



Policy Adopted	Nov 2021
Review date	Nov 2023

A Procedure for handling concerns and complaints

Holt CP School wants its pupils to be healthy, happy and safe, and to achieve. It recognises that parents, guardians or carers play an important part in making this happen. Cooperation between parents, staff and Governors leads to a shared sense of purpose and a good atmosphere in the School.

Each level of the procedure set out below offers the opportunity for concerns and complaints to be resolved as quickly as possible.

Level 1 – informal

Parents, carers or guardians should, in the first instance, make an appointment to speak to the class teacher about the concern. It is best to resolve issues at this point

Guidance on informal level 1:

- Concerns should initially be handled informally in a manner that offers the best way of resolving issues.
- A class teacher should offer an appointment to discuss the issue as quickly as possible, as this will give both parties time to talk about it calmly and politely without being interrupted. This can allow parties to remain calm. It will also show a commitment to resolving issues. This must be within 4 working days of the parent raising the issue.
- It is important for parents to recognise that the school is a busy organisation and that it may not be possible to offer an appointment straight away.
- The parties involved should be encouraged to offer their view of what would be a realistic resolution to the problem.

Level 2 - informal

Parents, carers or guardians dissatisfied with the result of the discussions with the class teacher should ask for an appointment to meet with the headteacher or a Key Stage Leader. If a resolution to the issue is proving difficult to find, the Headteacher or Key Stage Leader can speak to one member of the governing body. However, there is no obligation on any governor to become involved at this level.

Guidance on Informal Level 2:

- It is always best to resolve issues informally at the earliest possible time but if the person is not satisfied with the result of the talk with the teacher then he can ask for an appointment to meet with the Head or Key Stage Leader.
- It is in everyone's interest, particularly the child or children, for concerns and complaints to be sorted out quickly and smoothly.
- The aim should be that discussions end on a positive note with no bad feeling.
- It is good practice for Headteachers or Key Stage Leader to write a letter to parents summarising what has been agreed regarding the issue.

- The Headteacher or Key Stage leader may feel that a particular Governor's input would be helpful in bringing about a resolution but there is no obligation on any Governor to become involved at this level.

It is hoped that most problems will have been resolved by now.

Level 3 – formal complaint letter to the Headteacher

An issue that has not been resolved through the informal levels 1 and 2 can become an official complaint.

Parents, carers or guardians wishing to move to level 3 must write a formal letter or email of complaint to the Headteacher. The letter will need to set out clearly the issues which have previously been discussed and why the parent, carer or guardian considers the issue to be unresolved. Headteachers should consider the complaint and discuss a resolution with the complainant. The Headteacher should offer a resolution to the complainant in writing within 10 school days of receipt of the letter.

Guidance on Level 3- Formal:

- An unresolved issue can now move to a formal complaint. This is a serious step to be taken. In consideration of future home/school relationship everyone concerned will need to negotiate an agreement and concentrate on finding a resolution to the issue.

Concerns or complaints specifically about the Headteacher.

The decision that the Headteacher has made as a result of the complaint does not become a complaint about the Headteacher. If the complainant feels the complaint has not been resolved he/she should raise the issue with the chair or vice-chair of governors. If the issue still cannot be resolved proceed to Level 4, a Governors' Complaints Panel.

If, the concern or complaint is specifically about the Headteacher and is unable to be resolved at the informal stage, then it will be necessary for the complainant to formally complain to the Chair of Governors. The school will provide the Chair of Governors name and the complainant should write to him or her at the school address marking the envelope 'urgent, private and confidential'. The Chair of Governors should acknowledge the complainant's letter in writing within 5 school days of receipt.

Level 4 – Formal complaint requesting a Governors' Complaints Panel.

Complainants wishing to move to level 4 of the formal complaints procedure will need to write a letter to the Chair of Governors to request that a Governors' Complaints Panel meets to hear the complaint. This formal complaint letter must be received within 10 school days of the last meeting with the Headteacher concerning the issue. The complainant should write to the Chair of Governors at the school address marking the envelope 'urgent and confidential'. The letter will need to set out the complaint that has previously been formally discussed with the Headteacher and show why the matter is not resolved.

Before the meeting:

The Chair of Governors should appoint an independent clerk to the Governors' Complaints Panel, acknowledge the complainant's letter in writing within 5 school days of receipt and arrange for a panel of Governors to meet within 15 school days of receipt. It must be recognised that if the letter is received within 14 school days to the end of term it may not be possible to organise the Governors' panel meeting. In this case the matter should be dealt with within 10 school days of the school reopening.

The Headteacher should be given a copy of the complainant's letter and written documentation should be requested from the school. The clerk should send both the complainant's letter and the

school documentation to the Governors' Complaints Panel members, complainant and Headteacher (and anyone else involved in the meeting) at least 5 school days before the date of the meeting.

The complainant and Headteacher will be invited to attend the Governors' Complaints Panel meeting to give a verbal statement in support of their documentation. Each of them can bring someone to support them if they wish.

At the meeting:

The complainant and Headteacher (or his representative) should provide all the relevant information they wish and the Governors' Complaints Panel members should clarify any points. After the complainant and Headteacher (or his representative) have provided all the information they wish, the chair will ask all parties to leave except the panel members and the clerk.

After the meeting:

The Governors' Complaints Panel will write to all concerned within 10 school days to explain their decision and suggest a resolution to the problem, if appropriate. The decision of the Governors' Complaints Panel is final.

Guidance on Level 4 - Formal:

Before the meeting:

- The formal complaints letter should be passed to the Vice-Chair if the chair will be unable to receive the letter within 5 days.
- Members of the Governors' Complaints Panel should have no prior knowledge of the complaint and it is, therefore, unlikely that staff Governors will be members of the panel.

At the meeting:

- The Complaints Panel must be made up of at least three members and a clerk. One panel member must be independent of the running and management of the school. The three panel members must have no prior knowledge of the complaint.
- Although this is a formal meeting, every effort should be made to make it as informal as possible for all concerned.
- Everyone attending should be in the room at the same time.
- Consideration may need to be given to the seating arrangements to make everyone feel equal and comfortable.
- The clerk should take notes of the meeting, listing who is present: Governors, stating who is the Chair of the Governors' Complaints Panel Headteacher/Head of School (or his/her representative) and any other members of staff, Parents and anyone accompanying them e.g. friend Clerk.
- The chair of the Governors' Complaints Panel should open the meeting stating the purpose and the format of the meeting to clarify this to all in attendance.
- People present should introduce themselves stating their reason for being at the meeting.
- The Chair of the Governors' Complaints Panel should request a verbal statement from the complainant in support of his or her written letter of complaint and why s/he feels the issue has not been resolved. The Governors' Complaints Panel members can ask questions to make sure they understand the issue from the parent's point of view.
- The Chair of the Governors' Complaints Panel should request a verbal statement from the Headteacher/Head of School (or his representative) in support of his/her written account of the complaint and the steps taken to resolve the issue. The Governors' Complaints Panel members can ask questions to make sure they understand the issue from the Headteacher's/Head of School's point of view.

- The members of the Governors' Complaints Panel should make sure they fully understand the issues and ask any further questions to clarify any points that are still not clear to them.
- The Chair of the Governors' Complaints Panel must ask the complainant and the Headteacher/Head of School (or his representative) if they are satisfied that they have provided all the information they wanted or if there is something they wish to add and if they feel they have had a fair hearing.
- When the Governors' Complaints Panel members understand all the issues, the chair will ask all parties to leave except the panel members and the clerk.

After the meeting:

- The Governors' Complaints Panel members then discuss the issues in private and the clerk remains to record the decision.
- The Panel members will need to consider the information, come to a decision and suggest a way to resolve the issue taking into account the best interests of the child or children.
- When the Panel have reached a decision the Clerk will inform everyone concerned in writing as soon as possible, but in any event, within 10 Academy days of the panel meeting.
- The panel can make findings and recommendations and a copy of these can be provided to the parent and where relevant to the person who the complaint is made about. This is determined by the panel if deemed appropriate.

The decision of the Governors' Complaints Panel is final.

Once a Governor's Complaints Panel has heard a complaint, and it is clear that correct procedures have been followed, that specific complaint cannot be reopened. If a request is received in this respect, the Chair of Governors should inform the complainant that the matter is closed.



Any complaints concerning the conduct of school staff will be handled in accordance with the school's internal disciplinary procedures. The details of such an investigation will remain confidential.

If you believe that your school's governing body is acting 'unreasonably' you can complain in writing to the Secretary of State for Education. Complaints to the Secretary of State are handled by the government's Department for Education. **This should be a last resort, and you should highlight in your letter the steps you have already taken to resolve the problem locally.**

The address to write to is: Department for Education, Castle View House, East Lane, Runcorn, Cheshire, WA7 2GJ.

Some complaints regarding admissions, the curriculum or special educational needs are covered by statutory regulations. The Headteacher can give information about these issues.

More information on making complaints can be found on the Norfolk County Council Website at <https://www.norfolk.gov.uk/what-we-do-and-how-we-work/have-your-say/compliments-and-complaints/school-complaints>

Signature		Headteacher	10/11/21
Signature		Chair of Governor	10/11/21



Holt Primary School Complaints Flowchart

