul Corbishley</i>
Chair of Governing Body approval date:	
Date of next review:	