

The
Sir John Brunner
Foundation

Document Control Sheet

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Equality Act 2010 issues fully considered?	An annual review is taken of complaints, compliments and suggestions to look for any equality, diversity or inclusivity issues.
EIA form completed	Yes

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Compliments and Complaints Policy and Procedure

1. Purpose

- 1.1 This policy aims to provide assurance that any complaint will be dealt with in a fair, transparent and timely manner with the aim of achieving a satisfactory resolution at the earliest possible opportunity.
- 1.2 The Foundation recognises the value of compliments and complaints in supporting a culture of continuous quality improvement.
- 1.3 Compliments are highly valued and will form a key part of the praise and recognition strategy for colleagues and students.
- 1.4 Suggestions received will be duly considered by either the individual Academy's Senior Leadership Team or the Foundation's Executive Leadership team whichever is most appropriate.

2. Scope

- 2.1 Complaints may be made by anyone who has an interest in the work of the Foundation, this may include external stakeholders, students, students' families, or members of the public.
- 2.2 This procedure covers all complaints about the provision of services or facilities that the Foundation provides, with the exception of the following, for which there are separate procedures in place:
 - Statutory Assessment of Special Educational Need (SEN)
 - Safeguarding
 - Professional Abuse allegations
 - Staff grievance or disciplinary procedures
 - Exclusion
 - Whistleblowing
 - Services provided by other providers using Foundation premises.

3. Making a Complaint

- 3.1 To enable proper investigation and timely resolution, complaints should be brought to the attention of the Academy as soon as possible, and normally no later than 3 months after the event that gave rise to the complaint.
- 3.2 The Foundation reserves the right not to investigate complaints received later than 6 months after the event, where it appears reasonable and fair not to do so.
- 3.3 Personal information and any records relating to the complaint will be treated in confidence and in accordance with the Data Protection Act. Information will only be disclosed to those people who need to know to pursue the investigation.

4. Stage 1: Informal Concerns

- 4.1 In the first instance any issue or problem should be raised as soon as possible with the individual concerned informally. This may be a Leader, Teacher, or support colleague.
- 4.2 Informal complaints may be in person, via letter, email, telephone call in the first instance.
- 4.3 It is anticipated that most issues can be resolved informally through discussion. All colleagues across the Foundation are professionals who want to ensure they are providing the best service possible.
- 4.4 The Academy concerned will make every effort to resolve the problem. Issues or concerns resolved in this way maybe noted to support planning for professional development or to assist with trend or pattern spotting but will not be recorded as formal complaint.
- 4.5 If the matter is not resolved in this way then the complainant may wish to use the formal complaints procedure.
- 4.6 If the complaint relates to a generic concern about the Academy it should be addressed to the Head teacher/Principal.

5. Stage 2: Formal Complaints

- 5.1 Formal complaints should be made in writing to the Principal of the Academy concerned should include:
 - The nature of the complaint;
 - The date on which the incident occurred;
 - Contact information to include address and daytime telephone number;
 - Whether anyone else was affected or witnessed the incident.
- 5.2 Receipt of the complaint will be acknowledged within 5 working days.
- 5.3 The complaint will be delegated to an appropriate member of the Academy's Senior Team to be investigated.
- 5.4 It is anticipated that the investigation will be concluded and an outcome provided to the complainant within 10 working days, including, where appropriate, details of the proposed resolution. There may be occasions where an investigation takes longer to conclude, any delay should be communicated to the complainant.
- 5.5 Anonymous complaints will be logged, however the Foundation reserves the right not to investigate except in extreme circumstances where the safety of a child may be compromised.

5.6 Whenever possible and if requested, the identity of the complainant will not be disclosed in the course of the investigation. However, complainants are advised that full confidentiality cannot be guaranteed. Students and parents can, however, be assured that nothing will appear in their academic records to indicate that they have made a complaint.

6. Stage 3: Appeal

6.1 If a complainant is dissatisfied with the response to their complaint, they may seek a review by the Academy's Principal within 5 working days of receipt of the initial outcome.

6.2 The appeal should:

- state the reason for the complaint
- clearly explain what steps have been taken to try to resolve the complaint by the Academy and why this has not been satisfactory.
- outline the desired outcome being sought

6.3 The appeal is likely to be heard by the Principal, or other Senior Leader who has not had prior involvement in the resolution of the complaint.

6.4 The Foundation reserves the right to vary the authority hearing the appeal, in exceptional circumstances.

6.5 The panel will provide a summary of its findings and recommendations to the complainant and, if relevant, the person complained about.

7. Stage 4: Final Appeal

7.1 In the event that the complainant remains dissatisfied, they may make a final appeal to the Academy's Governing Body, via the Clerk to the Board, again within 5 working days of receiving the appeal response.

7.2 The appeal is likely to be heard by a panel of three governors/independent individuals who were not directly involved in the matters detailed in the complaint. At least one member of the appeal panel should be independent of the running of the Academy.

7.3 The Foundation reserves the right to vary the authority conducting the appeal, in exceptional circumstances.

7.4 The complainant may be accompanied by one individual only at the hearing should they wish.

7.5 The final appeal will be considered on grounds of:

- Failure to comply with the Academy's own procedures
- Failure to comply with the Equality framework

7.6 The appeal panel will aim to provide an outcome of their findings and recommendations within 10 working days to both the complainant, and where appropriate the person being complained about.

8. Stage 4a: Trustee's Review

- 8.1 If the complainant is not satisfied that their complaint has been considered properly and reasonably by the Local Governing Body, then this issue can be raised with the Sir John Brunner Foundation.
- 8.2 Trustees will carry out a desktop review on the Academy's adherence to the procedure and thoroughness of the investigation.
- 8.3 It is important to note that this stage is not a general right for any complainant who disagrees with the governors' decision, a re-hearing or an opportunity for new information to be presented. Trustees will not overturn a decision of the Local Governing Body when due process has been applied. Should Trustees find that due process has not been applied, they will make a recommendation to the Governing Body that this element of the complaint be reconsidered.
- 8.3 The complainant should write to the Chair (via the clerk via the Sir John Brunner Foundation, Monarch Drive, Northwich, CW9 8AF). A desk top review of the complaint will take place within 10 schools days of receipt of the request for final review.
- 8.4 The Panel will consist of at least three Trustees who were not directly involved in the matters detailed in the complaint.
- 8.5 The review panel, via the Clerk to the Trustees, will write to the complainant, and, if relevant the person complained about, with details of their findings and any recommendations.

9. Monitoring of Compliments and Complaints

- 9.1 Academies will maintain a log of reported compliments and complaints together with the outcomes.
- 9.2 Each Academy's Governing Body will be presented with a report detailing all complaints and compliments, at least on an annual basis.
- 9.3 An annual summary report will be presented to the Foundation Board summarising any trends.

10. External review

- 10.1 The Foundation anticipates all complaints will be resolved satisfactorily via the procedures outlined in this policy. However, anyone wishing to escalate a complaint about an Academy, which has not been satisfactorily resolved through this complaints procedure, should contact the Education and Skills Funding Agency using their online form.
- 10.2 The Education and Skills Funding Agency ensures that the Foundation handles the complaint properly by following a published procedure and will not change the Foundation's decision about a complaint.