

Complaints Procedure



Policy agreed :	20 November 2019
Policy published:	21 November 2019
Next review :	20 November 2021

'Do Everything In Love' - 1 Corinthians 16 v14

1.0 Who can make a complaint?

1.1 This complaints procedure is not limited to parents or carers of children that are registered at the school. Any person, including members of the public, may make a complaint to St Andrew's school about any provision of facilities or services that we provide. Unless complaints are dealt with under separate statutory procedures (such as appeals relating to exclusions or admissions), we will use this complaints procedure.

2.0 The difference between a concern and a complaint

2.1 A **concern** may be defined as 'an expression of worry or doubt over an issue considered to be important for which reassurances are sought.'

A **complaint** may be defined as 'an expression of dissatisfaction however made, about actions taken or lack of action.'

2.2 It is in everyone's interest that concerns and complaints are resolved at the earliest possible stage. Many issues can be resolved informally, without the need to use the formal stages of the complaints procedure. St Andrew's takes concerns seriously and will make every effort to resolve the matter as quickly as possible.

2.3 If you have difficulty discussing a concern with a particular member of staff, we will respect your views. In these cases, the headteacher will refer you to another member of staff. Similarly, if the member of staff directly involved feels unable to deal with a concern, the Headteacher will refer you to another staff member. The member of staff maybe more senior but does not have to be. The ability to consider the concern objectively and impartially is more important.

2.4 We understand however, that there are occasions when people would like to raise their concerns formally. In this case, St Andrew's will attempt to resolve the issue internally, through the stages outlined within this complaints procedure.

3.0 How to raise a concern or make a complaint.

3.1 A concern or complaint can be made in person, in writing or by telephone. They may also be made by a third party acting on behalf of a complainant, as long as they have the appropriate consent to do so.

3.2 Concerns should also be raised with either the class teacher or headteacher. If the issue remains unresolved, the next step is to make a formal complaint.

3.3 Complainants should not approach individual governors to raise concerns or complaints. They have no power to act on an individual basis and it may also prevent them from considering complaints at Stage 2 of the procedure.

3.4 Complaints against school staff (except the headteacher) should be made in the first instance, to Mrs Karen Walker via the school office. Complaints that involve or are about the headteacher should be addressed to Mrs Pam Bassindale (the Chair of the Governors) via the school office. Please mark them as Private and Confidential. Complaints about the Chair of Governors, any individual governor or the whole governing body should be addressed to Mrs Christine Hendersen (the Clerk to the Governing Body) via the school office. All complaints should be marked as Private and Confidential.

‘Do Everything In Love’ - 1 Corinthians 16 v14

3.5 For ease of use, a template complaint form is included at the end of this procedure. If you require help in completing the form, please contact the school office. You can also ask third party organisations like the Citizen Advice.

3.6 In accordance with equality law, we will consider making reasonable adjustments if required, to enable complainants to access and complete this complaints procedure. For instance, providing information in alternative formats, assisting complainants in raising a formal complaint or holding meetings in accessible locations.

4.0 Anonymous complaints

4.1 We will not normally investigate anonymous complaints. However, the headteacher or Chair of Governors, if appropriate, will determine whether the complaint warrants an investigation.

5.0 Timescales

5.1 You must raise the complaint within three months of the incident or, where a series of associated incidents have occurred, within three months of the last of these incidents. We will consider complaints made outside the time frame if exceptional circumstances apply.

6.0 Complaints received outside of term time

6.1 We will consider complaints made outside of term time to have been received on the first school day after the holiday period.

7.0 Scope of this Complaints Procedure

7.1 The procedure covers all complaints about any provisions of community facilities or services but St Andrew’s Primary School, other than complaints that are dealt with under other statutory procedures, including those listed below.

Exceptions	Who to contact
<ul style="list-style-type: none">• Admissions to schools• Statutory assessments of Special Educational Needs• School re-organisation proposals	Wiltshire County Council
<ul style="list-style-type: none">• Matters likely to require a Child Protection Investigation	Complaints about child protection matters are handled under our child protection and safeguarding policy and in accordance with relevant statutory guidance. If you have serious concerns, you may wish to contact the Multi-Agency Safeguarding Hub (MASH) on 0300 4560108 or email mash@wiltshire.gov.uk for less urgent enquiries.
<ul style="list-style-type: none">• Exclusion of children from school*	Further information about raising concerns about exclusions can be

‘Do Everything In LOVE’ - 1 Corinthians 16 v14

	<p>found at www.gov.uk/school-discipline-exclusions/exclusions.</p> <p>*complaints about the application of the behaviour policy can be made through the school’s complaints procedure.</p>
<ul style="list-style-type: none"> Whistleblowing 	<p>We have an internal whistleblowing procedure for all our employees, including temporary staff and contractors.</p> <p>The Secretary of State for Education is the prescribed person for matters relating to education for whistleblowers in education who do not want to raise matters direct with their employer. Referrals can be made at: www.education.gov.uk/contactus.</p> <p>Volunteer staff who have concerns about our school should complain through the school’s complaints procedure. You may also be able to complain direct to the LA or the Department for Education (see link above), depending on the substance of your complaint.</p>
<ul style="list-style-type: none"> Staff grievances 	<p>Complaints from staff will be dealt with under the school’s internal grievances procedures.</p>
<ul style="list-style-type: none"> Staff conduct 	<p>Complaints about staff will be dealt with under the school’s internal disciplinary procedures, if appropriate.</p> <p>Complainants will not be informed of any disciplinary action taken against a staff member as a result of a complaint. However, the complainant will be notified that the matter is being addressed.</p>
<ul style="list-style-type: none"> Complaints about services provided by other providers who may use the school premises or facilities 	<p>Providers should have their own complaints procedures to deal with complaints about this service. Please contact them direct.</p>
<ul style="list-style-type: none"> National Curriculum - content 	<p>Please contact the Department for Education at www.education.gov.uk/contactus</p>

‘Do Everything In Love’ - 1 Corinthians 16 v14

7.2 If other governing bodies are investigating aspects of the complaint, for example the police, local authority (LA) safeguarding teams or Tribunals, this may impact our ability to adhere to the timescales within this procedure or result in the procedure being suspended until those public bodies have completed their investigations.

7.3 If a complaint commences legal action against St Andrew’s Primary School in relation to their complaint, we will consider whether to suspend the complaints procedure in relation to their complaint until those legal proceedings have concluded.

8.0 Resolving complaints

8.1 At each stage in the procedure, St Andrew’s Primary School wants to resolve the complaint. If appropriate, we will acknowledge that the complaint is upheld in whole or in part. In addition, we may offer one or more of the following:

- an explanation
- an admission that the situation could have been handled differently or better
- an explanation of the step that have been or will be taken to help ensure that it will not happen again and an indication of the timescales within which any changes will be made
- an undertaking to review school policies in light of the complaint
- an apology

9.0 Withdrawal of a complaint

9.1 If a complainant wants to withdraw their complaint, we will ask them to confirm it is writing.

10.0 Complaints procedure: Stage One

10.1 Formal complaints must be made to the headteacher (unless they are about the headteacher), via the school office. This may be done in person, in writing (preferably on the Complaint Form), or by telephone.

10.2 The headteacher will record the date the complaint is received and will acknowledge receipt of the complaint in writing within 5 school days.

10.3 Within this response, the headteacher will seek to clarify the nature of the complaint, ask what remains unresolved and what outcome the complainant would like to see. The headteacher can consider whether a face to face meeting is the most appropriate way of doing this.

Note: The headteacher may delegate the investigation to another member of the school’s senior leadership team but not the decision to be taken.

10.4 During the investigation, the headteacher (or investigator) will:

- if necessary, interview those involved in the matter and/or those complained of, allowing them to be accompanied if they wish
- keep a written record of any meetings/interviews in relation to their investigation.

10.5 At the conclusion of their investigation, the headteacher will provide a formal written response within 15 days of the receipt of the complaint. If the headteacher is unable to make this deadline, they will provide the complainant with an update and revised response date.

‘Do Everything In Love’ - 1 Corinthians 16 v14

- 10.6 The response will detail any actions taken to investigate the complaint and provide a full explanation of the decision made and the reason(s) for it. Where appropriate, it will include details of actions St Andrew’s Primary School will take to resolve a complaint.
- 10.7 Should the complainant remain dissatisfied with the outcome of stage one, the headteacher will advise the complainant of how to escalate their complaint.
- 10.8 If the complaint is about the headteacher, or a member of the governing body (including the Chair or Vice-Chair), a suitably skilled governor will be appointed to complete all the actions at Stage 1. These complaints must be made to the Clerk via the school office.
- 10.9 If the complaint is jointly about the Chair and Vice Chair, the majority of the governing body or the entire governing body, Stage 1 will be considered by an independent investigator appointed by the governing body or Salisbury Diocese. At the conclusion of their investigation, the independent investigator will provide a formal written response.

11.0 Complaints procedure: Stage Two

- 11.1 If the complainant is dissatisfied with the outcomes at Stage 1 and wishes to take the matter further, they can escalate the complaint to Stage 2 – a meeting with members of the governing body’s complaints committee, which will be formed of the first three, impartial governors available. This is the final stage of the complaints procedure.
- 11.2 A request to escalate to Stage 2 must be made to the Clerk, via the school office, within 20 school days of receipt of the Stage 1 response. Requests received outside this timeframe will only be considered if exceptional circumstances apply.
- 11.3 The Clerk will record the date the complaint is received and acknowledge receipt of the complaint in writing (either by letter or email) within 5 school days.
- 11.4 The Clerk will write to the complainant to inform them of the date of the meeting. They will aim to convene a meeting within 20 school days of receipt of the Stage 2 request. If this is not possible, the Clerk will provide an anticipated date and keep the complainant informed.
- 11.5 If the complainant rejects the offer of three proposed dates, without good reason, the Clerk will decide when to hold the meeting. It will then proceed in the complainant’s absence on the basis of written submissions from both parties.
- 11.6 The complaints committee will consist of at least three governors with no prior involvement or knowledge of the complaint. Prior to the meeting, they will decide amongst themselves who will act as the Chair of the Complaints Committee. If there are fewer than three governors from St Andrew’s Primary School available, the Clerk will source any additional, independent governors through another local school or through their LA’s Governor Services team, in order to make up the committee. Alternatively, an entire independent committee may be convened to hear the complaint at Stage 2.
- 11.7 The committee will decide whether to deal with the complaint by inviting parties to a meeting or through written representations, but in making their decision they will be sensitive to the complainant’s needs.
- 11.8 If the complainant is invited to attend the meeting, they may bring someone along to provide support. This can be a relative to friend. We, generally, do not encourage either party to bring

'Do Everything In Love' - 1 Corinthians 16 v14

legal representatives to the committee meeting. However, there may be occasions when legal representation is appropriate. For instance, if a school employee is called as a witness in a complaint meeting, they may wish to be supported by a union and/or legal representation.

Representative from the media are not permitted to attend.

Note: Complaints about staff conduct will not generally be handled under this complaints procedure. Complainants will be advised that any staff conduct complaints will be considered under staff disciplinary procedures, if appropriate, but outcomes will not be shared with them.

11.9 At least 5 school days before the meeting, the Clerk will:

- confirm and notify the complainant of the date, time and venue of the meeting, ensuring that, if the complainant is invited, the dates are convenient to all parties and that the venue and proceedings are accessible
- request copies of any further written material to be submitted to the committee at least 3 school days before the meeting

11.10 Any written material will be circulated to all parties at least 2 school days before the date of the meeting. The committee will not normally accept, as evidence, recordings of conversations that were obtained covertly and without the informed consent of all parties being recorded.

11.11 The committee will also not review any new complaints at this stage or consider evidence unrelated to the initial complaint to be included. New complaints must be dealt with from Stage 1 of the procedure.

11.12 The meeting will be held in private. Electronic recordings of meetings or conversations are not normally permitted unless a complainant's own disability or special needs require it. Prior knowledge and consent of all parties attending must be sought before the meetings or conversations take place. Consent will be recorded in any minutes taken.

11.13 The committee will consider the complaint and all the evidence presented. The committee can:

- Uphold the complaints in whole or in part
- dismiss the complaints in whole or in part

11.14 If the complaint is upheld in whole or in part, the committee will:

- Decide on the appropriate action to be taken to resolve the complaint
- Where appropriate, recommend changes to the school's systems or procedures to prevent similar issues in the future.

11.15 The Chair of the Committee will provide the complainant and St Andrew's with a full explanation of their decision and the reason(s) for it, in writing, within 5 school days. The letter to the complainant will include details of how to contact the Department for Education if they are dissatisfied with the way their complaint has been handled by St Andrew's.

11.16 If the complaint is jointly about the Chair or Vice Chair, the entire governing body or the majority of the governing body, Stage 2 will be heard by a committee of independent governors.

11.17 The response will detail any actions taken to investigate the complaint and provides a full explanation of the decision made the reason(s) for it. Where appropriate, it will include details of

‘Do Everything In Love’ - 1 Corinthians 16 v14

actions St Andrew’s will take to resolve the complaint. The response will also advise the complainant of how to escalate their complaint should they remain dissatisfied.

12.0 Next Steps

12.1 If the complainant believes the school did not handle their complaint in accordance with the published complaints procedure or they acted unlawfully or unreasonably in the exercise of their duties under education law, they can contact the Department for Education after they have completed Stage 2.

12.2 The Department for Education will not normally reinvestigate the substance of complaint or overturn any decision made by St Andrew’s. They will consider whether St Andrew’s has adhered to educational legislation and any statutory policies connected with the complaint.

12.3 The complainant can refer their complaint to the Department for Education online at www.education.gov.uk/contactus, by telephone on 0370 000 2288 or by writing to:

Department for Education
Piccadilly Gate
Store Street
Manchester
M1 2WD

'Do Everything In LOVE' - 1 Corinthians 16 v14

Complaint Form

Please complete and return to Karen Walker, Headteacher who will acknowledge receipt and explain what action will be taken.

Your name:
Pupil's name (if relevant):
Your relationship to the pupil (if relevant):
Address: Postcode: Day time telephone number: Evening telephone number:
Please give details of your complaint, including whether you have spoken to anybody at the school about it.

'Do Everything In LOVE' - 1 Corinthians 16 v14

What actions do you feel might resolve the problem at this stage?

Are you attaching any paperwork? If so, please give details.

Signature:

Date:

Official Use

Date acknowledgement sent:

By who:

Complaint referred to:

Date:

'Do Everything In Love' - 1 Corinthians 16 v14

Roles and Responsibilities

Complainant

The complainant will receive a more effective response to the complaint if they:

- explain the complaint in full as early as possible
- co-operate with the school in seeking a solution to the complaint
- respond promptly to requests for information or meetings or in agreeing the details of the complaint
- ask for assistance as needed
- treat all those involved with respect
- refrain from publicising the details of their complaint on social media and respect confidentiality

Investigator

The investigator's role is to establish the facts relevant to the complaint by providing a comprehensive, open, transparent and fair consideration of the complaint through:

- sensitive and thorough interviewing of the complainant to establish what had happened and who has been involved
- interviewing staff and children/ young people and other people relevant to the complaint
- consideration of records and other relevant information
- analysing information
- liaising with the complainant and the complainant's co-ordinator as appropriate to clarify what the complainant feels would put things right.

The investigator should:

- conduct interviews with an open mind and be prepared to persist in the questioning
- keep notes of interviews or arrange for an independent note taker to record minutes of the meeting
- ensure that any prepares produced during the investigation are kept securely pending any appeal
- be mindful of the timescales to respond
- prepare a comprehensive report for the headteacher or complaints committee that sets out the facts, identifies solutions and recommends courses of action to resolve problems

The headteacher or complaints committee will then determine whether to uphold or dismiss the complaint and communicate that decision to the complainant, providing the appropriate escalation details.

Complaints Co-ordinator

The complaints co-ordinator should:

- ensure that the complainant is fully updated at each stage of the procedure

‘Do Everything In Love’ - 1 Corinthians 16 v14

- liaise with staff members, headteacher, Chair of Governors, Clerk and Las (if appropriate) to ensure the smooth running of the complaints procedure
- be aware of issues regarding sharing third party information and additional support. This may be needed by complainants when making a complaint including interpretation support or where the complainant is a child or young person
- keep records.

Clerk to the Governing Body

The Clerk is the contact point for the complainant and the committee and should:

- ensure that all people involved in the complaint procedure are aware of their legal rights and duties, including any under legislation relating to school complaints, education law, the Equality Act 2010, the Freedom of Information Act 2000, the Data Protection Act (DPA)2018 and the General Data Protection Regulations (GDPR)
- set the date, time and venue of the meeting
- collate any written materials relevant to the complaint (for example, stage 1 paperwork, school and complainants submissions) and send it to the parties in advance of the meeting within the agreed timescale
- record proceedings
- circulate the minutes of the meeting
- notify all parties of the committee’s decision.

Committee Chair

The committee’s chair, who is nominated in advance of the complaint meeting, should ensure that:

- both parties are asked (via the Clerk) to provide any additional information relating to the complaint by a specified date in advance of the meeting
- the meeting is conducted in an informal manner, is not adversarial, and that, if all parties are invited to attend, everyone is treated with respect and courtesy
- complainants who may not be used to speaking at such a meeting are put at ease. This is particularly important if the complaint is a child/young person
- the remit of the committee is explained to the complainant
- written material is seen by everyone in attendance, provided it does not breach confidentiality or any individual’s right to privacy under the DPA 2018 or GDPR
- if a new issue arises everyone is given the opportunity to consider and comment upon it, this may require a short adjournment of the meeting.
- Both the complainant and the school are given the opportunity to make their case and seek clarity, either through written submissions ahead of the meeting or verbally in the meeting itself
- the issues are addressed
- key findings of facts are made
- the committee is open-minded and acts independently
- no member of the committee has an external interest in the outcome of the proceedings or any involvement in an earlier stage of the procedure
- the meeting is minuted

‘Do Everything In Love’ - 1 Corinthians 16 v14

- they liaise with the Clerk (and complaints co-ordinator, if the school has one).

Committee Member

Committee members should be aware that:

- the meeting must be independent and impartial, and should be seen to be so
- they should not sit on the committee if they have had prior involvement in the complaint or in the circumstances surrounding it
- the aim of the meeting should be to resolve the complaint and achieve reconciliation between the school and the complainant
- the complainant might not be satisfied with the outcome if the meeting does not find in their favour. It may only be possible to establish the facts and make recommendations
- many complainants will feel nervous and inhibited in a formal setting. They may feel emotional when discussing an issue that affects their child

Committee members should recognise that extra care needs to be taken when the complainant is a child/ young person and present during all or part of the meeting; **the welfare of the child/ young person is paramount**

Careful consideration of the atmosphere and proceedings should ensure that the child/ young person does not feel intimidated.

The committee should respect the views of the child/ young person and give them equal consideration to those of adults.

If a child/ young person is the complainant, the committee should ask in advance if any support is needed to help them present their complaint. Where the child/young person's parent is the complainant, the committee should give the parent the opportunity to say which parts of the meeting, if any, the child/ young person needs to attend. The parent, however, should be advised that agreement might not always be possible if the parent wishes the child/young person to attend a part of the meeting that the committee considers is not in the child/young person's best interests.