



Complaints Procedure

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Policy for Hearing and Dealing with Complaints

The school is committed to working in close partnership with all members of the school community. The school places great value on the role which parents and carers play in the supporting their children's learning

If at any time, a member of the school community has a concern about an aspect of life at the school, the concern will be dealt with as quickly, sympathetically and effectively as possible. It is hoped that most concerns will be settled amicably at this stage. The complaint at this stage will be managed by the school Complaints Coordinator

However if there is continuing concern, this can be progressed through the formal stages as outlined in the following procedure:

Complaints against Fixed Term or Permanent Exclusions

Complaints against fixed term or permanent exclusions are excluded from this policy. In accordance with the procedure, parents have the right to make written representations to the decision to issue a fixed term exclusion or permanent exclusion to the Governing Body. Any written representations must be made via the Clerk to the Governing Body C/o North Chadderton School.

Procedure for Dealing with Complaints

It is in everyone's interest that complaints are resolved at the earliest opportunity. To this end all staff and governors will be made aware of the procedure. Complainants should note that they have a duty to raise matters as soon as conveniently possible. It can then be investigated more effectively whilst information is fresh in the minds of all parties.

Stage One: Initial Concern or Complaint

In the first instance it is hoped that the complainant will discuss the complaint with the member of staff concerned.

The School will respect the views of a complainant who indicates that he/she would have difficulty discussing a complaint with a particular member of staff. In these cases, the Complaints Coordinator will refer the complainant to a member of the Senior Leadership Team. Where the complaint concerns the Headteacher, the Complaints Co-ordinator will refer the complainant to the Chair of Governors.

Similarly, if the member of staff directly involved feels too compromised to deal with a complaint, the Complaints Co-ordinator may consider referring the complainant to another staff member. The member of staff may be more senior but does not have to be. The ability to consider the complaint objectively and impartially is crucial.

Where the first approach is made to a governor, the next step would be to refer the complainant to the appropriate person and advise them about the procedure. Governors must not act unilaterally on an individual complaint outside the formal procedure or be involved at the early stages in case they are needed to sit on a panel at a later stage of the procedure.

Stage Two: Complaint Heard by Headteacher

The complainant may be dissatisfied with the way the complaint was handled at stage one as well as wishing to pursue their initial complaint. If so the complainant should submit the complaint in writing to the Headteacher within 10 school days of Stage 1 being concluded. A copy of the complaint form is attached to this policy.

If the complaint was dealt with by the Headteacher in stage 1 then the complainant should submit the formal complaint to the Chair of Governors

The Headteacher may delegate the task of collating information to another staff member. The Headteacher will meet with the complainant, hear the complaint, investigate and make every effort to resolve the issue. Subsequent to this meeting and within 10 school days the complainant will be informed in writing of the outcome and the process for appeal

Stage Three: Complaint Heard by Governing Bodies Complaints Appeal Panel

If the complaint cannot be resolved at stage 2 the complainant can take their complaint to the Governing Body Complaints Appeal Panel.

The complainant needs to write to the Chair of Governors c/o North Chadderton School within 10 school days giving details of the complaint (the complainant may use the complaint form if appropriate) The Clerk to the Governors will convene the Governing Body Complaints Panel.

The Governors' appeal hearing is the last school-based stage of the complaints process, and is not convened to merely rubber-stamp previous decisions.

Individual complaints will not be heard by the whole Governing Body, as this could compromise the impartiality of any panel set up for a disciplinary hearing against a member of staff following a serious complaint.

The Governing Body Complaints Appeal Panel will consist of two Governors and the third will be a person who is independent from the governance and management of the school. All panel members will have no previous knowledge of the complaint.

Complaints Procedure



The remit of the Complaints Panel is to:

- Dismiss the complaint in whole or in part
- Uphold the complaint in whole or in part
- Decide on appropriate action to be taken to resolve the complaint
- Recommend changes to the schools systems or procedures to ensure that problems of a similar nature do not recur

The panel will meet within 20 days of receipt of the complaint. If no dates are convenient for the complainant, the panel may meet outside of this timescale.

The complainant will be notified in writing of the panel's decision usually within 5 working days

The letter will confirm the end of the schools Governing Body involvement and explain any further rights of appeal. The complainant will be advised that the Local Authority has no role unless the complaint relates to a LA provided service.

General

All complaints and correspondence/hearings are treated as confidential and will only be disclosed when required to do so by law

The Governing Body will review on an annual basis the operation of the complaints policy, the number of complaints received (both informal and formal) and the stage at which the complaints were resolved

Roles and Responsibilities

The Role of the Clerk

The Governors Complaint Panel considering complaints must be clerked. The clerk will be the contact point for the complainant and be required to:

- set the date, time and venue of the hearing, ensuring that the dates are convenient to all parties and that the venue and proceedings are accessible;
- collate any written material and send it to the parties in advance of the hearing;
- meet and welcome the parties as they arrive at the hearing;
- record the proceedings;
- notify all parties of the panel's decision.

The Role of the Chair of the Panel

The Chair of the Panel role:

- the remit of the panel is explained to the parties and each party has the opportunity of putting their case without undue interruption;
- the issues are addressed;
- key findings of fact are made;

- parents and others who may not be used to speaking at such a hearing are put at ease;
- the hearing is conducted in an informal manner with each party treating the other with respect and courtesy;
- the panel is open minded and acting independently;

No member of the panel will have a vested interest in the outcome of the proceedings or any involvement in an earlier stage of the procedure;

- each side is given the opportunity to state their case and ask questions;
- written material is seen by all parties. If a new issue arises, the information must be given to both parties to consider and comment on it.

Notification of the Panel's Decision

The Chair of the panel must ensure that the complainant is notified of the panel's decision, in writing within 5 school days.

Complaint Form for North Chadderton School

Complainant's Name:	
Pupil's Name (<i>if appropriate</i>):	
Complainant's relationship to pupil (<i>if appropriate</i>):	
Address of Complainant:	
Post Code:	Daytime Tel:
Mobile:	E-mail:
Please give details of your complaint:	

What action, if any, have you already taken to try and resolve your complaint? (Who did you speak to, when and what was the response?):	
What actions do you feel might resolve the problem at this stage?	
Are you attaching any paperwork? If so, please give details:	
Signed:	Date:

Complaints Procedure



Official Use:

Date acknowledgement sent:

By who:

Complaint referred to:

Date: