

08.4 Grievances procedure

1. Introduction

1.1 The following procedure should be followed in order to settle all grievances concerning any employee(s) of Stock Pre-School.

2. Principles

2.1 The key objective of the procedure is to allow grievances to be settled quickly, fairly and at the lowest possible level (Pre-School Manager) within the Pre-School whilst allowing employees the opportunity to appeal to a higher level (Chair Person) if necessary.

2.2 The procedure covers all employed staff in the Pre-School who have a grievance.

2.3 It covers all matters which may become a source of grievance, excluding:

- Those concerned with disciplinary action unless the disciplinary action amounts to discrimination, or the action was not taken on the grounds of the employee's conduct or capability.
- Decisions on strategic business issues, which are taken by the trustees/directors/owner(s), but not excluding the operational impact of those decisions.

2.4 Employees are encouraged to raise concerns verbally with their manager prior to raising a formal grievance.

2.5 Employees are entitled to be accompanied at a grievance meeting and appeal, by a trade union representative or by a work colleague.

3. Procedure

3.1 The Pre-School's policy is to encourage free interchange and communication between the Pre-School Manager and the staff they manage. This ensures that questions and problems can be aired and resolved quickly and that grievances are settled informally.

4. Informal procedure

4.1 If an employee has a complaint about their individual circumstances at work, then they are entitled to raise a grievance. Employees are expected to discuss ordinary day-to-day issues

informally with their line manager through supervision meetings or if necessary request a separate meeting. Where this is not possible employees should raise their concerns verbally with the next level of management (Chair Person), prior to raising a formal grievance.

If after seeking to resolve concerns informally employees are not satisfied, then they should write to the early years setting, explaining their grievance.

5. Formal procedure

- 5.1 Employees must provide in writing, the nature of the alleged grievance and send the written complaint to their immediate manager.
- 5.2 Where the grievance is against the manager the matter should be raised with a more senior manager, i.e. The Chair Person
- 5.3 Normally within 5 working days of receiving a grievance, the manager will write to the employee, inviting them to attend a meeting where the alleged grievance can be discussed. The meeting should be scheduled to take place as soon as reasonably possible, and normally at least 48 hours notice of this meeting should be provided to the employee.
- 5.4 Employees are required to take all reasonable steps to attend the meeting. However, should, for a reasonably unforeseen reason, either the employee, their companions, or the manager be unable to attend the meeting, it must be rearranged.
- 5.5 Should an employee's companion be unable to attend then the employee should make contact within [5] days of the date of the letter to arrange an alternative date that falls within [10] days of the original date provided. These time limits may be extended by mutual agreement.
- 5.6 At the meeting the employee must inform the manager hearing the grievance what the basis for the complaint is.
- 5.7 After the final meeting, the manager hearing the grievance must write to the employee informing them about any decision and offering the right of appeal. This letter should be sent within [10] working days of the grievance meeting and should include the details of how to appeal.

- 5.8 Should the employee consider that the grievance has not been satisfactorily resolved, then they must set out their grounds of appeal in writing within [7] working days, of receipt of the decision letter, confirming that they wish to appeal against the decision or failure to make a decision.
- 5.9 Within [5] working days of receiving an appeal letter, the employee should be written to inviting her/him to attend an appeal hearing where the alleged grievance can be discussed. The appeal meeting should be scheduled to take place as soon as reasonably possible.
- 5.10 Employees are required to take all reasonable steps to attend the appeal hearing. However, should, for a reasonably unforeseen reason, either the employee, the line manger or their companions be unable to attend the meeting, it must be rearranged.
- 5.11 Should an employee's companion be unable to attend then the employee should make contact within [5] days of the date of the letter to arrange an alternative date that falls within [10] days of the original date provided. These time limits may be extended by mutual agreement.
- 5.12 After the appeal meeting, the appeal hearing manager (Usually the Chairperson, or in the case of a grievance where the Chairperson has been involved in the initial meeting then the Business Manager will be the appeal hearing manager) must write to the employee informing them of the employer's final decision. This letter should be sent within [10] working days of the appeal hearing.
- 5.13 This is the final stage of the procedure.