



**ALL SAINTS UPTON CE PRIMARY SCHOOL**  
**COMPLAINTS POLICY**

**Adopted Autumn 2013**

**Review bi-annually at Autumn Standards and Quality Committee Meeting**

**2016 Signed..... chair/vice-chair**

**2018 Signed..... chair/vice-chair**

**2020 Signed..... chair/vice-chair**



## **All Saints Upton CE Primary School**

### **Policy on Complaints**

#### **1 Introduction**

- 1.1 We strive to provide a good education for all our children. The headteacher and staff work very hard to build positive relationships with all parents. However, the school is obliged to have procedures in place in case there are complaints by parents or guardians. The following policy sets out the procedures that the school follows in such cases.
- 1.2 If any parents are unhappy with any aspects of the education that their child is receiving, or have any concerns relating to the school, we encourage them to talk to the child's class teacher immediately.
- 1.3 We deal with all complaints in accordance with procedures laid down by the LA. If the school itself cannot resolve a complaint, those concerned can refer the matter to the LA.
- 1.4 All parents have the right, as a last resort, to appeal to the Secretary of State for Education, if they still feel that their complaint has not been properly addressed.

#### **2 Aims and objectives**

- 2.1 Our school aims to be fair, open and honest when dealing with any complaint. We give careful consideration to all complaints, and deal with them as swiftly as possible. We aim to resolve any complaint through dialogue and mutual understanding. In all cases, we put the interests of the child above all else. We provide sufficient opportunity for any complaint to be fully discussed, and then resolved.

#### **3 The complaints process**

- 3.1 If a parent is concerned about anything to do with any aspect of the education that we are providing at our school, they should, in the first instance, discuss the matter with their child's class teacher. In our experience, most matters of concern can be resolved positively in this way. All teachers work very hard to ensure that each child is happy at school, and is making good progress; they naturally want to know if there is a problem, so that they can take action before it seriously affects the child's progress.
- 3.2 Where parents feel that a situation has not been resolved through contact with the class teacher, or that their concern is of a sufficiently serious nature, they should make an appointment to discuss it with the headteacher. The headteacher considers any such complaint very seriously, and investigates each case thoroughly. Most complaints are normally resolved by this stage.
- 3.3 Should any parents be unhappy with the outcome of a complaint managed by the Headteacher, they should first make an informal approach to one of the members of the governing body, who is obliged to investigate it whilst respecting confidentiality. The governor in question will do all s/he can to resolve the issue through a dialogue with the school, but if parents are unhappy with the outcome, they can make a formal complaint, as outlined below.
- 3.31 Should a parent have a complaint about the Headteacher, they should first make an informal approach to the Chair of Governors, who is obliged to investigate it whilst respecting confidentiality. The Chair of Governors will do all s/he can to resolve the issue

through a dialogue with the school, but if parents are unhappy with the outcome, they can make a formal complaint, as outlined below.

- 3.4 Only if an informal complaint fails to resolve the matter should a formal complaint be made to the governing body. This complaint must be made in writing, stating the nature of the complaint, and how the school has handled it so far. The parent should send this written complaint to the Chair of Governors.
- 3.5 A committee of the governing body must consider all written complaints within three weeks of receipt. It will arrange an initial meeting to discuss the complaint, and will invite the person making it to attend the meeting, so that s/he can explain the complaint in more detail. The Governors gives the complainant at least three days' notice of the meeting.
- 3.6 The Committee of the Governing Body will consider all available information from all parties concerned.
- 3.61 After hearing all the evidence, the governors will consider their decision and inform the parent about it in writing. The governors do all they can at this stage to resolve the complaint to the parent's satisfaction.
- 3.7 If the complaint is not resolved, a parent may make representation to the LA. Further information about this process is available from the school or from the LA. A further meeting is chaired by an independent person, who considers all the evidence and makes a further judgement in an attempt to resolve the complaint.
- 3.8 If any parent is still not content that the complaint has been dealt with properly, then s/he is entitled to appeal to the Secretary of State for Education.
- 3.9 Anonymous complaints will be investigated although the depth of the investigation may vary depending on the circumstances.

#### **4 Monitoring and review**

- 4.1 The governors monitor the complaints procedure, in order to ensure that all complaints are handled properly. The headteacher logs all complaints received by the school, and records how they were resolved. Governors monitor this log on an annual basis.
- 4.2 Governors take into account any local or national decisions that affect the complaints process, and make any modifications necessary to this policy. This procedure is made available to all parents in the school prospectus and a copy of this policy is available on request.
- 4.3 This policy will be reviewed every two years, or before if necessary.