

# COMPLAINTS PROCEDURES

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Charles Williams Church in Wales VA Primary School

13 January 2022



## **1. Introduction**

- 1.1 Charles Williams Primary School is committed to dealing effectively with complaints. We aim to clarify any issues about which you are not sure. If possible we will put right any mistakes we have made and we will apologise. We aim to learn from mistakes and use that experience to improve what we do.
- 1.2 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.'
- 1.3 This complaints procedure supports our commitment and is a way of ensuring that anyone with an interest in the school can raise a concern, with confidence that it will be heard and, if well-founded, addressed in an appropriate and timely fashion.
- 1.4 All complaints must be handled fairly, openly and without bias. Prior knowledge of a person or situation should not affect handling or decision making. Complaints should be dealt with on the basis of relevant facts. Failure to do this will inevitably cause loss of confidence in the complaints procedure and the school, and it may mean that a genuine problem is not addressed.
- 1.5 Complaints are often personal and so need sensitive handling with respect for the rights and feelings of all involved. An empathetic but assertive and clear approach is best. Charles Williams Primary School will not tolerate aggressive, abusive or unreasonable behaviour, however, or persistent complaints about the same thing that have no substance.
- 1.6 Any members of staff or governors dealing with a complaint must be impartial and not compromised by having an interest in a matter or prior involvement. It is inappropriate for anyone to approach complaints with the attitude that their role is to unthinkingly defend the school, its staff or governors, or the complainant

## **2. When to use this procedure and record keeping**

- 2.1 When you have a concern or wish to make a complaint we will usually respond in the way we explain below. Sometimes you might be concerned about matters that are not decided by the school, in which case we will tell you who to complain to. At other times you may be concerned about matters that are handled by other procedures, in which case we will explain to you how your concern will be dealt with.
- 2.2 If your concern or complaint is about another body as well as the school (for example the local authority) we will work with them to decide how to handle your concern.
- 2.3 If a complaint raises issues about staff capability, staff grievance, staff discipline or child protection, then action must be taken under those procedures and they should take precedence. The complaints procedure must not take the place of those other procedures. Separate procedures also exist to deal with complaints about school admissions or exclusion, special educational needs provision, school organisation proposals, religious worship and the delivery of the curriculum.
- 2.4 Throughout the complaint procedure it is advisable to keep an accurate record:
  - to monitor progress of a complaint
  - to be clear about the nature of the complaint
  - to document what has been done and what needs to be done
  - to provide evidence that the complaint was considered properly (which can be useful if a complainant or a person who is the subject of a complaint is dissatisfied with the way the complaint had been handled)
  - for reference, if further complaints arise relating to the original issue

- to identify trends or recurring themes in complaints cases
- to compile reports to governors (and others) on complaints.

### **3. Have you asked us yet?**

3.1 If you are approaching us for the first time you should give us a chance to respond. If you are not happy with our response then you may make your complaint using the procedure we describe below. Most concerns can be settled quickly just by speaking to the relevant person in school, without the need to use a formal procedure.

### **4. What we expect from you**

4.1 We believe that all complainants have a right to be heard, understood and respected. But school staff and governors have the same right. We expect you to be polite and courteous. We will not tolerate aggressive, abusive or unreasonable behaviour. We will also not tolerate unreasonable demands or unreasonable persistence or vexatious complaining.

### **5. Our approach to answering your concern or complaint**

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

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

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

5.4 We may ask for advice from the local authority or diocesan authority where appropriate.

5.5 Some types of concern or complaint may raise issues that have to be dealt with in another way (other than this complaints policy), in which case we will explain why this is so, and will tell you what steps will be taken.

5.6 The governing body will keep the records of documents used to investigate your concern or complaint for seven years after it has been dealt with. Records will be kept in school and reviewed by the governing body after seven years to decide if they need to be kept for longer.

5.7 Complaints that are made anonymously will be recorded but investigation will be at the discretion of the school depending on the nature of the complaint.

5.8 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'.

### **6. Answering your concern or complaint**

6.1 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 companion 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 companion to speak on their behalf and/or to advise the pupil. The chart in Appendix C shows what may happen when you make a complaint or raise a concern.

6.2 As far as possible, your concern or complaint will be dealt with on a confidential basis. However, there may 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.

6.3 If you are a pupil 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.

6.4 The decision will cover whether or not the complaint is upheld and if any action needs to be taken by the governing body, Headteacher and/or members of staff.

6.5 Recommendations may be made to the full governing body for changes to school policies or procedures to ensure similar problems do not happen again.

## **Stage A**

6.6 If you have a concern, you can often resolve it quickly by talking to a teacher or name of school's designated person. 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. The longer you leave it the harder it might be for those involved to deal with it effectively.

6.7 If you are a pupil, you can raise your concerns with your school council representative, class teacher or a teacher chosen to deal with pupil concerns. This will not stop you, at a later date, from raising a complaint if you feel that the issue(s) you have raised have not been dealt with properly. Please see Appendix B.

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

6.9 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**

6.10 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.

6.11 We would expect you 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. There is also a form attached (Appendix A) that you may find useful. If you are a pupil we will explain the form to you, help you complete it and give you a copy.

6.12 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.

6.13 In all cases name of school's designated person (Mrs R Penfold) can help you to put your complaint in writing if necessary.

6.14 If you are involved in any way with a complaint, the Headteacher will explain what will happen and the sort of help that is available to you.

6.15 The Headteacher will invite you to discuss your complaint at a meeting. Timescales for dealing with your complaint will be agreed with you. The Headteacher will aim to have a meeting with you and to explain what will happen, normally within 10 school days of receiving your letter. The Headteacher will complete the investigation and will let you know the outcome in writing within 10 school days of completion.

## **Stage C**

6.16 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, to the chair of governors (at the school address) 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 but you should aim to be as precise as possible in what you are complaining about and how you feel it may be resolved.

6.17 If you prefer, instead of sending a letter or e-mail, you can talk to the chair of governors or name of school's designated person 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.

6.18 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 letter will also record what we have agreed with you about when and where the meeting will take place and what will happen. 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.

6.19 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.

6.20 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 hope that you will feel that your complaint has been resolved and that you have been treated fairly.

6.21 We will keep records of all conversations and discussions for the purpose of future reference and review by the full governing body. These records will be kept for a minimum of seven years.

6.22 The governing body's complaints committee has full delegated authority and is the final arbiter of complaints. It serves in effect as an appeals committee should your complaint have reached this stage.

6.23 The Chair of the Complaints Committee should also make any recommendations to the next full meeting of the governing body for changes to school policies or procedures to ensure similar problems do not happen again. Where necessary, confidentiality must be respected.

## **7. Special circumstances**

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

### **i. 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.

## **ii. 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.

## **iii. 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.

## **iv. 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 and, where appropriate, the diocesan authority. The authorities will usually agree arrangements with the governing body for independent investigation of the complaint.

## **v. 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.

## **8. Our commitment to you**

8.1 We will take your concerns and complaints seriously and, where we have made mistakes, will try to learn from them.

8.2 If you need help to make your concerns known we will try and assist you. If you are a young person and need extra assistance the Welsh Government has established MEIC (0808 802 3456) which is a national advocacy and advice helpline for children and young people. Advice and support can also be accessed from the Children's Commissioner for Wales (0808 801 1000).

Signed by chair of governors on behalf of the governing body: Mrs C Benavides

Date approved: (by full governing body) 30 January 2022

Date of review: 30 January 2025

## Appendix A: Charles Williams CiW Primary School Complaint Form

The person who experienced the problem should normally fill in this form. If you are making a complaint on behalf of someone else please fill in Section B also. Please note that before taking forward the complaint we will need to be satisfied that you have the authority to act on behalf of the person concerned. If you are a pupil the school will help you complete this form, will explain it to you and will give you a copy of it when it is completed.

### A Your Details

Surname	
Forename(s)	
Title: Mr/Mrs/Ms/other	
Address and postcode	
Daytime phone number	
Mobile phone number	
e-mail address	

How would you prefer us to contact you? \_\_\_\_\_

### B If you are making a complaint on behalf of someone else, what are their details?

Their name in full \_\_\_\_\_

Address and postcode \_\_\_\_\_

What is your relationship to them? \_\_\_\_\_

Why are you making a complaint on their behalf?  
\_\_\_\_\_  
\_\_\_\_\_

### C About your complaint (continue your answers on separate sheets of paper if necessary)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name of the school you are complaining about \_\_\_\_\_

What do you think they did wrong or did not do?

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Describe how you have been affected.

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When did you first become aware of the problem?

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If it is more than three months since you first became aware of the problem, please give the reason why you have not complained before.

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What do you think should be done to put matters right?

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Have you already put your complaint to a member of staff? If so, please give brief details about how and when you did so.

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Signature of complainant:

Date:

Signature if you are making a complaint on behalf of someone else

Date:

Please return this form and any documents to support your complaint to the school



## APPENDIX B

### **Procedures for handling complaints from or involving pupils**

Have your say

Do you have a suggestion, concern or complaint? By working together we can make a difference.

We want you to feel safe and happy at school, but sometimes you may feel worried, have a concern or want to make a suggestion.

We also want to hear about areas of school life that you enjoy and value. If you are worried about something please tell a member of staff straight away so that we can look into it.

We will take your concerns and any issues that you raise very seriously. If you don't want to raise the concern yourself, you can ask a member of the school council, a member of staff or someone else you trust to take the matter up on your behalf (the school will have a designated person for pupils to speak to).

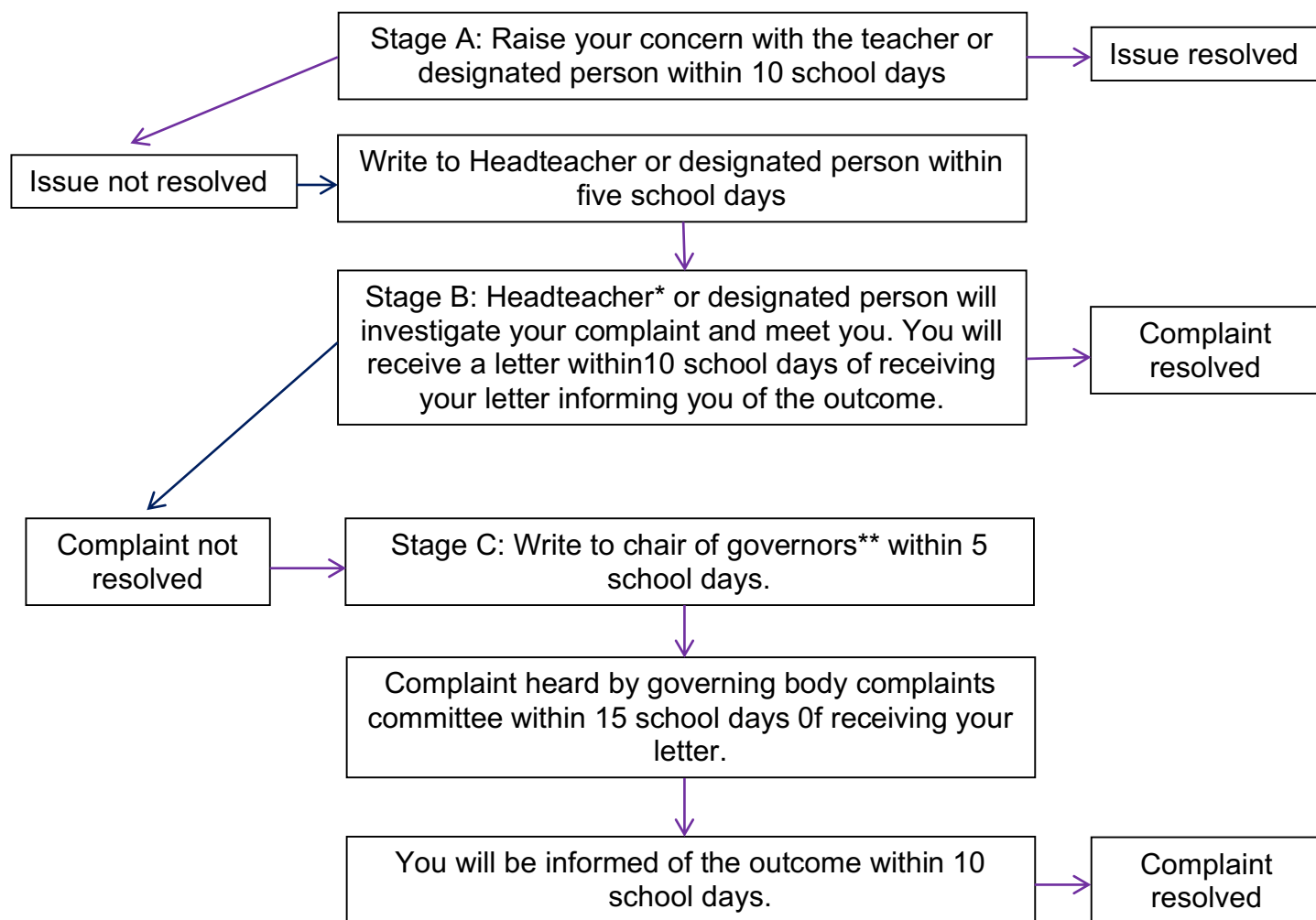
Normally in Charles Williams CiW Primary School the Designated Person will do this. When you raise a suggestion, concern or complaint:

- we will listen to everything you say
- we will ask you questions to help make things clear
- we will treat you fairly
- someone can help you, such as a parent/carer, friend, relative or someone else
- the person dealing with your concern will tell you what is happening.

### **Privacy**

Usually, we will not tell anyone about what you say unless they are involved in dealing with your concern. Sometimes we will tell other people, for instance, if you or someone else is in danger of being hurt or upset. If this is the case we will explain it to you.

## Appendix C: Chart showing how we deal with concerns and 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 of governors.

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.