

Appealing a disciplinary or grievance

What an appeal is

An appeal is used to review whether a decision that's been made should be overturned or changed.

Your employer should offer you the right of appeal. This is so you can raise an appeal if you feel:

- your [disciplinary outcome](#) is too severe
- your [grievance outcome](#) is wrong
- any part of your disciplinary or grievance procedure was wrong or unfair
- you've been [dismissed for an unfair reason](#)
- you have new evidence to show

If you appeal, your employer needs to look at your case again to see if:

- the procedure was followed in a fair way
- the outcome was fair

They should:

- hear your appeal
- carry out another [investigation](#), if necessary
- see if a different outcome is appropriate
- provide the final outcome in writing as soon as possible

The right of appeal and the law

The [Acas Code of Practice on disciplinary and grievance](#) says that employees should be given the right to appeal a disciplinary or grievance outcome.

If an employer does not give the opportunity to appeal, this could be counted against them if the case goes to employment tribunal.

Your organisation should have a policy or guidelines you can follow for appeals. If not, you should follow [the Acas Code](#) and this guide.

You can also speak with your trade union, if you have one, to get advice and support.