



St Clement and St James  
CE Primary School

Complaints Policy  
2018

## Introduction

### Our vision

*St Clement and St James is a school with Christian values at its heart. We are proud of its history and our strong links with the vibrant community to which we belong. We welcome and celebrate every child, helping all children to develop their character and full academic potential. We promote high aspirations and a love of learning through a rich and varied curriculum.*

*Our school values are compassion, creativity, excellence, friendship, forgiveness and thankfulness. These values help us show and grow love, faith and hope, which are at the heart of the school and are defined by 1 Corinthians 13:4-8.*

The governing body believes that feedback is an important ingredient in self-improvement and raising standards. Pupils, parents, carers, or other adults who have concerns or complaints should feel that they can be voiced and will be considered seriously. All complainants have the right to be accompanied when making the complaint, and pupils may be accompanied by a parent or another adult.

- There is a difference between a concern and a complaint. A concern is likely to require discussion between teacher, pupil and parent. If the concern is not resolved by that means then it could become a complaint. A complaint is an expression of dissatisfaction which needs a response from the school.
- A complaint is likely to arise when there are issues of physical or emotional well-being and security or when the school's stated values or aims are being ignored.
- A breach of the law will always constitute a complaint.

These are the principles we will use in dealing with complaints:

- We will seek to resolve complaints by informal means wherever appropriate.
- Investigations will be full, fair and swift.
- People will be kept informed of progress and the decisions reached.
- Every effort will be made to respect confidentiality.
- Feedback will be actively sought from those voicing complaints in order to minimise complaints and maximise accountability.

### Relationship to other policies

This policy should be read in conjunction with all other school policies.

## Roles and responsibilities

The **headteacher** will ensure that:

- this complaints policy and the procedures are made known to all stakeholders through newsletters and the website
- all complaints are dealt with in the first instance by the headteacher or a member of the leadership team, who will document the complaint (names, dates, times, events), acknowledge in writing within three days of receipt, and consult with all those directly concerned
- the complainant receives a written explanation of the action taken within ten working days following the complaint
- the governing body is informed of any formal complaints received, under the confidential section of the governing body meeting agenda.

All **staff** are expected to encourage pupils, parents and carers who have concerns to follow the complaints procedure.

The **governing body** will ensure the following.

- If a complainant is not satisfied with the action taken by the headteacher, then the chair of governors will hear the complaint. On receipt of the complaint the chair of governors will inform the headteacher, investigate the complaint, and write to the complainant within ten working days, explaining the action taken.
- Where the complaint is against the headteacher, the complainant may wish to contact the chair of governors first.
- If the complainant is not satisfied with the decision of the chair of governors then a formal complaint may be made to the governing body through the clerk to the governors. Within 15 working days of receiving the written complaint a Complaints Committee will meet to consider it. The complainant will be given seven working days' notice of the meeting, and may take a friend or other person to provide support at the meeting. Within seven days of that meeting the complainant will be informed of the decision, the reasons for it, and any action to be taken by the school. The decision of the complaints committee is final.
- Where a complainant considers that the school is not complying with the legal requirements of council policy in respect of a pupil's education then the LA can provide the complainant, the governors or the head with further advice.
- Where a complaint is about the governing body this can be referred to the LA. If that fails to produce a satisfactory response it can then be referred to the Secretary of State. If the complaint is upheld and the governing body fails to follow the directions of the Secretary of State, the judgement may be legally enforced.

Arrangements for monitoring and evaluation

All complaints and the action taken will be documented and a summary included in the headteacher's termly report to the governors, with advice on any implications for policies.

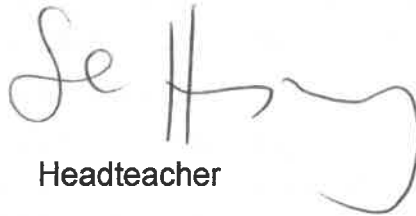
**Date approved by governing body: 7.2.18**

**Review date: spring 2021**

Signed:



Chair of Governors



Headteacher