



# **COMPLAINTS PROCEDURE POLICY (2013)**

## **Introduction**

Ysgol Bryn Elian is committed to dealing effectively with complaints.

Our definition of a complaint is:

***'An expression of dissatisfaction in relation to the school or a member of its staff that requires a response from the school.'***

Most concerns can be settled quickly just by speaking to the relevant person in school, without the need to use a formal procedure.

We believe that all complainants have a right to be heard, understood and respected. We expect you to be polite and courteous. We will not tolerate unreasonable demands or unreasonable persistence or vexatious complaining.

We will consider all your concerns and complaints in an open and fair way.

At all times the school will respect the rights and feelings of those involved and make every effort to protect confidential information.

Timescales for dealing with your concerns or complaints may need to be extended following discussion with you.

The Governing body will keep the records of documents used to investigate your concern or complaint. Records will be kept in school and reviewed by the Governing body periodically up to a period of seven years.

Where complaints are considered to have been made only to cause harm or offence to individuals or the school, the Governing Body will ensure that records are kept of the investigations that are made and what actions are taken, including the reasons for 'no action'.

## **Answering your concern or complaint**

The chart in Appendix A shows what may happen when you make a complaint or raise a concern. There are up to three Stages: A, B and C. Most complaints can be resolved at Stages A or B. You can bring a relative or suitable adult to support you at any time during the process but you will be expected to speak for yourself. However, we recognise that when the complainant is a pupil it is reasonable for the suitable adult to speak on their behalf and/or to advise the pupil.

As far as possible, your concern or complaint will be dealt with on a confidential basis. However, there could be occasions when the person dealing with your concern or complaint will need to consider whether anyone else within the school needs to know about your concern or complaint, so as to address it appropriately.

If you are a pupil over 16 and wish to raise a concern or bring a complaint we will ask for your permission before we involve your parent(s) or carer(s).

If you are a pupil under 16 and are involved in a complaint in any other way, we may ask your parent(s) or carer(s) to become involved and attend any discussion or interview with you.

### **Stage A**

If you have a concern, you can often resolve it quickly by talking to a teacher, Learning Manager or one of the Deputy Headteachers.

You should raise your concern as soon as you can; normally we would expect you to raise your issue within 10 school days of any incident.

If you are a pupil, you can raise your concerns with your Form Tutor, Learning Mentor or Manager.

We will try to let you know what we have done or are doing about your concern normally within 10 school days, but if this is not possible, we will talk to you and agree a revised timescale.

The person overseeing your concern or complaint will keep you informed of the progress being made. This person will also keep a log of the concern for future reference.

### **Stage B**

In most cases, we would expect that your concern is resolved informally. If you feel that your initial concern has not been dealt with appropriately you should put your complaint in writing to the Headteacher.

We would expect you to aim to do this within five school days of receiving a response to your concern as it is in everyone's interest to resolve a complaint as soon as possible.

If your complaint is about the Headteacher, you should put your complaint in writing to the Chair of Governors, addressed to the school, to ask for your complaint to be investigated.

In all cases, the school can help you to put your complaint in writing if necessary.

If you are involved in any way with a complaint, one of the Deputy Headteacher will explain what will happen and the sort of help that is available to you. They may invite you to discuss your complaint at a meeting. Timescales for dealing with your complaint will be agreed with you.

We will aim to have a meeting with you and to explain what will happen, normally within 10 school days of receiving your letter.

The Deputy Headteacher will complete the investigation and will let you know the outcome in writing within 10 school days of completion.

### **Stage C**

It is rare that a complaint will progress any further. However, if you still feel that your complaint has not been dealt with fairly, you should write, through the school's address, to the Chair of Governors setting out your reasons for asking the Governing Body's Complaints Committee to consider your complaint.

You do not have to write down details of your whole complaint again.

If you prefer, instead of sending a letter or E-mail, you can talk to the Chair of Governors or Deputy Headteacher who will write down what is discussed and what, in your own words, would resolve the problem.

We would normally expect you to do this within five school days of receiving the school's response.

You will be asked to read the notes or will have the notes read back to you and then be asked to sign them as a true record of what was said.

We will let you know how the complaint will be dealt with and will send a letter to confirm this.

The Complaints Committee will normally have a meeting with you within 15 school days of receiving your letter. The letter will also tell you when all the evidence and documentation to be considered by the Complaints Committee must be received. Everyone involved will see the evidence and documentation before the meeting, while ensuring that people's rights to privacy of information are protected.

The timescale may need to be changed, to allow for the availability of people, the gathering of evidence or seeking advice. In this case, the person dealing with the complaint will agree a new meeting date with you.

Normally, in order to deal with the complaint as quickly as possible, the Complaints Committee will not reschedule the meeting more than once. If you ask to reschedule the meeting more than once, the Committee may think it reasonable to make a decision on the complaint in your absence to avoid unnecessary delays.

We will write to you within 10 school days of the meeting explaining the outcome of the Governing Body's Complaints Committee's consideration.

We will keep records of all conversations and discussions for the purpose of future reference and review by the Full Governing Body.

The Governing Body's Complaints Committee is the final arbiter of complaints.

### **Special circumstances**

Where a complaint is made about any of the following the complaints procedure will be applied differently.

#### **A Governor or group of Governors**

The concern or complaint will be referred to the Chair of Governors for investigation. The Chair may alternatively delegate the matter to another Governor for investigation. Stage B onwards of the complaints procedure will apply.

#### **The Chair of Governors or Headteacher and Chair of Governors**

The Vice Chair of Governors will be informed and will investigate it or may delegate it to another Governor. Stage B onwards of the complaints procedure will apply.

#### **Both the Chair of Governors and Vice Chair of Governors**

The complaint will be referred to the Clerk to the Governing Body who will inform the Chair of the Complaints Committee. Stage C of the complaints procedure will then apply.

#### **The whole Governing Body**

The complaint will be referred to the Clerk to the Governing Body who will inform the Headteacher, Chair of Governors, Local Authority, where appropriate.

The authorities will usually agree arrangements with the Governing Body for independent investigation of the complaint.

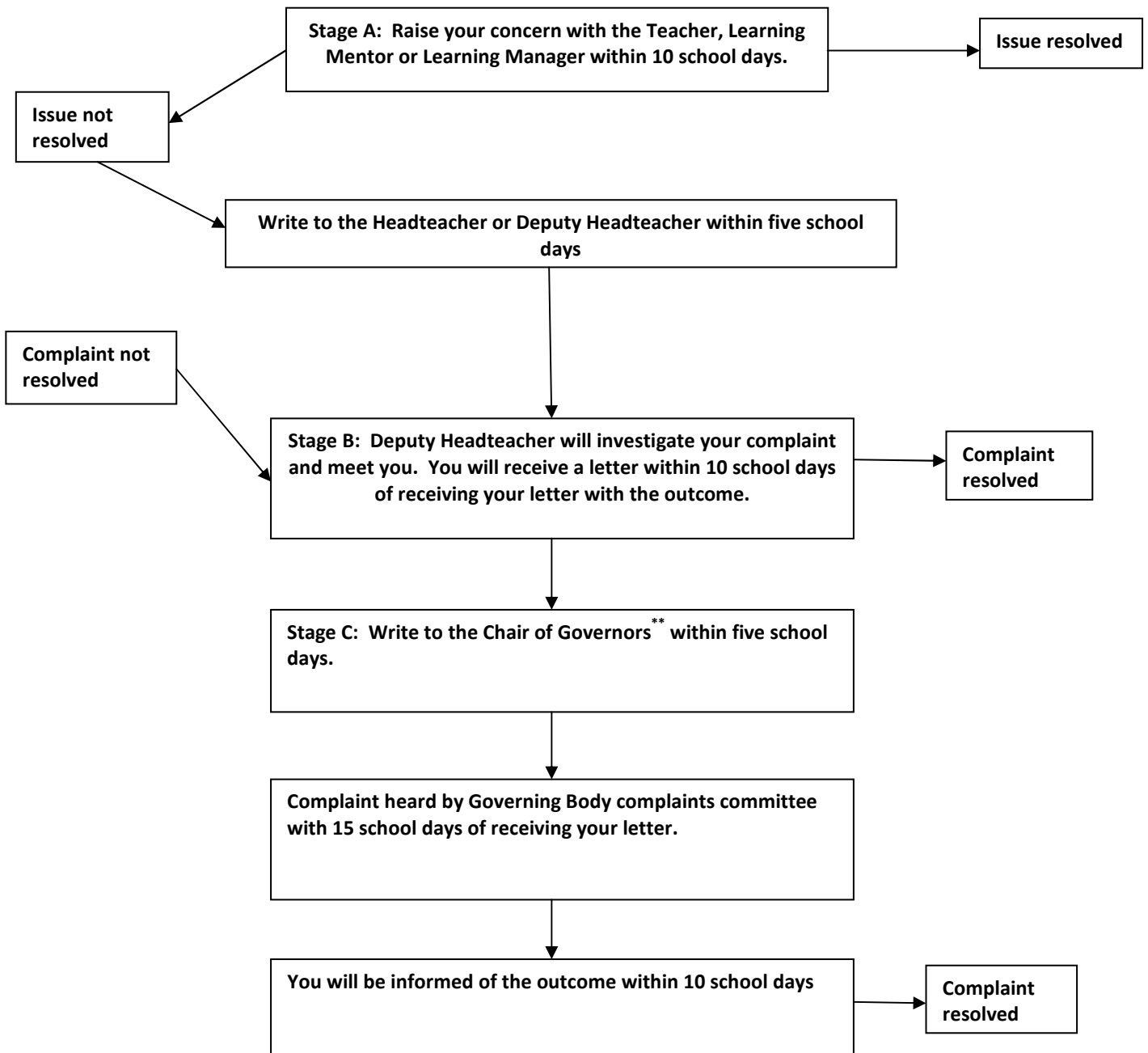
**The Headteacher**

The concern or complaint will be referred to the Chair of Governors who will undertake the investigation or may delegate it to another Governor. Stage B onwards of the complaints procedure will apply.

In all cases the school and Governing Body will ensure that complaints are dealt with in an unbiased, open and fair way.

## APPENDIX A

### Summary of dealing with concerns or complaints



*\* If the complaint is about the Headteacher you should write to the chair of governors.*

*\*\* If the complaint is about the chair of governors you should write to the vice chair.*

*All timescales shown are targets and are flexible; however it is in everyone's best interest to resolve a complaint as soon as possible.*

*The school will work with you to ensure that the time allowed to deal with your concern or complaint is reasonable and helps to achieve an answer to the problem.*