



## **Inclusive Church: Disciplinary and Grievance Policy**

1. In any situation where there is a need to address an issue of discipline or grievance, Inclusive Church will use the advice and procedures set out in the ACAS code of practice (2017).
2. It is accepted that where the code refers to workers or employees, in the context of IC this includes employees, volunteers and trustees.
3. Whenever it is necessary to consider using the disciplinary and grievance policy, those involved will be guided by the Christian principles of love, redemption and forgiveness, and will seek a just solution for all the parties involved.
4. Those involved in exercising this policy will also consider involving independent investigators and adjudicators where appropriate.

**Approved at trustees meeting 20.6.17**