ANDOVER TOWN COUNCIL

Grievance Policy 2026 – update sheet

Key Updates from 2019 Version

- Fully aligned with ACAS Code procedural stages
- Clearer roles for councillors vs officers (important post-Ledbury case practice)
- Inclusion of:
    - Right to accompaniment
    - Formal appeal structure
    - Investigation standards
- Reflects Employment Rights Act 2025 developments (e.g. harassment reporting protections)
- Strengthened governance fit for town council structure