acas working for everyone

Acas
11th Floor
14 Westfield Avenue
Stratford
London
E20 1HZ

Anna Crawford
Assistant Coroner for Surrey
Surrey Coroner's Office
Station Approach
Woking, GU22 7AP

02 October 2026

Dear Anna

RESPONSE TO THE REPORT TO PREVENT FUTURE DEATHS

CORONER'S REF / INQUEST INTO THE DEATH OF: Chloe Olivia Moffat (d.o.b. 1998 – d.o.d. 20 May 2025)

I was deeply saddened to hear of the death of Chloe Moffat. On behalf of Acas, I offer our condolences to all of those mourning this loss and we extend our deepest sympathies to Chloe's family, friends, and colleagues.

Thank you for bringing the matters set out in your Regulation 28 Report dated 12 August 2026 to the attention of Acas. I am very grateful to you for setting out so clearly the issues which are very helpful and timely for Acas as we are currently consulting on changes to our statutory Code of Practice on disciplinary and grievance procedures.

As you know, Acas is a statutory, non-departmental public body with a duty to promote the improvement of industrial relations in Great Britain. One way in which we fulfil this duty is by issuing guidance for workers, employers, and representatives on handling concerns at work. This includes Codes of Practice issued under the Trade Union and Labour Relations (Consolidation) Act 1992. Should an employer-worker dispute reach an employment tribunal, the tribunal must take into account any Acas Code relevant to the matter before it.

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Our consultation on the Code of Practice on disciplinary and grievance procedures closed on 23 September 2026, and we are now carefully considering the responses received. We expect an updated Code to take effect in 2027. A key issue in our consultation is the extent to which informal discussions between employer and worker can better and more quickly resolve disputes, which is what our research suggests.

However, it is important that even during informal discussions appropriate safeguards are in place where necessary. We will therefore have the lessons from Chloe Moffat's tragic case in mind when considering the responses to our consultation and when drafting the final version of the Code. Both the Code and associated non-statutory guidance can support the safeguarding of workers throughout disciplinary and grievance processes.

Yours sincerely,

[redacted]

[redacted]
Chief Executive