

Complaints Procedure Policy



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Relevant Independent School Standards	Part 6-Provision 32(3)(f) Part 7-Manner in which complaints are handled 33(a)-33(k)

Contents

1. AIMS	3
2. LEGISLATION AND GUIDANCE	3
3. DEFINITIONS AND SCOPE	3
3.1 DEFINITIONS	3
3.2 SCOPE	3
4. ROLES AND RESPONSIBILITIES	3
4.1 THE COMPLAINANT	3
4.2 THE INVESTIGATOR	4
5. PRINCIPLES FOR INVESTIGATION	4
5.1 TIME SCALES	4
6. STAGES OF COMPLAINT (NOT INCLUDING COMPLAINTS AGAINST THE EXECUTIVE HEADTEACHER OR TRUSTEES)	4
6.1 INFORMAL STAGE	4
6.2 STAGE 1: FORMAL	4
6.3 STAGE 2: SUBMIT THE COMPLAINT TO THE TRUSTEE BOARD	5
6.3 STAGE 4: SUBMIT THE COMPLAINT TO AN INDEPENDENT REVIEWER	6
7. COMPLAINTS AGAINST THE EXECUTIVE HEADTEACHER, A TRUSTEE OR THE TRUSTEE BOARD	6
7.1 INFORMAL	6
7.2 STAGE 2: FORMAL	7
7.3 STAGE 3: REVIEW PANEL	7
8. REFERRING COMPLAINTS ON COMPLETION OF THE SCHOOL'S PROCEDURE	7
9. PERSISTENT COMPLAINTS	7
9.1 UNREASONABLY PERSISTENT COMPLAINTS	7
9.2 DUPLICATE COMPLAINTS	8
10. RECORD KEEPING	8
11. LEARNING LESSONS	9
12. MONITORING ARRANGEMENTS	9
THIS FLOWCHART SUMMARIES THE COMPLAINTS PROCESS FOR QUICK REFERENCE. USE IT ALONGSIDE THE FULL COMPLAINTS PROCEDURE POLICY.	10
THE SOUTHOVER PARTNERSHIP COMPLAINTS FORM	11

Summary of the number of complaints registered and resolved under our formal complaint's procedure during the preceding school year

2024-2025:

Stage 1	Stage 2	Stage 3
	0	0

1. Aims

Our school aims to meet its statutory obligations when responding to complaints from parents/carers of pupils at the school, and others.

When responding to complaints, we aim to:

- Be impartial and non-adversarial
- Facilitate a full and fair investigation by an independent person or panel, where necessary
- Address all the points at issue and provide an effective and prompt response
- Respect complainants' desire for confidentiality
- Treat complainants with respect and courtesy
- Ensure that any decisions we make are lawful, rational, reasonable, fair and proportionate, in line with the principles of administrative law
- Keep complainants informed of the progress of the complaints process
- Consider how the complaint can feed into school improvement evaluation processes

We try to resolve concerns or complaints by informal means wherever possible. Where this is not possible, formal procedures will be followed.

The school will aim to give the complainant the opportunity to complete the complaints procedure in full.

To support this, we will ensure we publicise the existence of this policy and make it available on the school website.

Throughout the process, we will be sensitive to the needs of all parties involved, and make any reasonable adjustments needed to accommodate individuals.

2. Legislation and guidance

This document meets the requirements set out in part 7 of the schedule to the Education (Independent School Standards) Regulations 2014, which states that we must have and make available a written procedure to deal with complaints from parents of pupils at the school.

3. Definitions and scope

3.1 Definitions

The DfE guidance explains the difference between a concern and a complaint:

- A concern is defined as “an expression of worry or doubt over an issue considered to be important for which reassurances are sought”. The school will resolve concerns through day-to-day communication as far as possible
- A complaint is defined as “an expression of dissatisfaction however made, about actions taken or a lack of action”

3.2 Scope

The school intends to resolve complaints informally where possible, at the earliest possible stage. There may be occasions when complainants would like to raise their concerns formally. This policy outlines the procedure relating to handling such complaints. This complaints procedure is for the parents and carers of pupils only. Employees wishing to raise informal or formal concerns should refer to the grievance policy.

4. Roles and responsibilities

4.1 The complainant

The complainant will get a more effective and timely response to their complaint if they:

- Follow these procedures
- Co-operate with the school throughout the process, and respond to deadlines and communication promptly

- Treat all those involved with respect
- Not publish details about the complaint on social media

4.2 The investigator

An individual will be appointed by the Executive Headteacher to investigate the complaint and establish the facts. They will:

- Interview all relevant parties, keeping notes.
- Consider records and any written evidence and keep these securely.
- Prepare a comprehensive report for the Executive Headteacher or complaints committee which includes the facts and potential solutions.

5. Principles for investigation

When investigating a complaint, the investigator will try to clarify:

- What has happened?
- Who was involved?
- What the complainant feels would put things right?

5.1 Time scales

The complainant must raise the complaint within 2 months of the incident. If the complaint is about a series of related incidents, they must raise the complaint within 2 months of the last incident.

We will consider exceptions to this time frame in circumstances where there were valid reasons for not making a complaint at that time and the complaint can still be investigated in a fair manner for all involved.

When complaints are made out of term time, we will consider them to have been received on the next school day.

If at any point we cannot meet the time scales we have set out in this policy, we will:

- Set new time limits, if possible, with the complainant
- Send the complainant details of the new deadline and explain the delay

6. Stages of complaint (not including complaints against the Executive Headteacher or Trustees)

6.1 Informal stage

- Should you be concerned about anything at our school, you should discuss the matter with your child's Head of School in the first instance - most matters of concern can be dealt with in this manner
- Although we aim to act as quickly as possible, we will acknowledge informal complaints within 5 school days, and investigate and provide a response within 20 school days
- The informal stage will usually involve an informal meeting between the complainant and usually the Head of School or another member of the senior leadership team
- If the complaint is not resolved informally, the complainant can escalate to a formal complaint

6.2 Stage 1: Formal

- If you are still dissatisfied with the outcome of a complaint at the conclusion of the informal stage, please ask for an appointment with the Executive Headteacher formally via the main school office
- If you wish to do so, you can provide the Executive Headteacher with a brief outline of your concern when you make the appointment.

- Please complete the complaints form (at the end of this document) at this stage. The school will acknowledge the formal complaint within 5 school days and provide a formal response within 20 school days
- The Executive Headteacher (or a designated member of the senior leadership team) will call a meeting to clarify concerns and seek a resolution. The complainant may be accompanied to this meeting and should inform the school of the identity of their companion in advance. In certain circumstances, the school may need to refuse a request for a particular individual to attend any such meeting – for example, if there is a conflict of interest. If this is the case, the school will notify the complainant as soon as they are aware, so that the complainant can arrange alternative accompaniment
- If the complainant is dissatisfied with the outcome of the formal stage of complaint and wishes to proceed to the next stage of the procedure, they should inform the Chair of Trustees (neil.taylor@southoverpartnership.com) within 5 school days from when the written response was sent. Requests received outside of this time frame will only be considered in exceptional circumstances

The Chair will need the details of the complaint as set out above, as well as details from the complainant on how they feel the previous stage of the procedure has not addressed their complaint sufficiently, and what they feel would resolve the complaint. The Chair should ask for documentation relating to Stage One (and the informal stage if appropriate).

6.3 Stage 2: Submit the complaint to the Trustee Board

- If the complaint is still unresolved, the Chair will ensure that a review panel is constituted usually consisting of 3 members, with 2 members being on the Trustee board, who do not have direct knowledge of the complaint and 1 panel member being independent of the management and running of the school
- These individuals will have access to the existing record of the complaint's progress. The Trustees will select a panel chair from amongst themselves
- If not enough impartial Trustees are available, we will seek panel members from other schools or expert advisers. We will make sure all members are suitably skilled and can demonstrate that they are independent and impartial.
- The complainant must have reasonable notice of the date of the review panel; however, the review panel reserves the right to convene at their convenience rather than that of the complainant. The Chair of the panel will aim to find a date within 20 school days of the request, where possible.
- If the complainant rejects the offer of 3 proposed dates without good reason, the Chair will set a date. The hearing will go ahead using written submissions from both parties.
- Any written material will be circulated to all parties at least 3 school days before the date of the meeting.

At the meeting

At the review panel meeting, the complainant and representatives from the school, as appropriate, will be present. Each will have an opportunity to set out written or oral submissions prior to the meeting. The complainant must be allowed to attend the panel hearing and be accompanied by a suitable companion if they wish. We do not encourage either party to bring legal representation but will consider it on a case-by-case basis. For instance, if a school employee is called as a witness in a complaint meeting, they may wish to be supported by their union.

At the meeting, individuals will have the opportunity to give statements and present their evidence, and witnesses will be called as appropriate to present their evidence. The panel, the complainant and the school representative will be given the chance to ask and reply to questions. Once the complainant and school representatives have completed presenting their cases, they will be asked to leave, and the evidence will then be considered. The panel will then put together its findings and recommendations from the case. The panel will also provide copies of the minutes of the hearing and the findings and recommendations to the complainant and, where relevant, the subject of the complaint, and make a copy of the findings and recommendations available for inspection by the Executive Headteacher.

The outcome

The committee can:

- Uphold the complaint, in whole or in part
- Dismiss the complaint, in whole or in part

If the complaint is upheld, the committee will:

- Decide the appropriate action to resolve the complaint
- Where appropriate, recommend changes to the school's systems or procedures to prevent similar issues in the future

The committee will inform those involved of their decision in writing within 5 school days. If the complainant remains dissatisfied, s/he can ask for an independent review.

6.3 Stage 4: submit the complaint to an independent reviewer

The independent reviewer is appointed by or on behalf of the Chair. This person must not, at any time, have been a Trustee of the school, or a member of staff or supply staff at the school, and must not have been the parent of a registered or former registered pupil at the school. They must also not have been directly involved in any matter detailed in the complaint.

The independent reviewer will convene a review meeting with the complainant and representatives from the school, as appropriate. Each will have an opportunity to set out written or oral submissions prior to the meeting.

At the meeting, individuals will have the opportunity to give statements and present their evidence, and witnesses will be called as appropriate to present their evidence.

The independent reviewer, the complainant and the school representative(s) will be given the chance to ask and reply to questions.

The complainant, Chair and Executive Headteacher, and where relevant, the subject of the complaint, will be given a copy of the findings and recommendations made by the independent person.

The school will inform those involved of the decision in writing within 5 school days.

7. Complaints against the Executive Headteacher, a Trustee or the Trustee board

7.1 Informal

Complaints made against the Executive Headteacher, or any member of the Trustee board should be directed to the Chair of the Trustee board in the first instance.

If the complaint is about the Executive Headteacher (or one member of the Trustee board, including the chair or vice-chair), a suitably skilled and impartial Trustee will carry out the steps at the Informal Stage before proceeding to Stage 1 and if necessary, Stage 3.

7.2 Stage 2: Formal

If the complaint is jointly about the chair and vice-chair, the entire Trustee board or most of the Trustee board, an independent investigator will carry out the steps in stage 2 (set out in section 6 above). They will be appointed by the Trustee board and will write a formal response at the end of their investigation.

7.3 Stage 3: Review Panel

If the complaint is jointly about the chair and vice-chair, the entire Trustee board or most of the Trustee board, a committee of independent Trustees will hear the complaint. They will be sourced from local schools or independent experts and will carry out the steps at stage 3 (set out in section 6 above).

8. Referring complaints on completion of the school's procedure

For more information or to refer a complaint, see the following webpage:

<https://www.gov.uk/complain-about-school>

9. Persistent complaints

9.1 Unreasonably persistent complaints

We will treat all complaints seriously. However, a complaint may become unreasonable if the person:

- Has made the same complaint before, and it has already been resolved by following the school's complaints procedure
- Makes a complaint that is obsessive, persistent, harassing, prolific, defamatory or repetitive
- Knowingly provides false information
- Insists on pursuing a complaint that is unfounded, or out of scope of the complaint's procedure
- Pursues a valid complaint, but in an unreasonable manner e.g. refuses to articulate the complaint, refuses to co-operate with this complaint's procedure, or insists that the complaint is dealt with in ways that are incompatible with this procedure and the time frames it sets out
- Changes the basis of the complaint as the investigation goes on
- Makes a complaint designed to cause disruption, annoyance, or excessive demands on school time
- Seeks unrealistic outcomes, or a solution that lacks any serious purpose or value

Steps we will take

We will take every reasonable step to address the complainant's concerns and give them a clear statement of our position and their options. We will maintain our role as an objective arbiter throughout the process, including when we meet with individuals. We will follow our complaints procedure (as outlined above) wherever possible.

If the complainant continues to contact the school in a disruptive way, we may put communications strategies in place. We may:

- Give the complainant a single point of contact via an email address
- Limit the number of times the complainant can make contact, such as a fixed number per term
- Ask the complainant to engage a third party to act on their behalf, such as [Citizens Advice](#)
- Put any other strategy in place as necessary

Stopping responding

We may stop responding to the complainant when all these factors are met:

- We believe we have taken all reasonable steps to help address their concerns
- We have provided a clear statement of our position and their options
- The complainant contacts us repeatedly, and we believe their intention is to cause disruption or inconvenience

Where we stop responding, we will inform the individual that we intend to do so. We will also explain that we will still consider any new complaints they make.

In response to any serious incident of aggression or violence, we will immediately inform the police and communicate our actions in writing. This may include barring an individual from our school site.

9.2 Duplicate complaints

If we have resolved a complaint under this procedure and receive a duplicate complaint on the same subject from a partner, family member or other individual, we will assess whether there are aspects that we had not previously considered, or any new information we need to take into account.

If we are satisfied that there are no new aspects, we will:

- Tell the new complainant that we have already investigated and responded to this issue, and the local process is complete
- Direct them to the DfE if they are dissatisfied with our original handling of the complaint

If there are new aspects, we will follow this procedure again.

9.3 Complaint campaigns

Where the school receives a large volume of complaints about the same topic or subject, especially if these come from complainants unconnected with the school, the school may respond to these complaints by:

- Publishing a single response on the school website
- Sending a template response to all the complainants

If complainants are not satisfied with the school's response, or wish to pursue the complaint further, the normal procedures will apply.

10. Record keeping

The school will record the progress of all complaints, including information about actions taken at all stages, the stage at which the complaint was resolved, and the final outcome. The records will also include copies of letters and emails, and notes relating to meetings and phone calls.

This material will be treated as confidential and held centrally and will be viewed only by those involved in investigating the complaint or on the review panel.

This is except where the Secretary of State (or someone acting on their behalf) or the complainant requests access to records of a complaint through a freedom of information (FOI) request or through a subject access request under the terms of the Data Protection Act, or where the material must be made available during a school inspection.

Records of complaints will be kept securely, only for as long as necessary and in line with data protection law, our privacy notices and record retention schedule.

11. Learning lessons

The Trustees involved will review any underlying issues raised by complaints with the Executive Headteacher/senior leadership team/ appropriate staff member, where appropriate, and respecting confidentiality, to determine whether there are any improvements that the school can make to its procedures or practice to help prevent similar events in the future.

12. Monitoring arrangements

The Operations and People Committee will monitor the effectiveness of the complaints procedure in ensuring that complaints are handled properly. This Committee will track the number and nature of complaints, and review underlying issues as stated in section 11.

The complaints records are logged and managed by the Executive Headteacher

This policy will be reviewed by full Trustee board every 3 years.

At each review, the policy will be approved by the full Trustee Board

This flowchart summaries the complaints process for quick reference. Use it alongside the full Complaints Procedure policy.

Within five working days of receiving your concern, complaint, or compliment, we will acknowledge it verbally and log it on our system. If you are raising a complaint, we will also send you a written acknowledgement within this same timeframe. Please note that complaints must be raised within two months of the incident (or the last in a series of incidents). Additionally, any concerns or complaints submitted outside of term time will be treated as having been received on the next school day.

Concern

If your issue was raised informally or as a suggestion about improvements we will let you know the outcome and record action taken and the outcome on our system before closing.

Complaint

If your complaint is serious or needs further investigation an investigator will be appointed. You will receive a letter from us acknowledging your complaint within 5 days

Compliment

Let us know if someone is making a difference to you. Put it in writing to our Executive Headteacher.

Informal Stage

At the informal stage, concerns should first be raised with the Head of School or a member of the Senior Leadership Team. The school will acknowledge the issue within five school days and will investigate and respond within twenty school days. This stage usually involves an informal meeting to clarify the concern and work towards a resolution.

Stage 1 (Formal) – Executive Headteacher

To begin this stage, you should submit the Complaints Form via the main office. The school will acknowledge receipt within five school days and provide a written response within twenty school days. A meeting will be offered as part of the process, and you are welcome to be accompanied. If you remain dissatisfied with the outcome, you may escalate the complaint to the Chair of Trustees within five school days of receiving the response.

Stage 2 – Trustee Board Review Panel

At this stage, the panel will usually be made up of three people: two impartial Trustees and one independent member. A panel date will be scheduled, with the aim of holding the meeting within twenty school days of the request. All relevant papers will be circulated at least three school days before the meeting, and an outcome letter will be issued within five school days, outlining whether the complaint is upheld or dismissed and detailing any recommended actions. If you remain dissatisfied, you may request an independent review.

Stage 3 – Independent Reviewer

At this stage, the review is carried out by an independent person who is not a Trustee, staff member, parent, or otherwise involved in the matter. They will hold a review meeting during which all parties may submit statements, evidence, and, where appropriate, call witnesses. The findings and any recommendations will be shared with the complainant, the Chair, and the Executive Headteacher. A decision letter will then be issued within five school days.

Complaints ABOUT the Executive Headteacher or Trustees

Informal

Direct the complaint to the Chair of the Trustee Board in the first instance.
A suitably skilled, impartial Trustee handles the informal stage.

Stage 2 – Formal Investigation

If jointly about the Chair and Vice-Chair, the entire Board, or most Trustees: the Board appoints an independent investigator to conduct Stage 2 of the formal complaints policy as per above and issue a formal response.

Stage 3 – Review Panel (Independent)

If the complaint is jointly about the chair and vice-chair, the entire Trustee board or most of the Trustee board, a committee of independent Trustees will hear the complaint. They will be sourced from local schools or independent experts and will carry out the of the formal complaints policy as per above.

The Southover Partnership Complaints Form

Please email this completed form to info@southoverpartnership.com

When we receive a complaint, we aim to acknowledge its receipt within 5 school days.

Your name:
The pupil's name:
Your relationship to the pupil:
Address:
Postcode:
Home telephone number:
Mobile telephone number:
Please give details of your complaint:
What action, if any, have you already taken to try and resolve your complaint? (Who did you speak to and what was the response)?
What actions do you feel might resolve the problem at this stage?
Are you attaching any paperwork? If so, please give details.
Signature:
Date:
<u>Official use only</u> Date acknowledgement sent: By whom: Complaint referred to: Date: