

Grievance procedure

1. ABOUT THIS PROCEDURE

1.1 Most grievances can be resolved quickly and informally through discussion with the Incumbent of the Benefice of St George and St John Newbury ("the Incumbent"). If this does not resolve the problem you should initiate the formal procedure set out below.

1.2 This procedure applies to all employees regardless of length of service. It does not apply to agency workers or self-employed contractors.

1.3 This procedure does not form part of any employee's contract of employment. It may be amended at any time and we may depart from it depending on the circumstances of any case.

2. STEP 1: WRITTEN GRIEVANCE

2.1 You should put your grievance in writing and submit it to the Incumbent. If your grievance concerns the Incumbent you may submit it to one of the Church Wardens of St George's ("Church Wardens").

2.2 The written grievance should set out the nature of the complaint, including any relevant facts, dates, and names of individuals involved so that we can investigate it.

3. STEP 2: MEETING

3.1 We will arrange a Grievance Meeting, normally within one week of receiving your written grievance. You should make every effort to attend. Your written grievance will be considered by the Incumbent, however, if your grievance concerns the Incumbent your written grievance will be considered by one or both of the Church Wardens.

3.2 You may bring a companion to the Grievance Meeting if you notify us in advance and tell us the name of your chosen companion. The companion may be a friend or family member or a trade union representative or a colleague, who will be allowed reasonable paid time off from duties to act as your companion.

3.3 If you or your companion cannot attend at the time specified you should let us know as soon as possible and we will try, within reason, to agree an alternative time.

3.4 We may adjourn the meeting if we need to carry out further investigations, after which the meeting will usually be reconvened.

3.5 We will write to you, usually within one week of the Grievance Meeting or the reconvened meeting if the initial Grievance Meeting is adjourned, to notify you of our decision and advise you of any further action that we intend to take to resolve the grievance. We will also advise you of your right of appeal.

4. STEP 3: APPEALS

4.1 If the grievance has not been resolved to your satisfaction you may appeal in writing to the Standing Committee of the Parochial Church Council of the Ecclesiastical Parish of St George the Martyr, Newbury ("the Standing Committee"), stating your full grounds of appeal, within two weeks of the date on which the decision was sent or given to you.

4.2 We will hold an appeal meeting, normally within two weeks of receiving the appeal. This will be dealt with impartially by the Standing Committee, excluding any member of the Standing Committee who has already been involved in Step 1 or Step 2 above and also excluding the Incumbent if your grievance concerns the Incumbent. You will have a right to bring a companion (on the same basis as is set out in Paragraph 3.2 above).

4.3 We will confirm our final decision in writing, usually within one week of the appeal hearing. There is no further right of appeal.

END OF DOCUMENT
