



Complaints Policy



"If you believe, you can achieve!"

COMPLAINTS POLICY

1 Introduction

- 1.1 At Smawthorne Henry Moore School, we believe that our school provides a good education for all our children and that the headteacher and all 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.
- 1.2 If any parent is unhappy with the education that their child is receiving, or has any concern relating to the school, we encourage that person to talk to the child's class teacher immediately.
- 1.3 If you still do not feel as though your concern has been addressed, please make an appointment to speak to the key stage leader, followed by the headteacher.
- 1.4 If you are still not satisfied, you may wish to make a complaint and the procedure would be as follows:

Stage 1 (informal): complaint heard by a staff member e.g. teacher and key stage leader (though not the subject of the complaint);

Stage 2 (formal): complaint heard by the headteacher;

Stage 3 (formal): please write to the Chair of Governors;

Stage 4 (formal): complaint heard by Governing Body's complaints appeal panel.

- 1.5 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 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.

3 The complaints process

- 3.1 If a parent 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.

- 3.2 Where a parent feels that a situation has not been resolved through contact with the class teacher, they may request to speak to the key stage leader to address the issue. However, if the 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 a parent have a complaint about the headteacher, s/he should first approach the chairperson 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.
- 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 The governing body must consider all written complaints. It arranges a meeting to discuss the complaint, and invites the person making it to attend the meeting, so that s/he can explain their complaint in more detail. The school gives the complainant at least three days' notice of the meeting.
- 3.6 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.
- 3.7 If the complaint is not resolved, a parent may make representation to the Local Authority. 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.

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 examine 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 policy is made

available to all parents, so that they can be properly informed about the complaints process.

This policy is a whole school working document and covers all year groups, including our Pre-school (2 year olds), Early Years, Key Stage 1 and Key Stage 2.

This document was reviewed in September 2017.

This policy will be reviewed in September 2019.