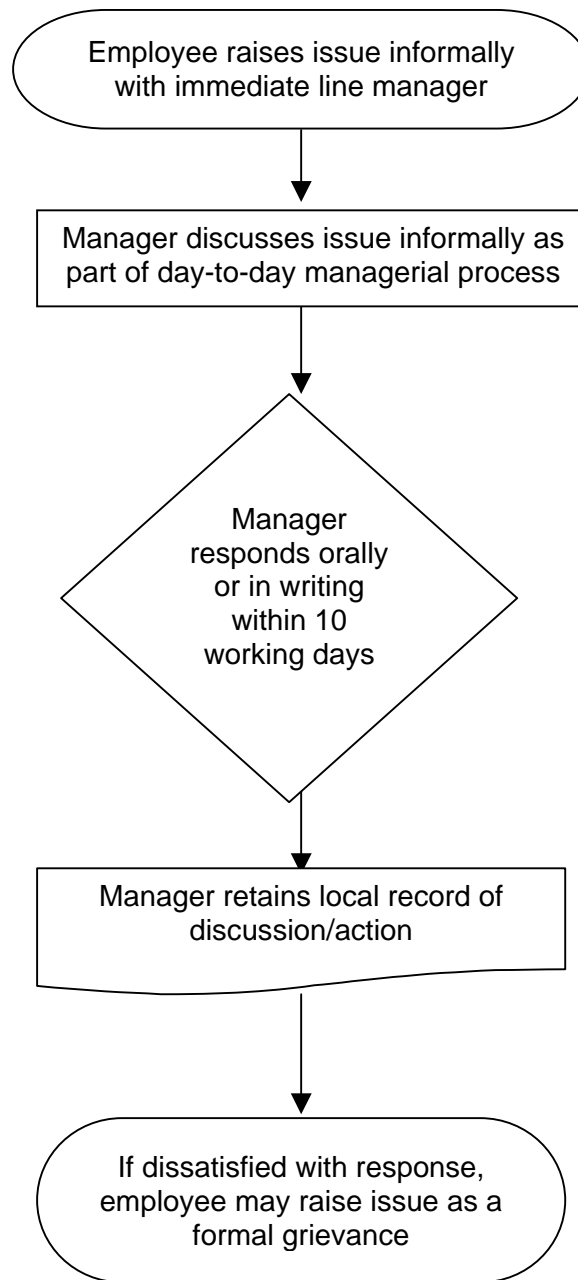


Grievance Policy and Procedure guidance flowcharts

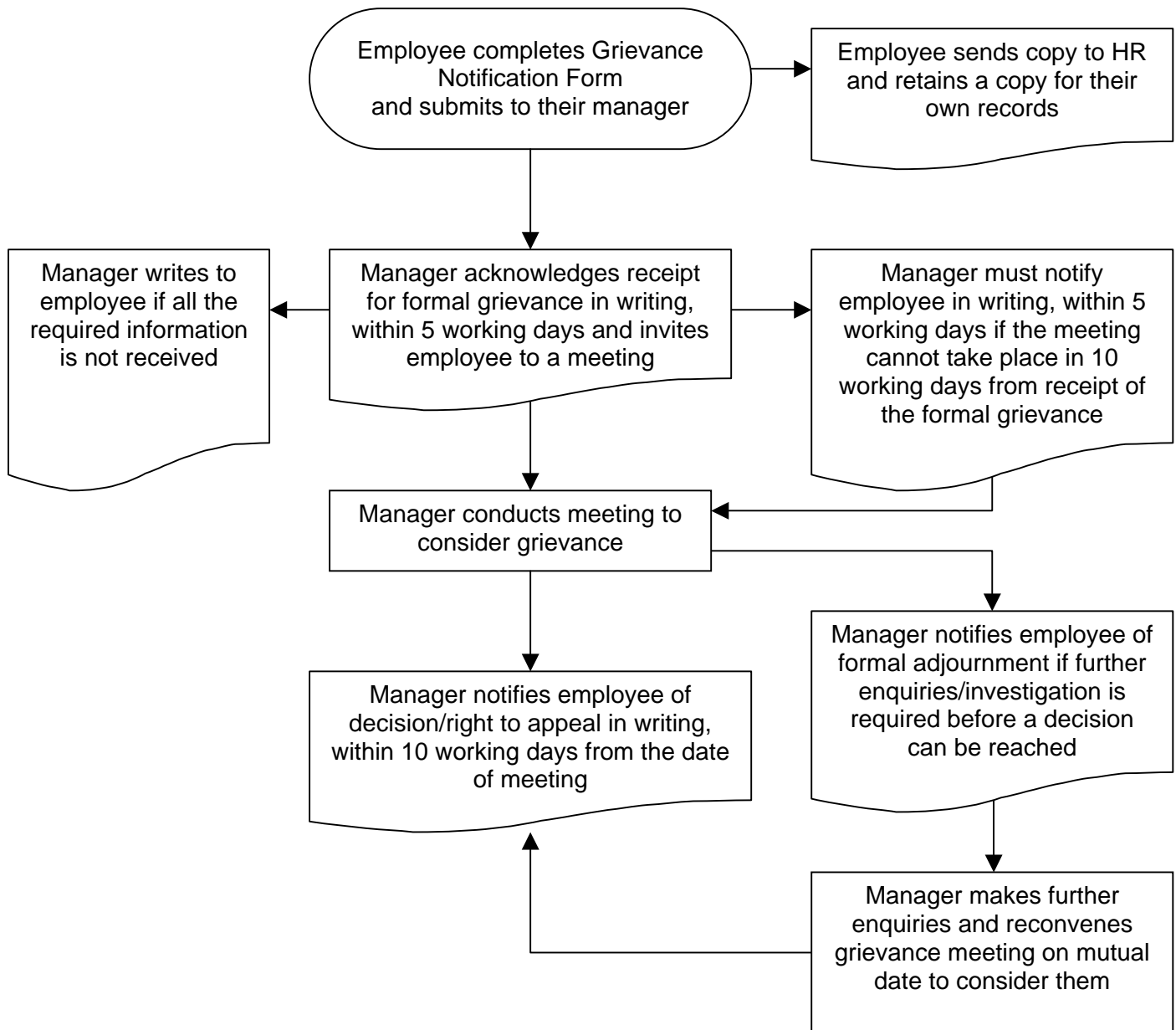
Informal approach



Grievance Policy and Procedure guidance flowcharts

Formal Grievance Procedure

Stage 1 – Raising a formal grievance



Grievance Policy and Procedure guidance flowcharts

Formal Grievance Procedure

Stage 2 – Appeal against a decision at Stage 1

