



Hull
City Council

Stepney Primary School



A Small School With Great Expectations

Grievance Policy

**Hull City Council
Workforce Strategy
Implementation Date: June 2005
Updated November 2006**

GRIEVANCE POLICY

INTRODUCTION

1. All employees have the right to express grievances relating to their employment.
2. The Council recognises the importance of establishing a mechanism by which individual employees can raise grievances so that disputes can be resolved at the earliest possible opportunity.

SCOPE

3. This Policy applies to all employees of the Council and includes former employees and those on fixed term contracts, except employees in schools with delegated powers. This Policy may be applied to teachers and non teaching staff in schools if adopted by the Governing Body.

POLICY OBJECTIVES

4. To foster good relations between employees, supervisors and managers by creating a channel for grievances to be heard and discourage the harbouring of grievances.
5. To provide employees with the right to raise grievances with senior management, where appropriate.

MONITORING AND REVIEW

6. All Heads of Service, managers and supervisors, are responsible for ensuring that the Grievance Policy and Procedure is followed for all employees. This includes monitoring of the Policy and its effectiveness within their Service Area and will ensure compliance with the Race Relations (Amendment) Act 2000 and any other relevant legislation.
7. The Policy should be read in conjunction with the associated Grievance Procedure and Guidelines.
8. This Policy and associated Procedure and Guidelines will be regularly monitored and reviewed to ensure they are working, clear, objective and consistently applied across all service areas of the Council. They will be amended to reflect changes in legislation and other Council Policies, following appropriate consultation.

[Grievance Procedure](#)

[Grievance Guidelines](#)