

**Grewelthorpe & Fountains CE P Schools
Federation**

**GENERAL
COMPLAINTS POLICY
&
PROCEDURE**

Procedures for Schools.

A responsive County Council providing excellent and efficient local services

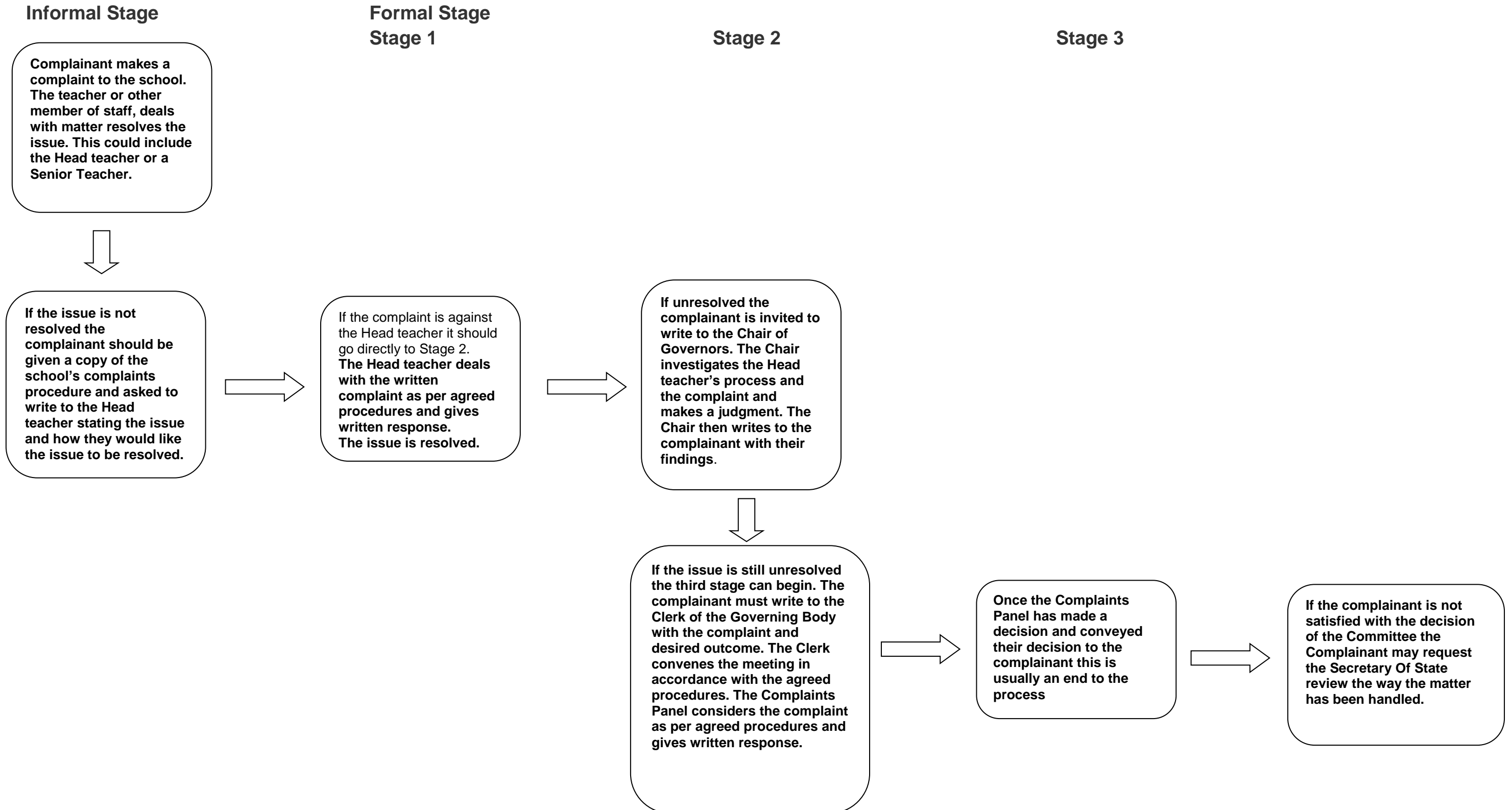
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This document is for school and Governing Bodies use only and not recommended to be handed out to Complainants.

Please use the “Leaflet for Parents” or consider writing one for your own school.

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| This document should be read and used in conjunction with the two accompanying documents “Leaflets for Parents” and “Governing Body Policy” | |

GREWELTHORPE & FOUNTAINS C E P SCHOOLS FEDERATION COMPLAINTS PROCEDURES – SUMMARY GUIDANCE



HANDLING COMPLAINTS – GUIDANCE FOR GOVERNORS

Complaints are an everyday fact of life and every organisation needs to have procedures for handling them. Schools are no different but governors probably find dealing with complaints relating to the school the most difficult to deal with. Governors may feel that they are caught between their loyalty to the school and the expectations of the complainant to have their complaint dealt with fairly. The notes in this section are intended to guide governors faced with having to deal with a complaint.

Tensions are likely to occur because:

- on the one hand complainants may see governors as having the authority to directly resolve their complaint whereas the reality is that governors must work within the adopted complaints policy of the school and remain entirely independent;
- on the other hand, complainants generally have an expectation that governors, particularly parent governors, are there to help them.

It is important therefore that governors fully acquaint themselves with the adopted complaints policy of the school and abide by that policy. This does not mean that a governor cannot listen to a complaint if approached by a complainant (although this may preclude the governor from being involved formally at any later stage in the complaints process). If approached by a complainant with a complaint it is important to:

- recognise that for the person concerned the issue is of serious concern (even if it appears trivial);
- LISTEN but avoid commenting on the pros or cons of the complaint;
- point out that as an individual governor you have no power to act;
- check whether the complainant has raised their complaint with the school;
- if not, advise them to do so and refer them to the school's complaints procedure which should be on the school's website;
- consider whether it is appropriate to draw the matter to the attention of the head teacher 'for information' in a totally non-judgmental way, making it clear that this does not indicate siding with the complainant.

Sometimes the concern/complaint will have implications for school policy or procedures. If so these should normally be picked up during the investigation of the complaint, if not, it may be appropriate to raise the general issue at a governing body meeting. **However, this should not be done until the complaint has been dealt with fully.** To do otherwise may seriously prejudice dealing with the complaint in accordance with the complaints procedure and any action that might flow from the investigation of the complaint e.g. staff disciplinary matters.

HOW TO LISTEN TO COMPLAINTS – GUIDANCE FOR GOVERNORS AND STAFF

A natural reaction when listening to a complainant is to be defensive, but this is usually counter productive. When you realise that you are listening to a complaint, try to remember the following:

| | |
|--|--|
| Say who you are | If you are unknown to the person, introduce yourself. |
| Ask for their name and use it | Anonymous complaints are acceptable only where there are special circumstances. |
| Be courteous and patient | Be sympathetic and helpful, but do not blame other colleagues. |
| Stay cool and calm | Do not argue - be polite and try to find out exactly what the person thinks is going wrong, or has gone wrong. |
| Don't 'pass the buck' | Do not to keep transferring the complainant from one place to another. Make sure you know the contact person for anything you cannot deal with yourself. If necessary offer to make enquiries and arrange for the correct person to contact the complainant. |
| Treat every complaint individually | Even if you have already received several similar complaints the same day, it is probably the complainant's first chance to have their say. |
| Treat all complaints seriously | However small or trivial it may seem to you, the complaint will be an important problem for anyone who takes the trouble to complain. |
| Take time to find out exactly what the problem is | It is easy for someone to forget to tell you an important detail, particularly if they are upset or annoyed. |
| Don't take the complaint personally | To an angry or upset person, YOU are the school, and the only one they can put their feelings to right now. |

| | |
|--|--|
| Don't rush | Take your time. Let people have their say, and let off steam if they need to. Listen carefully and sympathetically to their problems before replying and attempting to find a solution or offer a next step. |
| Check you are being understood | Make sure that the person understands what you are saying. Do not use jargon - it can cause confusion and annoyance to someone 'not in the know' or for whom English is a second language. |
| Check that you have understood the complaint | It is important to ensure that you have understood the complaint. Check with the complainant that you have understood them correctly and confirm any points that might be unclear or confused. |
| Write down what you have been told | To avoid any possible misunderstanding it is useful to write down what you have been told and if necessary provide a copy of your note to the complainant and ask them to confirm that it is accurate. |
| Do offer the School's Complaints Procedure to the complainant | Trying to deal with a complaint and not making them aware of the complaints procedure can cause confusion and make matters worse and result in "old ground" having to be covered twice. |
| Consider any Learning Outcomes | Complaints may inform better practice/service and this should be viewed as a positive outcome of managing complaints. |

Complaints Policy

Background

The Education Act 2002 requires governing bodies of schools to have a procedure to deal with complaints about the school and any facilities or services that the school provides. The procedure must also be publicised.

From 31 July 2012 under section 45 of the Education Act 2011 the duty on Local Authorities to consider complaints about the curriculum, sex education and religious worship in maintained schools was removed.

Also, from 1 August 2012 complaints about maintained schools not resolved by the school that would have been considered by the Local Government Ombudsman or the local authority should now be addressed to the Secretary of State for Education. The school has accordingly adopted a complaints procedure in accordance with the following principles.

Definition of a Complaint

A complaint is any expression of dissatisfaction about the school and any community facilities or services that the school provides.

Principles of the Procedure

Informal resolution – If possible, complaints will be resolved through informal discussion and negotiation.

The procedure will be easy to understand and to use – the language will be simple and can be made available in different languages and formats where necessary.

Publicity and accessibility – The procedure will be well publicised and easily accessible to all via:

- ✓ posters;
- ✓ leaflets sent out with other school material;
- ✓ information in the School Prospectus;
- ✓ on the school website at: www.grantleyfountains.co.uk
- ✓ information at parents' days, and at other appropriate school events.

Impartiality and confidentiality – all complaints will be dealt with impartially and subject to the need to investigate the matter fully, in confidence.

Time limits – complaints will be dealt with within clear time limits and everyone will be kept fully informed.

Support – complainants will be encouraged to be supported by a friend or adviser.

Full and fair investigation –

- a. the complaint will be fully investigated;
- b. if necessary and at the discretion of the Chair of the Governing Body an independent person will be appointed by the Chair to conduct the investigation;
- c. the principles of fairness and impartiality will be fully observed at all times.
- d. If the complaint is justified appropriate redress will be offered.

Addressing any problems – any issues identified through the investigation of the complaint as requiring action will be addressed.

Support for staff – staff will be given the same level of support as the complainant.

Anonymous complaints – Will be investigated but only insofar as it is possible and practicable.

Vexatious complaints – will be assessed to decide whether any new issues have been raised. If so then these will be investigated in accordance with the Complaints Procedure.

Training – all staff will be briefed in handling complaints to seek to ensure that a consistent approach is taken to all complaints received.

Persistent complainants – complaints will be thoroughly investigated but will not be re-opened unless relevant new issues are brought forward.

Monitoring – the Head teacher will keep records of all complaints and will report to the Governing Body on a regular basis.*

Review

This Policy shall be reviewed by the Governing Body every three years.

*** This will be for monitoring purposes only and will present an overview of the types of complaints and data in terms of numbers etc. No details should be given in respect of names or other identifying features.**

COMPLAINTS PROCEDURE

Exceptions to the Procedure

This procedure does not cover those areas of school life for which other procedures exist including:

| | |
|--|--|
| | For further information contact:- |
| (a) staff grievance and capability procedures | Human Resources |
| (b) staff disciplinary procedures | |
| (c) child protection investigations | |
| (d) admission appeals ¹ | Local Area Office |
| (d) exclusion appeals ² | Local Area Office – Behaviour Support Service |
| (e) appeals against the decisions of the LA about a child's special educational needs and provisions | Local Area Office – SEN Officer |

| Complaints involving the following areas: | |
|---|--|
| (f) Human Rights | Schools are recommended to seek advice from Legal Services at County Hall. |
| (g) Race Relations | |
| (h) Sex Discrimination | |
| (i) Disability Discrimination | |
| (j) Age Discrimination | |

¹ In Foundation and Voluntary Aided Schools, complaints should be sent to the school's governing body.

² In Foundation and Voluntary Aided Schools, complaints should be sent to the school's governing body.

PROCEDURE

a) Informal Stage

- Anyone with a concern about any aspect of the school is encouraged to raise their concern, either personally or through someone else, with their child's class teacher, a senior member of staff or with the Headteacher. Everything possible should be done at this stage to resolve the matter.
- If the concern cannot be resolved by informal means then the person expressing the concern will be told of the option of pursuing a formal complaint and be provided with a copy of this procedure.

b) Formal Complaint – Stage One – Investigation by a designated member of staff/Headteacher

- Formal complaints must be detailed in writing (a complaints form is attached for this purpose). To ensure that the complaint is properly investigated it must be as clear as possible. If necessary clarification will be sought from the complainant about any aspect of the complaint which is unclear;
- If a complainant requires help to put their complaint in writing then they will be offered the opportunity to meet with the designated member of staff/Headteacher who will make a written note of the complaint and agree it with the complainant;
- The designated member of staff/Headteacher will send an acknowledgement within 5 working days of receiving the written complaint and will confirm:
 - ✓ details of the complaint to be investigated;
 - ✓ who will be investigating the complaint;
 - ✓ that a substantive response to the complaint will be given within 20 working days of receipt. If this timescale cannot be met an explanation will be given with a revised timescale;
- The complaint will be recorded including date;
- The designated member of staff/Headteacher will investigate the complaint in accordance with the principles of the Complaints Policy;
- The designated member of staff/Headteacher will write to the complainant within 20 days of receipt of the complaint (or by date given in the acknowledgement letter) and advise him/her of the outcome of the investigations in writing.
- If the complaint is upheld the complainant will be informed accordingly and given an indication of the steps that will be taken to put matters right. The school will seek guidance from Legal Services at County Hall before making any admissions which may lead to a legal claim. If, on the basis of the information available, it is not possible to arrive at a definitive decision

on the complaint the complainant will be informed accordingly with the reasons why;

- The complainant will also be informed that if they are dissatisfied with the outcome of the investigation then they have the right to appeal against the outcome to the Chair of the Governing Body and how to do it.

c) Formal Complaint – Stage Two – The Chair of the Governing Body

- Requests for a stage two investigation must be in writing and addressed to the Chair of the Governing Body at the School;
- The Chair will send an acknowledgement within 5 working days of receiving the request and tell the complainant that a substantive response to the complaint will be given within 20 working days of receipt. If this timescale cannot be met an explanation will be given with a revised timescale;
- The request will be recorded including date;
- The Chair will investigate the complaint in accordance with the principles of the Complaints Policy;
- The Chair will write to the complainant within 20 days of receipt of the complaint (or by date given in the acknowledgement letter) and advise him/her of the outcome of the investigations in writing.
- If the complaint is upheld the complainant will be informed accordingly and given an indication of the steps that will be taken to put matters right. The Chair will seek guidance from Legal Services at County Hall before making any admissions which may lead to a legal claim. If, on the basis of the information available, it is not possible to arrive at a definitive decision on the complaint the complainant will be informed accordingly with the reasons why;
- The complainant will also be informed that if they are dissatisfied with the outcome of the investigation then they have the right to appeal against the outcome to the Complaints Appeals Panel and how to do it.

d) Formal Complaint – Stage Three – Complaints Appeals Panel Hearing

- Requests for a stage three hearing must be in writing and addressed to the Clerk to the Governing Body at the School;
 - ✓ the Clerk will acknowledge the request within 5 working days of receiving the request
- The Clerk will ask the investigator at Stage 1 to attend the hearing to present the school's case.
 - ✓ if written submissions are to be made by the Headteacher they should be submitted to the Clerk at least 10 working days before the hearing to enable copies to be provided to the committee, the complainant and any other relevant parties.
- At least 7 working days prior to the meeting the clerk will:

- ✓ notify all parties of the date, time and place of the hearing;
 - ✓ provide all parties with a copy of any written representations submitted;
 - ✓ provide all parties with details of the format of the hearing;
 - ✓ ask the parties whether they have any particular needs for the meeting e.g. induction loop, translator etc;
 - ✓ confirm who will be in attendance at the hearing or whether they wish to rely upon written submissions.
- Within 5 working days following the hearing the clerk shall:
- ✓ inform all the parties concerned in writing of the decision(s) of the Panel;
 - ✓ the complainant will also be informed that if he/she remains dissatisfied then they may write to the Department for Education, Castle View House, East Lane, Runcorn, Cheshire WA7 2G

(See also Governing Body Policy for dates)

THE COMPLAINTS APPEALS PANEL – GUIDANCE FOR SCHOOLS

Gov Body meeting autumn term 1st meeting

The Complaints Appeals Panel - Establishment

General (Procedure)

At the first meeting in the autumn term the governing body will establish a panel whose role is to determine appeals against stage 2 decisions on formal complaints made under the school's complaints procedure. The panel will only hear those complaints which have reached stage 3 of the procedure. i.e. after the complaint has already been investigated by the Headteacher/Chair of Governors.

Constitution

Whilst it is for the governing body to determine the constitution of the panel it is strongly recommended that this should be any three governors, apart from staff governors and associate members, as available at the time of the appeal. Because of the need to provide confidence in the impartiality of the panel staff governors should not be appointed to the panel. Equally, associate members should not be appointed to the committee because they may not vote on a range of issues including the budget, financial commitments of the governing body, admissions and pupil discipline and may therefore find their effectiveness curtailed if any of these issues form part of the complaint.

Terms of reference

The terms of reference suggested for the panel are:

“to consider appeals in respect of complaints made pursuant to the school's complaints procedure including full delegated authority to:

- dismiss the appeal in whole or in part;
- uphold the appeal in whole or in part;
- decide on the appropriate action to be taken to resolve the complaint;
- recommend changes to the school's systems or procedures to ensure that problems of a similar nature do not recur.”

Delegation

The panel should be given full delegated authority to act.

Procedure

The Complaints Appeals Panel STAGE 3

Receipt of complaint by the Clerk to the Governing Body

Clerk checks the school has followed the complaints procedure up to this point. The Complaints Appeals Panel will only become involved after the complaint has been investigated at Stage 2 of the procedure. The complainant should have written to and told the Clerk to the governing body that he/she remains dissatisfied with the Stage 2 decision and now wishes the matter to be considered by the committee at Stage 3.

Procedure

- ✓ The Clerk should acknowledge receipt of the complainant's letter within 5 working days of its receipt. See sample letter 'A'.

Arranging the hearing

The Clerk will make the necessary arrangements for the hearing to take place within 20 working days taking into account the following matters:

- ✓ check that 3 governors on the Appeals Panel and **not previously involved in the complaint** are available, remembering not to include staff governors or associate members;
- ✓ if the complaint is against a member of staff ensure that the members of the panel are not also members of the Staff Dismissal Committee (or Staff Dismissal Appeals Committee);
- ✓ is the preferred date and time of the hearing convenient to **all** the parties involved?
- ✓ is the school an appropriate place for the hearing or would a more neutral venue be preferable?
- ✓ is the chosen venue readily accessible to all?
- ✓ do the seating arrangements strike the right balance between the formality of the hearing and the need to create a more relaxed atmosphere?
- ✓ will water or soft drinks be available for people during the hearing?
- ✓ do any of the parties have any special requirements for the hearing? e.g. Induction loop, translator etc;
- ✓ are separate rooms available if any of the parties wish to discuss any relevant matters in private either before or during the hearing? Do you need anyone to act as "host" and facilitate the process?

The Clerk should inform everyone of the arrangements made giving at least 7 clear working days notice and provide everyone with the agenda setting out the format for the hearing. See the sample agenda under Sample Forms and Letters.

Who should be invited to the hearing?

- The complainant (not forgetting that he/she may be accompanied by a friend or an adviser);
- The Panel;
- The Headteacher, Chair of Governors or designated member of staff whoever investigated the complaint at Stage 2. The Headteacher (with an adviser if they so wish) should make every effort to attend the hearing but

if he/she declines to attend it should be borne in mind he/she will not be able to answer questions from the complainant or the panel and this might be unhelpful to the panel in reaching its decision.

- Any witnesses that any of the parties may wish to call to give evidence.
- A host who could help with proceedings or take care of witnesses etc may be useful.

When advising everyone of the arrangements for the hearing remind the complainant and the Headteacher that written submissions must be submitted to the Clerk not less than 7 working days prior to the hearing to enable the Clerk to provide copies in advance to everyone concerned.

Written representations when received should be sent by first class post to all the parties concerned.

The Hearing

The Clerk should arrive early to ensure that the arrangements for the hearing are in order.

The Appeal Panel should take its place in the hearing room without the complainant, Headteacher or witnesses being present and the clerk should take the opportunity to:

- clarify any procedural points with the Panel; and
- elect a Chair for the hearing.

The Clerk should check that all parties have received a copy of all papers to which they are entitled. It may be helpful to number the pages. If anyone has not received any of the papers they should be provided with a copy and given time to read them and if they request it they should be allowed to do this in private and if necessary confer with their friend/adviser.

The complainant, the Headteacher and their friends or advisers (but not witnesses) should then be invited in to the hearing. **The complainant or the Headteacher, Chair of governors or designated member of staff (and friends or advisers or witnesses) should not be left alone with the Panel at any time.** The Clerk should remain in the room with the Panel to ensure all procedures are followed in a fair and equitable manner.

The host could remain with any witnesses and act as a support to the clerk if for any reason there is a need for a recess or any other issues arise which could lead to a situation where the Panel could be compromised in any way. It is recommended that the host does not go into the hearing whilst evidence is presented.

The Chair should open the hearing by introducing him/herself and the members of the Panel. He/she should inform everyone of the role of the Panel and stress that the Panel has had no prior involvement in the complaint and that it will look afresh at all the issues involved and arrive at its own decision on the matter(s). Also, that the decision(s) of the panel is final insofar as the school is concerned. The Chair should then invite everyone else present to introduce themselves and their role in the proceedings.

The Chair should confirm with everyone that they have received a copy of all relevant papers to which they are entitled (ideally the Clerk should do this prior to the meeting and provide a copy of any missing papers – this would help prevent delays at the hearing see above).

The meeting should then follow the format set out in the agenda (see under Sample Forms and Letters). If either of the parties wish to have a recess then the Chair should facilitate that, if at all possible, however the decision to allow a recess is entirely at the discretion of the Chair. If a recess is allowed there should be no discussion on the matters heard thus far and the complainant, the Headteacher, Chair of governors or designated member of staff (or witnesses/friends/advisors) should not be left alone with the Panel.

Witnesses should be invited in to the hearing when it is their turn to give evidence. After giving evidence and answering questions witnesses should be invited to leave the hearing if they wish. Alternatively they may remain in the hearing but they should not be allowed to take any further part in the proceedings.

At the conclusion of the hearing the Chair of the Panel should thank everyone for their contributions and inform the complainant and the Headteacher that the Panel will make its decision in private and that they will be notified of the outcome by the Clerk within 5 working days of the meeting. Everyone, with the exception of the Panel and the Clerk, should then leave the meeting whilst the Panel deliberates in private. It might be appropriate to ask the complainant, the Headteacher, the Chair of Governors or designated member of staff and any witnesses to stay behind for a short while in the event that the Panel needs clarification on any point or to give the parties the option to wait to hear the decision in person if the Panel expects to reach one within a reasonable length of time. In either of the above circumstances it will be necessary for **ALL** the parties concerned to be present.

The Decision process

The Panel should consider in private all the evidence submitted. If the Panel requires clarification on any point then **all** the parties should be invited back in to the hearing only whilst the Panel seeks the necessary clarification. Remember also that this is not an opportunity for anyone to re-open the hearing.

The Panel may decide to seek legal advice or clarification from HR at this stage. It is acceptable to adjourn at this point and agree to reconvene when any further guidance has been received. This must comply with the 5 day timescale or the complainant and head teacher should be informed of any delay in the process.

After arriving at its decision the **clerk** should confirm with the Panel that his/her understanding of the decision is correct.

If the decision of the Panel is thought likely to lead to further action by the complainant e.g. a claim for damages, the Panel should consult with Legal Services at County Hall before reaching a final conclusion.

After the hearing

The clerk should prepare a draft of the letter setting out the decision. This should be approved by the Chair of the Panel and signed by him/her prior to being sent to the complainant and the Headteacher within the agreed 5 working days. See sample letters B&C to be signed by the Chair of the Panel.

Minutes and reporting to the Governing Body

Draft minutes of the hearing should be prepared and once they have been agreed with the Panel the minutes should be signed by the Chair of the Panel.

They should **not** be submitted to the governing body nor should a detailed resume of the hearing be given to the governing body. All that should be reported is that a

hearing was held and the decision. The reason for this is that there may be issues arising from the complaint that may require further investigation and which may lead to disciplinary action against a member of staff. To give a detailed account of the proceedings of the hearing may be prejudicial to any disciplinary or other proceedings.

It is good practice to inform the Governing Body that a complaint has been dealt with under the Complaints Procedure. This information could form a useful part of the school's improvement procedures and Governor monitoring of the school.

Records

The records of the complaint should be kept securely in school and retained in accordance with the requirements of the Schools' Information Governance Manual issued by Children and Young Peoples' Service in May 2006.

For further information on storage see:

CYPS.info and follow the file path:

- Organisation and management
- Information and data management
- School Governance Information manual
- Record Retention and Disposal Schedule.

Stage 3 Critical Timescales

| Item | Action |
|--|--|
| Letter referring complaint to Panel | Acknowledge within 5 working days |
| Hearing | Within 20 working days |
| Despatch of Agenda | At least 7 clear working days before the hearing |
| Receipt of written submissions from complainant and Head | At least 7 working days before the hearing |
| Send out written submissions (if any) | As soon as possible after receipt |
| Letter to complainant giving decision of Panel. | Not more than 5 working days following the hearing |

Please note, once a complaint has been reviewed at Stage 3, this would mark the end of the process. Should the complainant not be satisfied they can refer their complaint to the Secretary of State who will review the way the matter has been handled. Complaints should now be addressed to the Secretary of State, The Department of Education, Castle View House, East Lane, Runcorn, Cheshire, WA7 2GJ.

The LA will continue to provide support, advice and guidance on procedural matters to both schools and complainants. Support for Governors on legal, HR, financial and other matters will remain. If any assistance is required please contact the Governor Support Unit on:

GOVERNOR SUPPORT – CONTACT DETAILS 2012

| Name | Designation | Tel | e-mail |
|--------------------|--------------------------|--------------|--|
| Alison Johnston | Governance Manager | 01609 532160 | Alison.Johnston@northyorks.gov.uk |
| Margaret Burton | Governance Officer | 01609 532465 | Margaret.Burton@northyorks.gov.uk |
| Chrissy Richardson | Clerking Service Manager | 01609 535735 | Chrissy.Richardson@northyorks.gov.uk |
| Rose Walker | Support Officer | 01609 532936 | Rose.Walker@northyorks.gov.uk |
| Lyn Raybould | Clerical Assistant | 01609 532712 | Lyn.Raybould@northyorks.gov.uk |
| Stephen Leighton | Clerical Assistant | 01609 532711 | Stephen.Leighton@northyorks.gov.uk |

Postal address:-

Governor Support SB217
Prevention and Commissioning
Children & Young People's Service
North Yorkshire County Council
County Hall
Northallerton
North Yorkshire
DL7 8AE

Complainant Form

Fountains CE P School
Grantley
Ripon
North Yorkshire
HG4 3PJ

It will help us if you use this form to make your complaint but please write a letter if you prefer, covering all the points on the form. Please continue your answers on a separate sheet if there is not enough space on this form. When you have filled in the form, send it to The Head teacher or Chair of the Governing Body if the complaint is about the Headteacher (**insert name and address of school**) if you need any help completing this form please contact the school.

We will only process your personal data in order to respond to your complaints. In general it will be used for administrative and statistical purposes.

Your name

Mr Ms Mrs Miss Other

First name (BLOCK CAPITALS)

Surname (BLOCK CAPITALS)

Your address

.....

Postcode

Daytime tel. no.

.....

Mobile tel. no.

.....

Email address

.....

Do you have any special requirements, for example if English is not your first language, disabilities?

.....

Have you contacted the school about this matter before?

Yes No

If yes, who did you contact, when and how?

Have you received a reply?

Yes No

If so, when was this?

Please explain your complaint and how would you like to see the matter resolved?
Please use additional sheets if required.

If you have any documents to support your complaint, please send them with this form. Please tick the box if you would like them returned to you.

We will send an acknowledgement within 5 working days of receiving your communication and will tell you what is happening. If a further response is required, this should reach you within 20 working days.

FOR OFFICE USE ONLY

Complaint reference Date Received

Acknowledgement sent

Substantive reply sent

SAMPLE LETTERS

Letter 'A' – Acknowledgement letter from Clerk

Dear

Your Complaint

I write to acknowledge receipt of your letter of (insert date) and write to let you know how your appeal will now be dealt with.

A hearing by the Complaints Appeals Panel will be held within 20 working days from the receipt of your complaint i.e. by (insert date). The panel is made up of 3 governors who have no prior knowledge of the details of the complaint. The role of the panel is to consider your complaint and the action taken to address the complaint to date together with any information that the Headteacher (*or Chair of Governors or designated member of staff as appropriate*) wishes to put forward. The Panel will then consider in private all the information presented to it and arrive at its decision. The Panel has the authority to:

- dismiss the appeal in whole or in part;
- uphold the appeal in whole or in part;
- decide on any appropriate action to be taken to resolve the complaint;
- recommend changes to the school's systems or procedures to ensure that problems of a similar nature do not recur."

You will be notified in writing of the decision of the panel within 5 days of the meeting.

I will be acting as clerk to the panel and it is my responsibility to make all the necessary arrangements for the meeting and to take the minutes of the meeting and offer procedural guidance only. Any correspondence that you may wish to submit to the panel should be sent to me at the address shown at the head of this letter.

You are entitled to attend the meeting and to present your complaint and you may be accompanied by a friend or an advisor who may speak on your behalf if you so wish. You or your friend or advisor may also submit, in advance, written representations. These will be circulated to the panel and to the Headteacher and must therefore be sent to me to arrive not less than 10 working days prior to the meeting to enable me to do that. If the Headteacher similarly submits any written representations then you will be provided with a copy 5 working days in advance of the meeting.

I will contact you again soon to discuss the date, time and venue for the meeting but in the meantime if you have any questions in connection with this matter please do not hesitate to contact me.

Yours sincerely

Clerk to the Complaints Appeals Panel of (name of school) Governing Body

Letter 'B'- letter of decision to complainant – rejecting complaint

Dear

Your Complaint – Complaints Appeals Panel Hearing– (insert date of hearing)

May I first of all thank you for attending the hearing by the Panel held on (insert date).

The Panel after carefully considering all the information presented to it has decided that no further action should be taken on your complaint for the following reasons:

Set out the reasons for the decision e.g.

- a) It is recognised that an error had occurred at the early stage of the matter the subject of your complaint. Whilst this was regrettable it is the view of the panel, that the early action taken by the Headteacher to correct the error once it was discovered was sufficient to correct the situation.
- b) Because action was taken early there was no evidence to demonstrate that you had suffered materially as a consequence;
- c) The Headteacher has already apologised to you both verbally and in writing for the error;
- d) The Governing Body will be reviewing policies and procedures to see if they can be improved.

The hearing of your complaint by the Panel brings to an end the formal procedures set out in the school's Complaints Procedure. However, if you remain dissatisfied then you may write to the Department for Education, Castle View House, East Lane, Runcorn, Cheshire WA7 2GJ

Yours sincerely,

Chair of the Complaints Appeals Panel of (Name of school) Governing Body

Letter 'C' - letter of decision to complainant – upholding complaint

Dear

Your Complaint – Complaints Appeals Panel Hearing – (insert date of hearing)

May I first of all thank you for attending the hearing by the Panel held on (insert date).

The Panel after carefully considering all the information presented to it has decided to uphold your complaint for the following reasons:

Set out reasons e.g.

- a) It is recognised that an error had occurred at the early stage of the matter the subject of your complaint and that this error had not been identified or action taken to correct it;
- b) Because the error was not identified you had to pay twice for the music lessons;

Further the Panel has determined that the following action shall be taken to address your complaint:

Set out redress offered e.g.

- 1) The Headteacher and the Panel offer an unreserved apology to you for the distress caused by the failure to properly address the original error;
- 2) A refund of the overpaid music lessons fee will be made to you as soon as possible;
- 3) Measures have now been put in place to prevent any further similar errors occurring.

The Panel hopes that this now brings this matter to a conclusion and thanks you for the professional and courteous way in which you dealt with the matter at the hearing.

Yours sincerely

Chair of the Complaints Appeals Panel of (Name of school) Governing Body

Sample Agenda

A Hearing by the Complaints Appeals Panel of (Name of School) Governing Body will be held at (insert venue) on (insert date) at (insert time)

The order of business for the hearing is set out below:

1. To elect a Chair for the hearing.
2. Introductions.
3. The Chair to outline the procedure.
4. (Name of complainant) to explain his/her* complaint.
5. Headteacher and the Panel may ask questions.
6. Headteacher to explain the school's response.
7. (Name of complainant) and the Panel may ask questions.
8. The Headteacher to make a statement in summary.
9. (Name of complainant) makes a statement in summary.
10. All, with the exception of the Panel and the Clerk to leave whilst the Panel considers its decision. Written notice of the decision will be sent to the Complainant and the Headteacher within 5 working days of the hearing.
11. The Panel will then consider the complaint in private session.

Clerk to the Committee of (Name of school) Governing Body

Enclosures: List all the enclosures to accompany the agenda e.g.:

- a) A copy of the school's Complaints Procedure;
- b) A copy of the original complaint;
- c) Copies of letters between the complainant and the school in connection with the complaint;
- d) Copy of written submissions from the complainant and the Headteacher.
- e) Any relevant guidance issued by the LA.

* delete as appropriate

FOUNTAINS CE PRIMARY SCHOOL

THE COMPLAINTS APPEALS COMMITTEE – GUIDANCE FOR SCHOOLS

1st meeting of Governing Body in Academic year

The Complaints Appeals Committee - Establishment

General Procedure

At the first meeting in the autumn term Fountains School governing body will establish a Panel whose role it is to determine appeals against stage 2 decisions on formal complaints made under the school's complaints procedure. The Panel will only hear those complaints which have reached stage 3 of the procedure. i.e. after the complaint has already been investigated by the Headteacher/Chair of Governors.

Constitution

Whilst it is for the governing body to determine the constitution of the Panel it is strongly recommended that this should be any three governors, apart from staff governors and associate members, as available at the time of the appeal. Because of the need to provide confidence in the impartiality of the Panel staff governors should not be appointed to the Panel. Equally, associate members should not be appointed to the Panel because they may not vote on a range of issues including the budget, financial commitments of the governing body, admissions and pupil discipline and may therefore find their effectiveness curtailed if any of these issues form part of the complaint.

Terms of reference

The terms of reference suggested for the Panel are:

“to consider appeals in respect of complaints made pursuant to the school's complaints procedure including full delegated authority to:

- dismiss the appeal in whole or in part;
- uphold the appeal in whole or in part;
- decide on the appropriate action to be taken to resolve the complaint;
- recommend changes to the school's systems or procedures to ensure that problems of a similar nature do not recur.”

Delegation

The Panel should be given full delegated authority to act.*

Date:

Names: _____

_____ (you may wish to have one reserve governor).

* These Governors must not be Staff Governors. In the case of a conflict of interest the Panel member can step down and another Governor can be asked to act on the appeal providing they have no prior knowledge of the case.

FOUNTAINS CE PRIMARY SCHOOL

COMPLAINTS PROCEDURE

Exceptions to the Procedure

This procedure does not cover those areas of school life for which other procedures exist including:

| | For further information contact:- |
|--|---|
| (f) staff grievance and capability procedures | Human Resources |
| (g) staff disciplinary procedures | |
| (h) child protection investigations | |
| (d) admission appeals ³ | Local Area Office |
| (i) exclusion appeals ⁴ | Local Area Office – Behaviour Support Service |
| (j) appeals against the decisions of the LA about a child's special educational needs and provisions | Local Area Office – SEN Officer |

| Complaints involving the following areas: | |
|---|--|
| (f) Human Rights | Schools are recommended to seek advice from Legal Services at County Hall. |
| (g) Race Relations | |
| (h) Sex Discrimination | |
| (i) Disability Discrimination | |
| (j) Age Discrimination | |

³ In Foundation and Voluntary Aided Schools, complaints should be sent to the school's governing body.

⁴ In Foundation and Voluntary Aided Schools, complaints should be sent to the school's governing body.

Fountains CE P School

Concerns and Complaints about the School Guidance Notes for Parents

If you have a suggestion or a concern

We would like you to tell us about it. We welcome suggestions for improving our work in the school and want to know if you have any concerns. Be assured that no matter what you wish to tell us, our support and respect for you and your child in the school will not be affected in any way. If you have a concern, please let us know as soon as possible. It is difficult for us to properly investigate an incident or problem that happened some time ago. Depending on circumstances, the governing body may decide not to consider a complaint about something that occurred more than two months ago.

What to do first

Most concerns can be sorted out quickly by speaking with your child's class teacher. Any teacher or the school administrator can help you find the right member of staff.

If you have a concern which you feel should be looked at by the Headteacher in the first instance you can contact her straightaway if you prefer. It is usually best to discuss the problem face to face. You may need an appointment to do this, and you can make one by ringing or calling in to the school office. You can take a friend or relation to the appointment with you if you would like to.

All staff will make every effort to resolve your problem informally. They will make sure that they understand what you feel went wrong, and they will explain their actions to you. They will ask what you would like the school to do to put things right. Of course, this does not mean that in every case it will be possible to achieve a satisfactory outcome but it will help both you and the school to understand both sides of the question. It may also help to prevent a similar problem arising again.

If you are still concerned

We will do all that we can to resolve matters straight away but if you are not entirely satisfied with the teacher's response (or with the Headteacher's initial reaction if she has already been involved) you can make a formal complaint to Headteacher. This should be made in writing.

You may find it helpful at this stage to have a copy of the full statement of the governing body's complaints procedure as this explains in detail how complaints are dealt with. This is available from the school office.

Headteacher will contact you to discuss the problem. Usually you will be invited to a face to face meeting. Again you may take a friend or someone else with you if you wish.

Headteacher will then conduct a full investigation of the complaint and may interview any members of staff or pupils involved. You will receive a written response to your complaint.

If you are still unhappy

We very much hope and expect that we will have been able to resolve the problem by this stage. However, if you are still not satisfied you may wish to make a formal complaint to the governing body. You should write to the Chair of Governors. Initially your complaint may, depending on circumstances, be dealt with by the chair of governors. He will try to see if there is a way forward. [Note that at this stage your complaint will not be made known to other governors. This is so that if it is necessary for the governors to hold a formal hearing of your complaint they will be able to maintain impartiality.]

If the chair is unable to resolve the matter, your complaint will then be heard by a committee of three governors – the Complaints Review Committee. As explained above, they will have no prior knowledge of the case and will thus be able to make a fresh, unbiased assessment. You will be invited to attend the committee meeting, accompanied by a friend or representative if you wish, and to put your side of the matter. Headteacher will also attend to give her account. The governing body's complaints procedure explains how these meetings are conducted. You will be informed in writing of the Committee's decision.

If your complaint is about an action of the Headteacher

If your complaint is about an action of the Headteacher, then you should refer it to Chair of Governors. You can contact him by the school office.

The Chair of Governors will discuss the matter with you and attempt to resolve the problem. If you are not satisfied with the outcome of this process you will be asked to detail your complaint in writing and it will be considered by the Complaints Review Committee of the governing body – see above.

Further action

Complaints about school problems are usually settled within the schools but in exceptional cases it may be possible to refer the matter to an outside body such as the local education authority or the Secretary of State for Education and Skills. If necessary the chair of the Complaints Review Committee of the governing body will let you have further information.

Children and Young People's Service

FOUNTAINS CE PRIMARY SCHOOL

GENERAL COMPLAINTS PROCEDURE

Leaflet for Parents

A responsive County Council providing excellent and efficient local services

FOUNTAINS CE PRIMARY SCHOOL

Overview of Complaints procedure for Parents.

What to do if you have a concern or a complaint

We aim to work closely with parents and carers so that all children can play and learn happily at school.

We view all complaints in a positive way, as it helps the school improve its practices.

However, sometimes problems do occur and the best person to talk to first is usually your child's class/form or subject teacher.

If you are still worried or concerned, the head teacher will be happy to talk to you at a mutually convenient time. Please contact the school office to make an appointment to talk to the Headteacher or write to the Headteacher explaining your complaint and what you would like to happen now.

This is part of a full procedure which all schools have in place and has been approved by the Governing Body. If the Headteacher cannot resolve the issue or the complaint is about the Headteacher you should then write to the Chair of Governors.

Full details of our complaints procedure can be found in this leaflet or look on the school's website for further information.

Please do not hesitate to contact us – we look forward to hearing from you!

MODEL INFORMATION LEAFLET

FOUNTAINS CE PRIMARY SCHOOL

How do I let the school know that I have a concern or complaint?

The first action you need to take is to contact your child's class teacher or subject teacher and let the school know as soon as possible that you have a concern or a complaint and give the school the opportunity to investigate the matter properly.

Most concerns or complaints can be sorted out this way. Remember, do not leave it too long to report your concern because it can be difficult to investigate something that happened some time ago. It is also helpful if you can provide a short written statement of your concern or complaint. This will help to avoid any misunderstanding and provides a written record of your concern or complaint.

This is known as the "informal" stage and the school will do everything possible to address your concerns at this stage.

Formal Complaint Stage One

If you feel that the class or subject teacher has not resolved the issue you can now take the complaint through a formal procedure. All schools have in place a complaints procedure. This is a formal process which enables you and the school to address your concerns.

To begin this process you must write to the Headteacher explaining clearly and briefly what your concern is and what outcome you would like to see to resolve it. Please use the form provided if you prefer (see end of leaflet).

If your complaint is regarding the Headteacher then please go to Stage 2.

I think that my concern or complaint should be looked at by the Headteacher .

Telephone or call at the school office and ask to make an appointment to see the Headteacher. You will be able to take a friend or an adviser with you to the meeting but if you do you must tell the Headteacher in advance that you will be accompanied. The Headteacher may also wish to be accompanied at the meeting depending on the nature of your concern.

What if my complaint is about the Headteacher?

You will need to write to the Clerk to the Governing Body at the school and explain your complaint. The Chair or a governor or governors delegated by them will investigate your complaint as if it was under the second stage of the procedure (see below).

THE SECOND STAGE.

What if I am not satisfied with the outcome of the investigation?

If you are not satisfied with the outcome of the first stage of the investigation or the complaint is against the Headteacher you can move to the second stage of the formal process.

You will need to write to the Chair of the Governing Body and explain your complaint and (if the Headteacher has previously considered the complaint why you are dissatisfied with the response and) what outcome you hope to achieve briefly and clearly. The Chair or a governor or governors delegated by him or her will investigate your complaint. This may include meeting with you. You may be accompanied at any meeting by a friend or adviser but you must tell the Chair in advance that you will be accompanied. The Chair (or the investigator(s)) will then write to you with the outcome of their investigations.

THE THIRD STAGE.

If I am still not satisfied is there anything else that I can do?

You can write to the Clerk to the Governing Body at the school and ask that your complaint be considered by the Complaints Appeals Panel of the Governing Body. The Panel will not include any governor who was involved in the prior investigation of the complaint or who has prior knowledge of the complaint. The Clerk to the Governing Body will arrange a hearing by the Panel and you will be invited to attend the hearing (with a friend or adviser) to explain your complaint.

The Clerk will write to you and make sure that you are kept fully informed and guide you through the procedure.

After the hearing the Chair of the Appeals Panel will write to you and let you know the Panel's decision.

If I am still not satisfied is there anything else that I can do?

Once the Panel has made its decision then that is the final step in the school's Complaints Procedure. If you feel that the governing body has acted or intends to act unreasonably or that it has failed to discharge its duties then you can write to the Department for Education, Castle View House, East Lane Runcorn, Cheshire, WA7 2GJ.



**Fountains CE Primary School
Grantley
Ripon
North Yorkshire
HG4 3PJ**

It will help us if you use this form to make your complaint but please write a letter if you prefer, covering all the points on the form. Please continue your answers on a separate sheet if there is not enough space on this form. When you have filled in the form, send it to The Headteacher or Chair of the Governing Body (**insert name and address of school**) if you need any help completing this form please contact the school.

We will only process your personal data in order to respond to your complaints. In general it will be used for administrative and statistical purposes.

Your name Mr Ms Mrs Miss Other

First name (BLOCK CAPITALS)

Surname (BLOCK CAPITALS)

Your address

Postcode

Daytime tel. no. Mobile tel. no.

Email address

Do you have any special requirements, for example if English is not your first language, disabilities?

Have you contacted the school about this matter before? Yes No

If yes, who did you contact, when and how?

Have you received a reply?

Yes No

If so, when was this?

Please explain your complaint and how would you like to see the matter resolved?
Please use additional sheets if required.

If you have any documents to support your complaint, please send them with this form. Please tick the box if you would like them returned to you.

We will send an acknowledgement within 5 working days of receiving your communication and will tell you what is happening. If a further response is required, this should reach you within 20 working days.

FOR OFFICE USE ONLY

Complaint reference

Date Received

Acknowledgement sent

Substantive reply sent

Fountains CE P School

**Concerns and Complaints about the School
Guidance Notes for Parents**

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FOUNTAINS CE PRIMARY SCHOOL

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**Fountains CE Primary School
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We will only process your personal data in order to respond to your complaints. In general it will be used for administrative and statistical purposes.

Your name

| | | | | |
|-----------------------------------|-----------------------------|------------------------------|-------------------------------|-------------|
| Mr <input type="checkbox"/> | Ms <input type="checkbox"/> | Mrs <input type="checkbox"/> | Miss <input type="checkbox"/> | Other |
| First name (BLOCK CAPITALS) | | | | |
| Surname (BLOCK CAPITALS) | | | | |

Your address

| | |
|--|----------|
| | Postcode |
|--|----------|

| | | | |
|------------------|--|-----------------|--|
| Daytime tel. no. | | Mobile tel. no. | |
|------------------|--|-----------------|--|

Email address

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Do you have any special requirements, for example if English is not your first language, disabilities?

| |
|--|
| |
|--|

Have you contacted the school about this matter before? Yes No

If yes, who did you contact, when and how?

Have you received a reply?

Yes No

If so, when was this?

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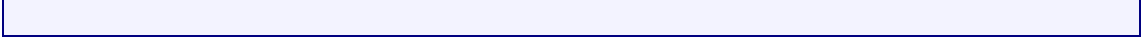
FOR OFFICE USE ONLY

Complaint reference

Date Received

Acknowledgement sent

Substantive reply sent



Grewelthorpe & Fountains CE Primary Schools Federation

| | |
|--|--|
| Policy: | Complaints Procedure Policy |
| Signed Chair of Governors: | |
| Date Signed: | |
| Governors Meeting Ratified: | 12th June 2018 |
| Review Date: | Summer 19 |
| Review schedule | Annually |