

## **COMPLAINTS POLICY**

### **1 PURPOSE**

- 1.1 The College believes it is in everyone's interest to resolve complaints as quickly as possible, as close to the source of the problem as possible, and by informal means in preference to formal ones.
- 1.2 The College aims to ensure that all complaints are received and dealt with promptly, fairly, professionally and in a non-discriminatory manner.
- 1.3 The College will ensure appropriate action is taken to resolve issues and will endeavour to prevent similar occurrences.

### **2 SCOPE**

- 2.1 This policy applies to complaints from any student or external stakeholder who wishes to express dissatisfaction with an aspect of the College's activities.
- 2.2 Any allegation made against a member of staff/volunteer regarding abuse (physical, emotional, sexual) or neglect, made in the form of a complaint, will be dealt with under the Safeguarding Children Policy or the Safeguarding Vulnerable Adult Protection Policy.
- 2.3 A separate Grievance Policy exists for staff.
- 2.4 This policy links to the Grievance, Safeguarding Children, Vulnerable Adult Protection, Equality and Diversity, and Student Disciplinary Policies.
- 2.5 A complaint must be made within 3 months of the event that gave rise to it.

### **3. PROCEDURE**

#### **Complaints from Students**

- 3.1. The College endeavours to deliver high standards to its students at all times . Students may complain about any aspects of the College's activities.

- 3.2 It is expected that day-to-day concerns will be resolved promptly and informally between a student and his/her subject or personal tutor.
- 3.3 When it is felt that an issue has not been resolved or is of a sufficiently serious nature, a student should submit his/her complaint, preferably in writing. The complaint will then be forwarded to the Assistant Principal.
- 3.4 Students may approach a staff member if they require assistance in formulating or writing their complaint or for any other support or guidance.
- 3.5 The Assistant Principal will normally acknowledge the complaint within three working days of its receipt. It will then be forwarded to and dealt with by the appropriate manager. After investigating the complaint, a response will normally be sent within ten working days. If for any reason, there is a delay in the response time then the student will be advised.
- 3.6 If the matter is not resolved to the satisfaction of the student and he/she wishes to appeal, the complainant should contact the Assistant Principal, preferably in writing. An appeal must be made within five days of receipt of the response to the complaint. The appeal will normally be acknowledged within three working days of its receipt and the Assistant Principal will assign a manager to investigate. After investigating the appeal, a response will normally be sent within ten working days. If for any reason, there is a delay in the response time the student will be advised.
- 3.7 If the College's complaints procedure has been exhausted and the student is still not satisfied he/she will be directed to the Education & Skills Funding Agency.
- 3.8 The appropriate senior manager will deal with a complaint that relates to the personal conduct or actions of one of their managers. In the case of a complaint against the Principal, the matter will be directed to the Chair of the Board of Governors. Complaints about individual governors should be addressed in the first instance to the Clerk to the Governors.
- 3.9 The College reserves the right not to investigate complaints considered to be vexatious or malicious. Where the College deems this to be the case, the complainant or appellant will be informed in writing.

### **3.2. External Complaints**

**It is expected that day-to-day concerns will be resolved promptly and informally.**

- 3.2.1. Any person other than a member of staff or a student, who is dissatisfied about any aspect of the College's activities, should direct his/her complaint in the first instance to the Assistant Principal. The complaint will normally be acknowledged within three working days of receipt. It will then be forwarded to and dealt with by the appropriate manager. After investigating the complaint, a response will normally be sent within ten working days. If for any reason, there is a delay in the response time the complainant will be advised.
- 3.2.2 If the matter is not resolved to the satisfaction of the complainant and he/she wishes to appeal, the complainant should contact the Assistant Principal preferably in writing. An appeal must be made within five working days of receipt of the response to the complaint. The appeal will normally be

acknowledged within three working days of its receipt. The Principal, or his/her nominee, will then investigate. After investigating the appeal, a response will normally be sent within ten working days. If for any reason, there is a delay in the response time the complainant will be advised.

3.2.3 If the College’s complaints procedure has been exhausted and the complainant is still not satisfied they will be directed to the Education and Skills Funding Agency.

3.2.4 The appropriate senior manager will deal with a complaint that relates to the personal conduct or actions of one of their managers. In the case of a complaint against the Principal, the matter will be directed to the Chair of the Board of Governors. Complaints about individual governors should be addressed in the first instance to the Clerk to the Governors.

3.2.5 The College reserves the right not to investigate complaints considered to be vexatious or malicious. Where the College deems this to be the case, the complainant or appellant will be informed in writing.

#### **4. MONITORING, QUALITY ASSURANCE AND CONTROL**

4.1 Managers must provide written details of the action taken and the outcome of the complaint and forward a copy of this, with supporting documents to the Assistant Principal .

4.2 If interviews are deemed necessary the investigating officer should have another member of staff present in all meetings with the parties involved.

4.3 College staff have the right to terminate any meeting or interview, if they feel that the behaviour of any of the parties is inappropriate.

4.4 The Assistant Principal will monitor the overall operation of the procedure to ensure that it is effective.

4.5 The Assistant Principal is responsible for logging, recording, and reporting all formal complaints on a termly basis to the Senior Management Team and annually to the Quality and Standards Committee of the Board of Governors. Reports will analyse trends, including issues related to discrimination and diversity, recommend actions, and maintain the confidentiality of the complainants.

#### **5. MONITORING AND REVIEW**

<b>Written by</b>	<b>Authorised by</b>	<b>Date</b>	<b>Review Date</b>	<b>Approved</b>
Assistant Principal	Principal	2020	May 2022	Board of Governors on Finance and Staffing Committee recommendation

<b>Audience:</b>	<b>Published:</b>
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All stakeholders	College website and intranet
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## Complaints Form

Name of person making complaint:

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Student / Parent or Carer / Other. (Delete as appropriate)

Telephone Number:

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Email Address:

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Address of complainant:

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Nature of complaint:

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Please continue overleaf if required

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Name of person taking complaint: \_\_\_\_\_

Please now forward this form to Quality (room D3)

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For Teaching, Learning and Standards Use only:

Initials of person(s) investigating Complaint: \_\_\_\_\_

Holding Letter sent on: \_\_\_\_/\_\_\_\_/\_\_\_\_