



Yes we can

COMPLAINTS PROCEDURE POLICY

Spring 2017

The Governors and the Headteacher are committed to providing the best educational experience they can for all pupils attending this school. They recognise the value to all concerned of dealing fairly, speedily and effectively with any complaint against their decisions, actions or omissions, which a pupil or parent or other aggrieved person may have. To this end, they have adopted the underlying principles and procedures set out in this document.

Purpose: To establish a procedure for dealing with complaints relating to schools and community services as required by section 29(1) (a) of the Education Act 2002

The Act

Section 29 of the Education Act 2002 requires that:

- (1) **The Governors of a maintained school (including a maintained nursery school) shall –**
 - (a) **establish procedures for dealing with all complaints relating to the school or to the provision of facilities or services under section 27, other than complaints failing to be dealt with in accordance with any procedures required to be established in relation to the school by virtue of a statutory provision other than this section, and**
 - (b) **publicise the procedures so established.**
- (2) **In establishing or publicising procedures under subsection (1), the Governors shall have regard to any guidance given from time to time (in relation to England) by the Secretary of State.**

Section 39 of the Education Act 2002 provides the following:

“maintained school” means a community, foundation or voluntary school, a community or foundation special school or a maintained nursery school;

“maintained nursery school” means a nursery school which is maintained by a local education authority and is not a special school;

Scope: All matters relating to actions of staff and application of school procedures where they affect the individual pupils concerned, except matters relating to;

- admissions to schools
- exclusions
- special education provision
- school re-organisation
- matters concerning the curriculum under Section 19 and 23 of the Education Reform Act 1988
- child protection
- public examinations
- school records on individual pupils

General Principles

- The procedure is designed to ensure that wherever possible, an informal resolution is attempted
- All stages of the complaints procedure should be investigatory rather than adversarial
- To allow for a proper investigation, complaints should be brought to the attention of the school as soon as possible. Any matter raised more than 3 months after the event being complained of will not be considered, save in exceptional circumstances.
- All complaints will be treated as confidential. Only those individuals concerned with investigating the complaint will have access to the file. No information regarding the investigation will be made available publicly unless required by law.

Definition of a complaint

A complaint is a clear expression of dissatisfaction, however made, by a person or persons with a legitimate interest in the school (but not being employed at the school or on the GOVERNOR'S) about the standard of teaching, the conduct, actions, or lack of action, of members of the teaching or non teaching staff employed at the school and anybody else working under the direction of the Headteacher, which affects an individual or group.

Complaints about persons outside of the school will initially be dealt with by the Headteacher as site manager and be referred to the appropriate authority.

Anonymous complaints

There is no duty for Headteachers or the Governors to pursue anonymous complaints because there is no named complainant to respond to. However, if such complaints allege or imply a serious matter that may be to the detriment of the school, then it will be at the Headteacher's discretion to consider whether a case needs further investigation or not. Further investigation may be carried out in exceptional circumstances such as child protection issues or bullying allegations, where the school would involve appropriate external agencies.

Vexatious Complaints

There will be occasions when, on proper investigation a complaint is deemed to be unfounded, malicious or vexatious or when despite all stages of the procedure having been followed the complainant remains dissatisfied and wishes to reopen the same issue. In these circumstances the Chair of the GOVERNOR'S will inform the complainant in writing that the procedure has been exhausted and that the matter is closed.

Stage 1 – Informal Stage

Complaints are best resolved by approaching the individual direct. A local resolution is generally much quicker and less formal.

The complainant is normally expected to arrange to communicate directly with the member of staff concerned. This may be by letter, by telephone or in person by appointment. Many concerns can be resolved during an informal meeting by simple clarification or the provision of information and it is anticipated that most complaints will be resolved by this informal stage

If the complainant is reluctant to do this, then a conciliation meeting with the Headteacher or their nominee will be arranged.

Note: Where the complaint concerns the Headteacher or the Governor's and cannot be satisfactorily resolved by the Headteacher/Governor's then a written complaint must be passed to the Chair of The Governor's to be dealt with as in stage 3 below. In these cases the Chair of The Governor's is advised to seek advice from the Head of Human Resources or his/her representative.

Where an incident has resulted in personal injury the Headteacher must inform the Chair of The Governor's and the Executive Director of Education through the normal procedures with particular reference to the child protection procedures if applicable. Where a complaint involves injury to a child, either by a member of staff or another child, the Headteacher, when investigating, must be careful about taking statements which could undermine any investigation by the police or social services. It is advisable in these circumstances to be guided by the school's Human Resources Manager.

Stage 2 – Formal Stage Complaints dealt with by the Headteacher

If the complaint is not resolved at the informal stage the complainant must put the complaint in writing and pass it to the Headteacher. A complaints form should be completed at this stage. The complaint should include details that might assist the investigation, such as names of potential witnesses, where they might be contacted, the subject of the complaint, his/her name and position (if known), what happened, i.e. the incidents with an account confined to the facts, dates, time and location of the incident, copies of relevant documents and any other relevant information.

The Headteacher will decide whether to delegate the investigation of the complaint to another member of staff or whether to undertake the investigation him/herself.

The Headteacher will ensure that a written acknowledgement is sent to the complainant within 5 working days of receiving the complaint. The acknowledgement will give a brief explanation of the school's complaints procedure and will give a target date for providing a response, which should normally be within 10 working days. If this target is not met a letter should be sent within the 10 working days explaining the reason for the delay and providing a revised target response date.

The person who is complained against should be informed and provided with the relevant details of the complaint so that he/she can answer the allegations and be made aware that an investigation is taking place. He/she should be invited to submit a written response, this should normally be within 7 working days.

The Headteacher will collect such other evidence, as he/she deems necessary. This may involve the Headteacher meeting with and interviewing the complainant, the subject of the complaint and any other witnesses to clarify the complaint. Where this involves an interview with a member of staff, who is the subject of the complaint, a work colleague or trade union representative may accompany that member of staff if they wish and that member of staff is entitled to 2 days notice of the interview. The Headteacher should obtain witness statements from all witness interviewed including the complainant and the subject of the complaint.

The Headteacher may wish to seek the advice or assistance of the school's Human Resources Manager at this stage.

When the investigation has been concluded all parties will be informed in writing of the outcome. This will include an outline of the complaint, the main findings of the investigation and the decision reached and where appropriate, what action the school is proposing to take to resolve the complaint. The

response should also inform the complainant that should they remain dissatisfied, they would have a right for their complaint to be reviewed by the Governor's.

Stage 3 – Formal Stage Complaints referred to the Governors

Where the complainant is dissatisfied with the outcome of the school's responses and wishes to pursue the complaint further, a written request stating this must be sent within 10 working days of receiving the response to the Chair of the Governor's for the complaint to be reviewed by the Governors.

Any such request must include a statement specifying any perceived failings in either procedure or decisions made. A request for a review that is based solely on dissatisfaction of the response/outcome decision will not normally be accepted.

An acknowledgement should be sent within 5 working days of receiving the request and should inform the complainant that a panel of three Governors members (not including the Headteacher or school staff Governor members) would be set up to review the complaint within 30 working days from the date of the acknowledgement.

The Chair of The Governor's will write and inform all appropriate parties of the date, time and place of the review meeting at least 5 working days in advance of it. Any relevant documentation relating to the complaint should also be issued to all parties at this time.

Complaints concerning Headteacher/ The Governor's- referred to the Chair

Where the complaint concerns a Headteacher or the Governor's (including the Chair of The Governor's) and has been directly addressed to the Chair of The Governor's, the matter should be referred to the Headteacher/The Governor's and a written response invited. The Chair or Headteacher will then respond to the complainant who if they are still dissatisfied can request that a panel of The Governor's review the complaint.

At this stage the complainant may also request that the Chair of The Governor's arranges a conciliation meeting with the Headteacher/ The Governor's.

Review Process

The review process will be carried out by a panel of 3 or 5 members of the Governor's. Written evidence is submitted in advance to all parties and verbal evidence will be given at the review meeting.

The meeting will be conducted in an informal manner with each party treating the other with respect and courtesy. The conduct of the meeting will be as follows:

- (i) The Chair of the panel will welcome the complainant, introduce the panel members and all other parties present and explain the procedure to be followed.
- (ii) The Chair of the panel will invite the complainant to explain the complaint.
- (iii) The panel members may question the complainant about the complaint and the reasons why it has been made.
- (iv) The Headteacher will be invited by the Chair to question the complainant.
- (v) The Headteacher will then be invited to make a statement in response to the complaint. The Headteacher, if s/he has not investigated the complaint, may call upon the investigator to be present at the hearing.
- (vi) The panel members may question the Headteacher or designated investigator about the response.
- (vii) The complainant will be invited by the Chair to question the Headteacher/investigator.
- (viii) Any party has the right to call witnesses subject to the approval of the complaints panel. The panel members, the Headteacher and the complainant have the right to question these witnesses.
- (ix) The complainant will be invited by the Chair to make a final statement.
- (x) The Headteacher or the designated investigator will be invited by the Chair to make a final statement.
- (xi) The Chair will explain to the complainant and the Headteacher/ Investigator that the panel will now consider their decision and a written decision will be sent to both parties within 10 working days. All parties will then be asked to leave the room except for the panel members. They may be asked to remain in the vicinity if the panel wish to recall them to further clarify any issue.

The Complaints Panel will then consider the complaint and all the evidence presented and:

- a) Reach a decision on the complaint and the reasons for it
- b) Decide upon the appropriate action to be taken to resolve the complaint.
(There may be instances where this involves recommending the use of the disciplinary or capability procedures)
- c) Where appropriate, suggest recommended changes to the school's systems or procedures to try to ensure that complaints of a similar nature are not made in the future and
- d) Provide a written response within 5 working days.

School Complaint Form

Please complete this form and return it to Headteacher / Clerk to Governor's, who will acknowledge its receipt and inform you of the next stage in the procedure.

Your name: Relationship with school [e.g. parent of a pupil on the school's roll]: Pupil's name [if relevant to your complaint]: Your Address: Daytime telephone number: Evening telephone number:			
Please give concise details of your complaint, [including dates, names of Witnesses etc...], to allow the , to be fully investigated: You may continue on separate paper, or attach additional paperwork, if you wish.			
Number of additional pages attached =			
What action, if any, have you already taken to try to resolve your complaint? [i.e. who have you spoken with or written to and what was the outcome?]			
What actions do you feel might resolve the problem at this stage?			
Signature:		Date:	
School use:			
Date Form received:			
Received by:			
Date acknowledgement sent:			
Acknowledgement sent by:			
Complaint referred to:			
Date:			

