



## COMPLAINTS POLICY

### Introduction

We believe that our school provides a good education for all our children, and that the Principal and other 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. The following policy sets out the procedure that the school follows in such cases.

### Aims and objectives

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 and, in all cases, we put the interests of the child above all other issues. We provide sufficient opportunity for any complaint to be fully discussed, and then resolved.

### The Complaints Process:

#### How to share a concern:

If a parent / carer is concerned about anything to do with the education that we are providing at our school, they should, in the first instance, discuss the matter with their child's class teacher. Most matters of concern can be dealt with in this way. All teachers work very hard to ensure that each child is happy at school, and is making good progress; they always want to know if there is a problem, so that they can take action before the problem seriously affects the child's progress.

#### What to do if the matter is not resolved through informal discussion:

Where a parent / carer feels 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 Principal. The Principal considers any such complaint very seriously and investigates each case thoroughly. Most complaints are normally resolved at this stage. **If the nature of the complaint raises a safeguarding concern, the investigation procedure in Safeguarding Policy comes into effect. Please see Safeguarding Policy, Page 15, under the heading, 'Arrangements for dealing with concerns / allegations of abuse against teachers and other staff (including the Head, Governors and volunteers).'**

#### Sharing a concern about the Principal:

Should a parent / carer have a complaint about the Principal s/he should first make an informal approach to one of the members of the governing body, who is obliged to investigate it. The governor in question will do all s/he can to resolve the issue through a dialogue with the school, but if a parent is unhappy with the outcome,

s/he can make a formal complaint, as outlined below. A list of all school governors is available from the school office or on the school website and is attached to this policy. If writing to a governor then the school address should be used.

**How to take the matter further:**

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, Lily Hall:

[l.hall2@manchester.gov.uk](mailto:l.hall2@manchester.gov.uk)

The governing body must consider all written complaints within three weeks of receipt. It arranges a meeting to discuss the complaint, and invites the person making it to attend the meeting, so that s/he can explain her complaint in more detail. The school gives the complainant at least three days' notice of the meeting.

After hearing all the evidence, the governors 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.

**Who to appeal to next:**

If the complaint is not resolved, a parent may make representation to the Director of Learning Darran Lee. Further information about this process is available from the school or from United Learning Academy Trust. 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.

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.

**Monitoring and review**

The governors monitor the complaints procedure, in order to ensure that all complaints are handled properly. The Principal logs all complaints received by the school and records how they were resolved. Governors examine this log on an annual basis.

Governors take into account any local or national decisions that affect the complaints process, and make any modifications necessary to this policy. This policy is made available to all parents, so that they can be properly informed about the complaints process.

Signed by..... Chair of Governors  
Date.....

Signed by..... Principal  
Date.....

