

COMPLAINTS

INTRODUCTION

This policy is intended for staff, parents, governors and any other persons concerned with complaints at The Saints Federation. The Executive Headteacher, Maxine McGarr and Chair of Governors are responsible for monitoring.

AIMS

The Saints Federation believes co-operation between parents, staff and governors leads to a shared sense of purpose and a good atmosphere in the federation schools. All Saints, Hapton and St. Andrew's believe how an issue is handled gives people a clear idea of how committed the schools and governing body are to giving the best possible provision. The schools aim to deal with any complaints in a calm and courteous manner as quickly as possible following procedures as required by Section 29 of the Education Act 2002.

PROCEDURES

- This procedure is intended to allow you to raise a concern or complaint relating to the school, or the services that it provides.
- An anonymous concern or complaint will not be investigated under this procedure, unless there are exceptional circumstances.
- To enable a proper investigation, concerns or complaints should be brought to the attention of the school as soon as possible. In general, any matter raised more than 3 months after the event, being complained of, will not be considered.

Raising a concern or complaint

1) Informal Stage

It is normally appropriate to communicate directly with the member of staff concerned. This may be by letter, by e-mail, by telephone or in person by appointment, requested via the school office. Many concerns can be resolved by simple clarification or the provision of information and it is anticipated that most complaints will be resolved by this informal stage.

In the case of serious concerns it may be appropriate to address them directly to the executive head teacher (or to the chair of the governing body, if the complaint is about the executive head teacher).

If you are uncertain about who to contact, please seek advice from the school office or the clerk to the governing body.

2) Formal Stage

If your concern or complaint is not resolved at the informal stage you may choose to put the complaint in writing and pass it to the executive head teacher, who will be responsible for ensuring that it is investigated appropriately. If the complaint is about the executive head teacher, your complaint should be passed to the clerk to the governing body, for the attention of the chair of the governing body.

You should include details which might assist the investigation, such as names of potential witnesses, dates and times of events, and copies of relevant documents.

It is very important that you include a clear statement of the actions that you would like the school to take to resolve your concern. Without this, it is much more difficult to proceed.

Please pass the completed letter, in a sealed envelope to the school office. The envelope should be addressed to the executive head teacher, or to the clerk to the governing body, as appropriate.

The executive head teacher (or chair) may invite you to a meeting to clarify your concerns and to explore the possibility of an informal resolution. If you accept that invitation, you may be accompanied by a friend, if you wish, to assist you in explaining the nature of your concerns. It is possible that your complaint will be resolved through a meeting with the executive head teacher (or chair). If not, arrangements will be made for the matter to be fully investigated, using the appropriate procedure. In any case you should learn in writing, usually within 5 days of the school receiving your formal complaint, of how the school intends to proceed. This notification should include an indication of the anticipated timescale.

Any investigation will begin as soon as possible and when it has been concluded, you will be informed in writing of its conclusion.

If you are not satisfied with the manner in which the process has been followed, you may request that the governing body reviews the process followed by the school, in handling the complaint. Any such request must be made in writing to the clerk to the governing body, within 10 school days of receiving notice of the outcome, and include a statement specifying any perceived failures to follow the procedure. The procedure described below will be followed. A review Request form is provided for your convenience.

Review Process

Any review of the process followed by the school will be conducted by a panel of 3 members of the governing body. This will usually take place within 10 school days of receipt of your request.

The review will normally be conducted through a consideration of written submissions, but reasonable requests to make oral representations should be considered sympathetically.

Extended Schools

The Governing Body should ensure that any third party provider offering activities and services through the extended schools programme has their own complaints procedure in place.

THIS POLICY ADHERES TO SINGLE EQUALITY STATUS (INCLUDING LOOKED AFTER, SPECIAL EDUCATIONAL NEEDS AND GIFTED AND TALENTED PUPILS), ASSESSMENT, CONFIDENTIALITY, HEALTH AND SAFETY AND SAFEGUARDING.

LAST REVIEW: SEPTEMBER 2020

NEXT REVIEW: SEPTEMBER 2021