

#### **EX41. Referral from Corporate Partnership Forum**

The Executive considered a report by the Director of Corporate and Housing Services seeking approval to changes to policies which were considered by the Corporate Partnership Forum on 7 August 2019.

The Capability and Discipline Policies had been updated to take account of the reducing numbers of Chief Officers which would allow capability and disciplinary hearings to be chaired by Service Managers/Head Teachers.

The Grievance Policy had been updated to provide explanation of what a competent grievance may be and highlighted a process for dealing with cases that may not fall within the criteria. Having taken account of the reducing number of Chief Officers, grievance appeals would be able to be heard/chaired by Service Managers/Head Teachers.

The Job Evaluation Policy had been reformatted and provided additional support and information on the process. The approval levels had been amended to provide Directors with accountability for grading outcomes. The timescales had been made clearer along with confirmation of the spinal column point applied for re-grading.

#### **Decision**

**The Executive approved the immediate implementation of changes to the Capability and Discipline policies, the Grievance policy and the Job Evaluation policy.**