

## SUGGESTED APPENDIX TO DISCIPLINARY, REDUNDANCY AND GRIEVANCE POLICY

### **Persons appointed to consider and determine review**

Where a request for a review is instituted under Part IV of Statute, a review panel will be appointed to consider the claim and shall comprise:

- One lay member of Council, who shall Chair the review panel;
- Two Professorial members of Senate

One member of the review panel will be drawn from the same Faculty as the member of staff making the request.

A member of HR will support the review panel and will advise on procedure.

### **Procedure**

The academic member of staff, must serve on the Director, People Group a request for a review of whether Statute Part II (1) (a) has been infringed by completing the template attached at [insert template] within 14 calendar days of notification of the commencement of formal disciplinary, redundancy or grievance proceedings.

The remit of the review panel will be to consider the grounds of the assertion that Statute Part II (1)(a) is invoked.

The review panel will conduct their review by correspondence, unless they deem it appropriate to do so otherwise.

The review panel reserves the right to seek information from third parties, for example, external experts in the field, where it is deemed necessary.

A reasoned decision shall be issued in writing by the review panel to the member of staff as soon as is reasonably practicable.

### **Decision of the review panel**

The Review Panel may determine either that:

- i. The formal disciplinary, grievance or redundancy proceedings originally arose from or sought to restrict the member of staff's exercise of academic freedom; or
- ii. The complaint that academic freedom was infringed or an attempt had been made to infringe that freedom was unfounded.

Should the Review Panel find that the disciplinary/redundancy/grievance action arose from or sought to restrict the member of staff's exercise of academic freedom, all formal proceedings against the member of staff in that respect will be withdrawn and no record will be kept on the member of staff's personal file.

Should the Review Panel find that the claim that academic freedom had been infringed was unfounded, the original disciplinary/redundancy/grievance proceedings will resume.

The decision of the Review Panel will be final.