

WEATHERFIELD ACADEMY

To become the best person you can be.



# Complaints Policy

## Complaints Policy (Info for Parents)

Head Teacher September 2024

To be reviewed: February 2026

**It is essential to establish the nature of the complaint to ensure that the correct policy/procedure is followed.**

## **1 Purpose**

We want all pupils and their families to be happy with the education we offer and the policies and procedures we follow. Most queries or concerns can be resolved satisfactorily through discussion or by providing clarification or further information. Parents or carers share day to day concerns about particular aspects of school life through informal conversations with staff. However, when a more serious concern is raised, the school has adopted a procedure that explains how to complain and what to expect in response.

The purpose of this procedure is to ensure, for all parties, a fair and consistent approach to dealing with complaints.

## **2 Scope**

The Complaints Procedure provides a supportive framework for dealing with all matters relating to the conduct and actions of staff and the application of school procedures as they affect individual pupils.

The procedure may be used by a parent, carer, local resident or any person within the community who has a genuine interest in the school. An anonymous complaint will not be investigated under the procedure unless there are exceptional circumstances.

All complaints will be investigated by an appropriate person; this may be a teacher, a senior member of staff or the Head Teacher depending on the nature of the complaint. If the complaint is against the Head Teacher, the chair of governors will investigate and may draw on Central Bedfordshire Council for assistance.

As part of any investigation, all relevant parties will be given an opportunity to comment.

## **3 Principles**

Comments, concerns or complaints should be brought to the attention of the school as soon as possible. They will be dealt with:

- fairly, thoroughly and promptly
- safely - nobody will be victimised as a result of a complaint being made
- efficiently and helpfully - outcomes could include;
  - an explanation or clarification an apology from either party;
  - an assurance, where appropriate, that the same thing will not happen again,
  - action to put matters right.

## **4 Timescales**

Complaints should be raised as soon as possible. Any complaint raised more than one month after the incident has occurred will not be considered, unless there are exceptional circumstances.

The designated timescales apply during term time and additional time will be required over school holiday periods.

Where the Head Teacher or chair of governors is unable to comply with the timescales for reasons beyond his/her control, such as the complexity of the complaint or the availability of witnesses, s/he will inform the complainant, within seven calendar days of receipt of the complaint, when the outcome will be communicated.

## **5 Procedure**

### **5.1 Complaint relating to a member of staff, other than the Head Teacher**

#### **5.1.1 Stage 1 - Informal Stage**

Many areas of concern can be dealt with quickly and harmoniously through discussion. Any concerns or complaints should be referred initially to the member of staff concerned and this may be by letter, by email, by telephone or in person by an appointment made at a mutually convenient time. A comment form is available for completion, which is attached as Annex 1.

The person dealing with the matter will make every effort to resolve it and bring about a speedy resolution that is satisfactory to all parties.

In the case of more serious concerns, it may be appropriate to discuss these with a senior member of staff or directly with the Head Teacher, who will normally be able to resolve the matter and take any necessary actions to put matters right.

At Stage 1, the member of staff will respond to the complainant within seven calendar days of receipt of the complaint.

#### **5.1.2 Stage 2 - Formal Stage**

If the complaint is not resolved at the informal stage, the complainant must write to the Head Teacher within fourteen calendar days of receiving the outcome of the Stage 1 complaint. The Head Teacher will provide a copy of the complaint to the member of staff and investigate it. Complainants will be asked to complete a Complaint Form and suggest a preferred resolution to their concerns. This form is attached as Annex 2. Members of staff will be advised to record their recollection of the event for future reference.

The complainant, and staff member, should include details that might assist the investigation, such as names of potential witnesses, dates and times of events, and copies of relevant documents. In addition, the Head Teacher may meet with the complainant, who may be accompanied by a friend, to clarify the complaint.

The Head Teacher will be responsible for collecting such other evidence as s/he deems necessary. Where this involves an interview with a member of staff, who is the subject of the complaint, the employee may be accompanied by a work colleague or representative. In addition to receiving a copy of the complaint, the member of staff will be provided with any additional evidence presented by the complainant or collected by the Head Teacher.

The investigation will be undertaken as soon as possible and will be completed within fourteen calendar days of receipt of the formal complaint. The Head Teacher will inform the complainant and the member of staff concerned, in writing, of the outcome. This may be to the effect that:

- the concern is not substantiated by the evidence;

- the concern is substantiated in part or in full and an explanation and/or an apology given. Some details may then be given of action the Head Teacher and governing body may be taking to put matters right or an assurance, where appropriate, that the same thing will not happen again. However, details of the investigation or of any disciplinary procedures will not be released;
- there is insufficient evidence to reach a conclusion, so the complaint cannot be upheld;

The Head Teacher will confirm that consideration of the complaint is now concluded.

If the complainant is not satisfied that the procedure has been followed correctly, the complainant may request that the governing body reviews the Head Teacher's handling of the complaint. Any such request must be made in writing within fourteen calendar days of receiving notice of the outcome from the Head Teacher, and should include a statement specifying clearly any perceived failures. The procedure described in 5.3 will be followed.

## **5.2 Complaint relating to the Head Teacher**

### **5.2.1 Stage 1 - Informal stage**

Most areas of concern can be dealt with quickly and harmoniously through discussion. Any concerns or complaints should be referred initially to the Head Teacher and this may be by letter, by email, by telephone or in person by an appointment made at a mutually convenient time.

The Head Teacher will make every effort to resolve the issue and bring about a speedy resolution that is satisfactory to both parties.

Many concerns can be resolved by simple clarification or by providing further information and it is anticipated that most complaints will be resolved by this informal stage. The matter may be resolved by involving the chair of governors or advice from Central Bedfordshire Council.

At Stage 1, the Head Teacher will respond to the complainant as soon as possible and within seven calendar days of receipt of the complaint.

### **5.2.2 Stage 2 - Formal Stage**

If the complaint is not resolved at the informal stage, the complainant must write to the chair of governors within fourteen calendar days of receiving the outcome of the Stage 1 complaint. The chair of governors will provide a copy of the complaint to the Head Teacher and will investigate the complaint. Complainants will be asked to complete a Complaint Form and suggest a preferred resolution to their concerns. This form is attached as Annex 2. The Head Teacher will be advised to record their recollection of the events for future reference.

The complainant, and Head Teacher, should include details that will assist the investigation, such as names of potential witnesses, dates and times of events, and copies of relevant documents. In addition, the chair of governors will invite the complainant to meet him/her to give the complainant the opportunity to present oral evidence or to clarify the complaint. The complainant may be accompanied by a friend. The chair of governors will provide a note

taker for the meeting to record the details of the complaint and a copy of the notes will be provided to the complainant and the Head Teacher.

The chair of governors will collect such other evidence as is deemed necessary. This may include the interviewing of witnesses and others who may provide relevant information.

In addition to receiving a copy of the complaint, the Head Teacher will be provided with any additional evidence presented by the complainant or collected by the chair of governors. Once there has been an opportunity for the Head Teacher to consider the evidence, s/he will be invited to meet separately with the chair of governors, in order to present written and oral evidence in response. The Head Teacher may be accompanied at this meeting by a work colleague or representative.

The investigation will be undertaken as soon as possible and will be completed within twenty-one calendar days of receipt of the formal complaint. The chair of governors will inform the complainant and the Head Teacher in writing of the outcome. This may be to the effect that:

- the concern is not substantiated by the evidence;
- the concern is substantiated in part or in full and an explanation and/or an apology given. Some details may then be given of action the Head Teacher and governing body may be taking to put matters right or an assurance, where appropriate, that the same thing will not happen again. However, details of the investigation or any disciplinary procedures will not be released;
- there is insufficient evidence to reach a conclusion, so the complaint cannot be upheld;

The complainant will be told that consideration of his/her complaint by the chair of governors is now concluded.

If the complainant is not satisfied that the procedure has been followed correctly or that his/her complaint has been addressed appropriately, s/he may request that the governing body reviews the chair of governors' handling of the complaint. Any such request must be made in writing within fourteen calendar days of receiving notice of the outcome from the chair of governors, and should include a statement specifying clearly any perceived failures. The procedure described in 5.3 will be followed.

### **5.3 Review Process**

The governing body's complaints committee will undertake any review of the process undertaken by the Head Teacher or the chair of governors if requested by the complainant.

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

The committee will invite the complainant to submit written evidence of his/her complaint.

This information will then be given to the Head Teacher or chair of governors, as appropriate, and s/he will be invited to make a response to the complaint.

The committee may also have access to the records kept by the Head Teacher or chair of governors as appropriate of the details of the original complaint.

The committee will meet within twenty-one calendar days of receipt of the request for the review to consider the evidence and decide:

- whether the complaint should be upheld or denied
- the reasons for their decision
- any action to be taken
- any recommendation they wish to make to the Head Teacher or chair of governors

The chair of the committee will send a letter to the complainant and the Head Teacher or chair of governors within five calendar days, notifying them of the outcome.

This may be to the effect that:

- the complaint is not substantiated by the evidence;
- the complaint is substantiated in part or in full but the procedural failure did not affect the outcome significantly and therefore the matter is now closed;
- the complaint is substantiated in part or in full and the governing body will take steps to rectify the situation (where this is practicable) or to prevent a recurrence;
- there is insufficient evidence to reach a conclusion, so the complaint cannot be upheld.

The committee itself does not have any power to take remedial action. If it reaches a conclusion that disciplinary action may be appropriate, it can only recommend such action to the appropriate person.

If the committee wishes to make a recommendation regarding a change to the school's policy or procedures, this will be referred to the governing body for consideration.

This effectively ends the complaints procedure. There is no appeal stage beyond the governing body, although the complainant may pursue the matter with the Secretary of State for Education.

## **6 Vexatious complainants**

There may be rare occasions when the complainant is deemed to be "vexatious". This could be because it is clear that the complainant has insufficient grounds for complaint and is seeking to annoy, or that a complaint has been investigated and is found not to be justified, but the complainant persistently engages in making further accusations relating to the same issues.

Any such case will be dealt with on an individual basis but the Head Teacher and chair of governors reserve the right to close the complaint if the complainant is deemed to be "vexatious", and to determine that the matter is now concluded. It is vital that full notes of the reasons for this are made.

