



### Mission Statement

“A Caring Christian Family Where We Grow Together”

## STAFF DISCIPLINE POLICY

**Effective Date:** 01/04/2017

**Review Date:** June 2025 Biennial

Review Date	Signed Head Teacher	Signed Director RCSAT
05/09/2018	<i>J. L. J. J. J.</i>	<i>P. B. B. B.</i>
20/09/2019	<i>J. L. J. J. J.</i>	<i>P. B. B. B.</i>
11/05/2021	<i>J. M. Badger</i>	<i>P. B. B. B.</i>
01/06/2023	<i>J. M. Badger</i>	<i>P. B. B. B.</i>

Persons Responsible for Policy:	Executive Headteacher RCSAT
Approval Date	01/04/2017
Signed:	Director RCSAT
Signed:	Executive Headteacher RCSAT



## **1** **Introduction**

- 1.1 This disciplinary policy is aligned to the Education HR Policy October 2016, developed by Cheshire East Council and is recommended to all Community and Voluntary Controlled, Voluntary Aided Foundation schools and Academies .
- 1.2 The policy will apply in all cases of alleged misconduct and gross misconduct. It will not apply to:
  - issues related to alleged capability, except where it is considered to be a wilful refusal by the employee to carry out their duties
  - support staff within their probation period.
- 1.3 This policy aims to provide a framework which enables managers/Principals to deal with breaches of discipline.
- 1.4 This policy aims to ensure that all employees are aware of the standards required of them and the procedures which may be applied where there are concerns.

## **2.** **Implementation**

- 2.1 The Board of Trustees has delegated the responsibility for the implementation of this policy through written procedures to the Executive Headteacher and named staff.

