

## Best Theatre Arts - Grievance Policy

A grievance is a problem or concern that you have which may relate to your work as a Partner on behalf of Best, your teaching environment or your team relationships. It may also relate to certain disciplinary action which Best has taken or is proposing to take against you, particularly warnings.

It is accepted and recognised by Best Partners that we are a small Partnership, and that most problems that are encountered can be resolved informally between the Partner and the School Principal. Therefore the first stage in dealing with most problems is to book a meeting with them and talk about it. Dealing with problems in this way can often lead to a quick resolution, as the School Principal may be able to resolve the matter directly.

Sometimes you may not be able to resolve your grievance informally or the matter may directly concern your immediate School Principal and you may not feel that it is appropriate to raise it with them. In these circumstances you should raise the matter in writing with the Principal Partners. You are likely to find it helpful to raise any grievance as soon as possible after the event giving rise to your grievance. A meeting will then be arranged to discuss the matter as soon as possible.

Best recognises that it is a competitive market, and that should the matter fail to be resolved to the Partner's satisfaction, the Partner may seek alternative bookings elsewhere. The Partner in return recognises that in a small Partnership there is a limit to the number of grievance steps that productively can be taken.

At any stage of the grievance procedure you may be accompanied at meetings by someone of your choice. At each stage of the process records will be kept detailing any evidence collected, interviews conducted and decisions made.



@besttheatrearts



besttheatrearts.com



info@besttheatrearts.org.uk



01727 759634

