**Complaints Policy**

**(This policy is based on that issued by the DfE)**

Caldecott Foundation School

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| **Approved by:** | Colin Green |  |
| **Last reviewed on:** | 30th September 2023 | |
| **Next review due by:** | 30th September 2025 | |

# Introduction

The Caldecott School encompasses Primary, Secondary and Boarding provisions in Ashford, Kent.

As a group of educational facilities, we offer education for pupils aged 5 - 16, and boarding for pupils aged 7 – 16 on admission with a range of complex educational needs. All pupils have an Education Health Care Plan. Pupils who are admitted to the school have complex and wide-ranging difficulties. Pupils come from a wide range of socio-economic backgrounds and also from a wide geographical area.

Caldecott School has based the following complaints procedure on one issued by the DfE to ensure that all parents and carers are able to voice their concerns relating to any element of school life.

As a first point of contact we ask you to discuss your concern/complaint with the member of staff concerned.

# Who can make a complaint?

**This Complaints policy and procedure is not limited to parents or carers of children that are registered at the school. Any person, including members of the public, may make a complaint to Caldecott School about any provision of facilities or services that we provide**. Unless complaints are dealt with under separate statutory procedures (such as appeals relating to exclusions or admissions), we will use this complaints procedure.

#### The difference between a concern and a complaint.

A concern may be defined as ‘*an expression of worry or doubt over an issue considered to be important.*

*for which reassurances are sought’*.

A complaint may be defined as ‘*an expression of dissatisfaction however made, about actions taken or a lack of action*’.

It is in everyone’s interest that concerns and complaints are resolved at the earliest possible stage. Many issues can be resolved informally, without the need to use the formal stages of the complaint’s procedure. Caldecott School takes concerns seriously and will make every effort to resolve the matter as quickly as possible.

If you have difficulty discussing a concern with a particular member of staff, we will respect your views. In these cases, the Head Teacher will refer you to another staff member. Similarly, if the member of staff directly involved feels unable to deal with a concern, the Head Teacher will refer you to another staff member. The member of staff may be more senior but does not have to be. The ability to consider the concern objectively and impartially is more important.

We understand however, that there are occasions when people would like to raise their concerns formally. In this case, Caldecott School will attempt to resolve the issue internally, through the stages outlined within this complaints procedure.

**How to raise a concern or make a complaint -** See Flow chart on page 16

A concern or complaint can be made in person, in writing or by telephone. They may also be made by a third party acting on behalf of a complainant if they have appropriate consent to do so.

**Stage 1 (Informal) Concerns and Complaints** should be raised with the member of staff concerned in the first instance. If the issue remains unresolved, the next step **(Stage 2 Informal)** is to raise a concern or make a complaint to the Head Teacher.

Complainants should not approach individual governors to raise concerns or complaints. They have no power to act on an individual basis and it may also prevent them from considering complaints at Stage 2 of the procedure.

Complaints against school staff (except the Head Teacher) should be made in the first instance, to the Head of Primary or Assistant Head Teachers. Please mark them as Private and Confidential. A complaint may be escalated to the Head Teacher, Stacey McShane if dissatisfied or by the Head of Primary or Assistant Head Teachers.

Complaints against boarding staff (except the Boarding Manager) should be made in the first instance, to the Boarding Manager James Coe. Please mark them as Private and Confidential. A complaint may be escalated to the Head Teacher, Stacey McShane if dissatisfied or by the Boarding Manager.

Complaints that involve or are about the Head Teacher should be addressed to the Chair of Governors, via the Head Teacher. Please mark them as Private and Confidential.

Complaints that involve or are about the Boarding Manager should be addressed to the Head Teacher. Please mark them as Private and Confidential.

Complaints about the Chair of Governors, any individual governor or the whole governing body should be addressed to the Head Teacher. Please mark them as Private and Confidential.

For ease of use, a template complaint form is included at the end of this procedure. If you require help in completing the form, please contact the school office. You can also ask third party organisations like Citizens Advice to help you.

In accordance with equality law, we will consider making reasonable adjustments if required, to enable complainants to access and complete this complaints procedure. For instance, providing information in alternative formats (wherever possible), assisting complainants in raising a formal complaint or holding meetings in accessible locations.

# Anonymous complaints

We will not normally investigate anonymous complaints. However, the Head Teacher or Chair of Governors, if appropriate, will determine whether the complaint warrants an investigation.

#### Time scales

You must raise the complaint within three months of the incident or, where a series of associated incidents have occurred, within three months of the last of these incidents. We will consider complaints made outside of this time frame if exceptional circumstances apply.

#### Complaints received outside of term time

We will consider complaints made outside of term time to have been received on the first school day after the holiday period.

**Scope of this Complaints Procedure**

This procedure covers all complaints about any provision or services delivered by Caldecott School, other than complaints that are dealt with under other statutory procedures, including those listed below.

|  |  |
| --- | --- |
| **Exceptions** | **Who to contact** |
| * Admissions to schools. * Statutory assessments of Special Educational Needs. * School re-organisation proposals. | As all pupils have an Education Health and Care Plan any appeal against a decision must be made directly to the Local Authority. |
| * Matters likely to require a Child Protection Investigation. | Complaints about child protection matters are handled under our child protection and safeguarding policy and in accordance with relevant statutory guidance.  If you have serious concerns, you may wish to contact the local authority designated officer (LADO) who has local responsibility for safeguarding. |
| * Exclusion of children from school\* | Further information about raising concerns about exclusion can be found at: [www.gov.uk/school-discipline-](http://www.gov.uk/school-discipline-exclusions/exclusions) [exclusions/exclusions](http://www.gov.uk/school-discipline-exclusions/exclusions).  \*complaints about the application of the behaviour policy can  be made through the school’s complaints procedure. |
| * Whistleblowing | We have an internal whistleblowing procedure for all our employees, including temporary staff and contractors.  The Secretary of State for Education is the prescribed person for matters relating to education for whistleblowers in education who do not want to raise matters direct with their employer. Referrals can be made at: [www.education.gov.uk/contactus](http://www.education.gov.uk/contactus)  Volunteer staff who have concerns about our school should complain through the school’s complaints procedure. You may also be able to complain direct to the LA or the Department for Education (see link above), depending on the substance of your complaint.  Anonymous complaints: Please refer to the School’s  Whistleblowing Policy. |
| * Staff grievances | Complaints from staff will be dealt with under the school’s  internal grievance procedures. |
| * Staff conduct | Complaints about staff will be dealt with under the school’s  internal disciplinary procedures, if appropriate.  Complainants will not be informed of any disciplinary action taken against a staff member as a result of a complaint. However, the complainant will be notified that the matter is being addressed. |
| * Complaints about services provided by other providers who may use school premises or facilities | Providers should have their own complaints procedure to deal with complaints about service. Please contact them direct. |
| * National Curriculum - content | Please contact the Department for Education at:  [www.education.gov.uk/contactus](http://www.education.gov.uk/contactus) |

If other bodies are investigating aspects of the complaint, for example the police, local authority (LA) safeguarding teams or Tribunals, this may impact on our ability to adhere to the timescales within this procedure or result in the procedure being suspended until those public bodies have completed their investigations.

If a complainant commences legal action against Caldecott School in relation to their complaint, we will suspend the complaints procedure in relation to their complaint until those legal proceedings have concluded.

# Resolving complaints

At each stage in the procedure, Caldecott School wants to resolve the complaint. If appropriate, we will acknowledge that the complaint is upheld in whole or in part. In addition, we may offer one or more of the following:

* an explanation
* an admission that the situation could have been handled differently or better
* an assurance that we will try to ensure the event complained of will not recur
* an explanation of the steps that have been or will be taken to help ensure that it will not happen again and an indication of the timescales within which any changes will be made
* an undertaking to review school policies in light of the complaint
* an apology

# Withdrawal of a Complaint

If a complainant wants to withdraw their complaint, we will ask them to confirm this in writing.

**Formal Complaints Procedure**

# Stage 1

Formal complaints must be made to the Head of Primary or Assistant Head Teachers then to the Head Teacher (unless they are about the Head Teacher). This may be done in person, in writing (preferably on the Complaint Form), or by telephone.

The Head of Primary / Assistant Head Teacher / Boarding Manager or Head Teacher will record the date the complaint is received and will acknowledge receipt of the complaint in writing (either by letter or email) within 7 school days.

The Head of Primary / Assistant Head Teacher / Boarding Manager or Head Teacher will seek to clarify the nature of the complaint, ask what remains unresolved and what outcome the complainant would like to see. The Head of Primary / Assistant Head Teacher / Boarding Manager or Head Teacher can consider whether a face to face meeting is the most appropriate way of doing this.

*Note: The Head Teacher may delegate the investigation to another member of the school’s senior leadership*

*team but not the decision to be taken.*

During the investigation, the Head Teacher (or investigator) will:

* if necessary, interview those involved in the matter and/or those complained of, allowing them to be accompanied if they wish
* keep a written record of any meetings/interviews in relation to their investigation

At the conclusion of their investigation, the Head Teacher will provide a formal written response within 20 school days of the date of receipt of the complaint.

If the Head Teacher is unable to meet this deadline, they will provide the complainant with an update and revised response date.

The response will detail any actions taken to investigate the complaint and provide a full explanation of the decision made and the reason(s) for it. Where appropriate, it will include details of actions Caldecott School will take to resolve the complaint.

The Head Teacher will advise the complainant of how to escalate their complaint should they remain dissatisfied with the outcome of Stage 1.

If the complaint is about the Head Teacher, or a member of the governing body (including the Chair), a suitably skilled governor will be appointed to complete all the actions at Stage 1.

Complaints about the Head Teacher or member of the governing body must be made to the Head of Primary or an Assistant Head Teacher.

If the complaint is:

* jointly about the Chair or
* the entire governing body or
* the majority of the governing body

Stage 1 may be considered by a suitably skilled and impartial member of the Governing body or if there are no suitably skilled and impartial members it could be considered by an independent investigator appointed by the CEO on behalf of the governing body to provide an impartial investigator. At the conclusion of their investigation, the chosen investigating body will provide a formal written response to the complainant and governing body.

# Stage 2

If the complainant is dissatisfied with the outcome at Stage 1 and wishes to take the matter further, they can escalate the complaint to Stage 2 – a meeting with members of the governing body’s complaints committee, which will be formed of the first three, impartial, governors available. This is the final stage of the complaints procedure.

A request to escalate to Stage 2 must be made to the Head Teacher, within 5 school days of receipt of the Stage 1 response.

The Head Teacher will record the date the complaint is received and acknowledge receipt of the complaint in writing (either by letter or email) within 5 school days.

Requests received outside of this time frame will only be considered if exceptional circumstances apply.

The Head Teacher will write to the complainant to inform them of the date of the meeting. They will aim to convene a meeting within 20 school days of receipt of the Stage 2 request. If this is not possible, the Head Teacher will provide an anticipated date and keep the complainant informed.

If the complainant rejects the offer of three proposed dates, without good reason, the Head Teacher will decide when to hold the meeting. It will then proceed in the complainant’s absence on the basis of written submissions from both parties.

The complaints committee will consist of at least three governors with no prior involvement or knowledge of the complaint. Prior to the meeting, they will decide amongst themselves who will act as the Chair of the Complaints Committee. If there are fewer than three governors from Caldecott School available, the Head Teacher will source any additional, independent persons from the Caldecott Foundation. Alternatively, an entirely independent committee may be convened to hear the complaint at Stage 2.

### The committee will decide whether to deal with the complaint by inviting parties to a meeting or through written representations, but in making their decision they will be sensitive to the complainant’s needs.

If the complainant is invited to attend the meeting, they may bring someone along to provide support. This can be a relative or friend. Generally, we do not encourage either party to bring legal representatives to the committee meeting. However, there may be occasions when legal representation is appropriate.

For instance, if a school employee is called as a witness in a complaint meeting, they may wish to be supported by union and/or legal representation.

*Note: Complaints about staff conduct will not generally be handled under this complaints procedure. Complainants will be advised that any staff conduct complaints will be considered under staff disciplinary procedures, if appropriate, but outcomes will not be shared with them.*

Representatives from the media are not permitted to attend. At least 10 school days before the meeting, the HeadTeacher will:

* confirm and notify the complainant of the date, time and venue of the meeting, ensuring that,

if the complainant is invited, the dates are convenient to all parties and that the venue and proceedings are accessible.

* request copies of any further written material to be submitted to the committee at least 7 school days before the meeting.

Any written material will be circulated to all parties at least 5 school days before the date of the meeting. The committee will not normally accept, as evidence, recordings of conversations that were obtained covertly and without the informed consent of all parties being recorded.

The committee will also not review any new complaints at this stage or consider evidence unrelated to the initial complaint to be included. New complaints must be dealt with from Stage 1 of the procedure.

The meeting will be held in private. Electronic recordings of meetings or conversations are not normally permitted unless a complainant’s own disability or special needs require it. Prior knowledge and consent of all parties attending must be sought before meetings or conversations take place. Consent will be recorded in any minutes taken.

The committee will consider the complaint and all the evidence presented. The committee can:

* uphold the complaint in whole or in part.
* dismiss the complaint in whole or in part.

If the complaint is upheld in whole or in part, the committee will:

* decide on the appropriate action to be taken to resolve the complaint.
* where appropriate, recommend changes to the school’s systems or procedures to prevent.

similar issues in the future.

The Chair of the Committee will provide the complainant and Caldecott School with a full explanation of their decision and the reason(s) for it, in writing, within 15 school days.

The letter to the complainant will include details of how to contact the Department for Education if they are dissatisfied with the way their complaint has been handled by Caldecott School.

If the complaint is:

* jointly about the Chair or
* the entire governing body or
* the majority of the governing body

Stage 2 will be heard by a committee of independent persons to the school.

The response will detail any actions taken to investigate the complaint and provide a full explanation of the decision made and the reason(s) for it. Where appropriate, it will include details of actions Caldecott School will take to resolve the complaint.

The response will also advise the complainant of how to escalate their complaint should they remain

dissatisfied.

# Next Steps

If the complainant believes the school did not handle their complaint in accordance with the published complaints procedure or they acted unlawfully or unreasonably in the exercise of their duties under education law, they can contact the Department for Education after they have completed Stage 2.

If unsatisfied that Caldecott Governing Body has resolved the complaint in compliance with the DfE policy, an independent panel can be convened containing 3 independent governors to look at the complaint within 10 days.

Stage 2 will be heard by a committee of independent governors convened by the clerk from either impartial members of the GB or from trustees of the Caldecott Foundation . The committee will consider the complaint and all the evidence presented. The committee can:

* uphold the complaint in whole or in part.
* dismiss the complaint in whole or in part.

If the complaint is upheld in whole or in part, the committee will:

* decide on the appropriate action to be taken to resolve the complaint.
* where appropriate, recommend changes to systems or procedures to prevent similar issues in the future.

The Chair of the Committee will provide the complainant and Caldecott School with a full explanation of their decision and the reason(s) for it, in writing, within 15 school days.

The letter to the complainant will include details of how to contact the Department for Education if they are dissatisfied with the way their complaint has been handled by Caldecott School along with copies of the minutes.

The Department for Education will not normally reinvestigate the substance of complaints or overturn any decisions made by Caldecott School. They will consider whether Caldecott School has adhered to education legislation and any statutory policies connected with the complaint.

The complainant can refer their complaint to the Department for Education online at: [www.education.gov.uk/contactus,](http://www.education.gov.uk/contactus) by telephone on: 0370 000 2288 or by writing to:

Department for Education Piccadilly Gate

Store Street Manchester M1 2WD

# Policy for Managing Serial and Unreasonable Complaints

Caldecott School is committed to dealing with all complaints fairly and impartially, and to providing a high quality service to those who complain. We will not normally limit the contact complainants have with our school. However, we do not expect our staff to tolerate unacceptable behaviour and will take action to protect staff from that behaviour, including that which is abusive, offensive, or threatening.

Caldecott School defines unreasonable behaviour as that which hinders our consideration of complaints because of the frequency or nature of the complainant’s contact with the school, such as, if the complainant:

* refuses to articulate their complaint or specify the grounds of a complaint or the outcomes sought by raising the complaint, despite offers of assistance.
* refuses to co-operate with the complaints investigation process
* refuses to accept that certain issues are not within the scope of the complaints procedure.
* insists on the complaint being dealt with in ways which are incompatible with the complaints procedure or with good practice
* introduces trivial or irrelevant information which they expect to be considered and commented on
* raises large numbers of detailed but unimportant questions, and insists they are fully answered, often immediately and to their own timescales
* makes unjustified complaints about staff who are trying to deal with the issues, and seeks to have them replaced
* changes the basis of the complaint as the investigation proceeds
* repeatedly makes the same complaint (despite previous investigations or responses concluding that the complaint is groundless or has been addressed)
* refuses to accept the findings of the investigation into that complaint where the school’s complaint procedure has been fully and properly implemented and completed including referral to the Department for Education
* seeks an unrealistic outcome
* makes excessive demands on school time by frequent, lengthy and complicated contact with staff regarding the complaint in person, in writing, by email and by telephone while the complaint is being dealt with
* uses threats to intimidate
* uses abusive, offensive or discriminatory language or violence
* knowingly provides falsified information
* publishes unacceptable information on social media or other public forums.

Complainants should try to limit their communication with the school that relates to their complaint, while the complaint is being progressed. It is not helpful if repeated correspondence is sent (either by letter, phone, email or text), as it could delay the outcome being reached.

Whenever possible, the Head Teacher or Chair of Governors will discuss any concerns with the complainant

informally before applying an ‘unreasonable’ marking.

If the behaviour continues, the Head Teacher will write to the complainant explaining that their behaviour is unreasonable and ask them to change it. For complainants who excessively contact Caldecott School causing a significant level of disruption, we may specify methods of communication and limit the number of contacts in a communication plan. This will be reviewed after six months.

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 Caldecott School.

# Barring from the School Premises

Although fulfilling a public function, Schools are private places. The public has no automatic right of entry. Schools will therefore act to ensure they remain a safe place for pupils, staff and other members of their community.

If an individual’s behaviour is a cause for concern, a school can ask him/her to leave school premises. In serious cases, the Head Teacher or the local authority can notify them in writing that their implied licence to be on school premises has been temporarily revoked subject to any representations that the person may wish to make. Schools should always give that person the opportunity to formally express their views on the decision to bar in writing. Anyone wishing to complain about being barred can do so, by letter or email, to the Chair of Governors. The decision to bar should then be reviewed, taking into account any representations and either confirmed or lifted. If the decision is confirmed the person should be notified in writing, explaining how long the bar will be in place and when the decision will be reviewed, usually after 6 months.

Complaints about barring cannot be escalated to the Department for Education. Once the school’s own complaints procedure has been completed, the only remaining avenue of appeal is through the Courts; independent legal advice must therefore be sought.

# Complaints Form

Please complete and return to either class teacher/Assistant Head Teacher/ Head Teacher (delete as appropriate) who will acknowledge receipt and explain what action will be taken.

|  |
| --- |
| **Your Name:** |
| **Pupil’s Name (if relevant):** |
| **Your Relationship to the Pupil (if relevant):** |
| **Address:**  **Postcode:**  **Day time telephone number: Evening telephone number:** |
| **Please give details of your concern, including whether you have spoken to anybody at the school about it.** |

|  |
| --- |
| **What actions do you feel might resolve the problem at this stage?** |
| **Are you attaching any paperwork? If so, please give details** |
| **Signature: Date:** |
| **Official use** |
| **Date acknowledgement sent:** |
| **By who:** |
| **Concern referred to:** |
| **Date:** |

# Roles and Responsibilities

#### Complainant

The complainant will receive a more effective response to the complaint if they:

* explain the complaint in full as early as possible
* co-operate with the school in seeking a solution to the complaint
* respond promptly to requests for information or meetings or in agreeing the details of the complaint
* ask for assistance as needed
* treat all those involved in the complaint with respect
* refrain from publicising the details of their complaint on social media and respect confidentiality.

#### Investigator

The investigator’s role is to establish the facts relevant to the complaint by:

* providing a comprehensive, open, transparent and fair consideration of the complaint through:
* sensitive and thorough interviewing of the complainant to establish what has happened and who has been involved
* interviewing staff and children/young people and other people relevant to the complaint
* consideration of records and other relevant information
* analysing information
* liaising with the complainant and the complaints co-ordinator as appropriate to clarify what the complainant feels would put things right.

The investigator should:

* conduct interviews with an open mind and be prepared to persist in the questioning
* keep notes of interviews or arrange for an independent note taker to record minutes of the meeting
* ensure that any papers produced during the investigation are kept securely pending any appeal
* be mindful of the timescales to respond
* prepare a comprehensive report for the Head Teacher or complaints committee that sets out the facts, identifies solutions and recommends courses of action to resolve problems.

The Head Teacher or complaints committee will then determine whether to uphold or dismiss the complaint and communicate that decision to the complainant, providing the appropriate escalation details.

**Complaints Co-ordinator** (Head Teacher/designated complaints governor or other staff member providing administrative support)

The complaints co-ordinator should:

* ensure that the complainant is fully updated at each stage of the procedure
* liaise with staff members, Headteacher, Chair of Governors and LAs (if appropriate) to ensure the smooth running of the complaints procedure
* be aware of issues regarding:
* sharing third party information
* additional support. This may be needed by complainants when making a complaint including interpretation support or where the complainant is a child or young person
* keep records.

#### Committee Chair

The committee’s chair, who is nominated in advance of the complaint meeting, should ensure that:

* both parties are asked (via the Head Teacher) to provide any additional information relating to the complaint by a specified date in advance of the meeting
* the meeting is conducted in an informal manner, is not adversarial, and that, if all parties are invited to attend, everyone is treated with respect and courtesy
* complainants who may not be used to speaking at such a meeting are put at ease. This is particularly important if the complainant is a child/young person
* the remit of the committee is explained to the complainant
* written material is seen by everyone in attendance, provided it does not breach confidentiality

or any individual’s rights to privacy under the DPA 2018 or GDPR.

If a new issue arises it would be useful to give everyone the opportunity to consider and comment upon it; this may require a short adjournment of the meeting

* both the complainant and the school are given the opportunity to make their case and seek clarity, either through written submissions ahead of the meeting or verbally in the meeting itself
* the issues are addressed
* key findings of fact are made
* the committee is open-minded and acts independently
* no member of the committee has an external interest in the outcome of the proceedings or any involvement in an earlier stage of the procedure
* the meeting is minuted
* they liaise with the HeadTeacher (and complaints co-ordinator, if the school has one).

#### Committee Member

Committee members should be aware that:

* the meeting must be independent and impartial, and should be seen to be so

No governor may sit on the committee if they have had a prior involvement in the complaint or in the circumstances surrounding it.

* the aim of the meeting should be to resolve the complaint and achieve reconciliation between the school and the complainant

We recognise that the complainant might not be satisfied with the outcome if the meeting does not find in their favour. It may only be possible to establish the facts and make recommendations.

* many complainants will feel nervous and inhibited in a formal setting Parents/carers often feel emotional when discussing an issue that affects their child.
* extra care needs to be taken when the complainant is a child/young person and present during all or part of the meeting
  + Careful consideration of the atmosphere and proceedings should ensure that the child/young person does not feel intimidated.
  + The committee should respect the views of the child/young person and give them equal consideration to those of adults.
  + If the child/young person is the complainant, the committee should ask in advance if any support is needed to help them present their complaint. Where the child/young person’s parent is the complainant, the committee should give the parent the opportunity to say which parts of the meeting, if any, the child/young person needs to attend.
  + However, the parent should be advised that agreement might not always be possible if the parent wishes the child/young person to attend a part of the meeting that the committee considers is not in the child/young person’s best interests.
* the welfare of the child/young person is paramount.

# COMPLAINTS HANDLING PROCEDURE FLOWCHART

Complaint or concern is resolved

**No Further Action**

Complaint or concern is resolved

**No Further Action**

## FORMAL PROCESS - STAGE 1

If the complainant believes the school did not handle their complaint in accordance with the published complaints procedure or they acted unlawfully or unreasonably in the exercise of their duties under education law, they can contact the Department for Education after they have completed Stage 2

Complaint or concern is resolved

**No Further Action**

**INFORMAL PROCESS - STAGE 1**

Any concerns or complaints should be raised with the member of staff concerned

**INFORMAL PROCESS - STAGE 2**

If the complaint/concern cannot be resolved with the member of staff, refer to Pastoral Lead

If the complaint/concern

cannot be resolved with the Director of Pathway

The Assistant Head Teacher/Boarding Manager/Head Teacher will acknowledge the complaint within 5 school days

At the conclusion of their investigation, the Assistant Head Teacher/Boarding Manager/Head Teacher will provide a formal written response within 20 school days of the date of receipt of the complaint.

Complaint or concern is resolved

**No Further Action**

If the complaint is about the Head Teacher , or a member of the governing body, a suitably skilled governor will be appointed to complete all the actions at Stage 1.

## FORMAL PROCESS - STAGE 2

If the complainant is dissatisfied with the outcome at Stage 1 and wishes to take the matter further, they can escalate the complaint to Stage 2 – a meeting with members of the governing body’s complaints committee, which will be formed of the first three, impartial governors available. This is the final stage of the complaints procedure.

The request must be made to the Head Teacher, within 5 school days of receipt of the Stage 1 response.

The Head Teacher will acknowledge the complaint within 5 school days. Meeting to be convened within 20 school days of receipt of the Stage 2 request.

The Chair of the Committee will provide the complainant and Caldecott School with a full explanation of their decision and the reason(s) for it, in writing, within 15 school days. This can be extended to KSENT independent governors and a meeting held within 10 day