



STAFF GRIEVANCE POLICY



Our school vision is 'We Belong, Inspire, Succeed'. This reminds us daily that children need to feel safe and secure within the school community, have opportunities to inspire their interests and an enthusiasm for learning, as well as achieving success at all levels.

Grievances are defined as concerns, problems or complaints that employees raise with their managers. West Byfleet Infant School is committed to creating a working environment in which managers and employees can discuss problems or concerns openly and deal with them promptly and fairly. We do not tolerate any form of harassment, bullying, victimisation or discrimination. We aim to foster a positive workplace culture where negative behaviour is challenged and conflict is resolved.

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| Member of staff responsible | Headteacher |
| Date Policy Produced | Autumn 2020 |
| Policy agreed/last reviewed | Summer 2025 |
| Next review date | Summer 2026 |
| Other Related Policies | Whistleblowing Policy, Managing Allegations Policy, Staff Behaviour and Code of Conduct |
| Is it a Statutory Policy? | Yes |
| Does it need Governor approval? | Yes - FGB |

