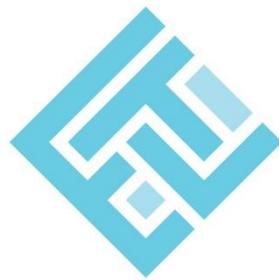


Complaints Policy

2016



ENFIELD
LEARNING TRUST

Version and Date		Action/Notes	Date Written	Date to be Reviewed
1.0	01.12.16	Approved by the Board of Trustees	September 2016	3 Years - 2019

Purpose

This policy applies to any matter (other than matters relating to admissions and exclusions which have their own processes) which has been raised by parents of pupils as a matter of concern but which has not been capable of resolution informally and which the complainant or the Trust consider should be dealt with on a formal basis.

This policy must be made available to parents of pupils.

Stage 1 – Informal Resolution

The Trust will publish guidance on how matters of concern should be raised on an informal basis. Generally, it is expected that where the matter relates to a pupil it will have been raised with the pupil's Class Teacher before a request is made to deal with it under this policy. If a matter is not resolved at the informal stage then a complainant may take it to the formal stage.

It is a precondition to the operation of this policy that the complainant shall have made reasonable attempts to seek an informal resolution and shall have acted in relation to the matter in a reasonable and measured way consistent with the Enfield Learning Trust Behaviour Code adopted from time to time. The Chair of Trustees shall have a discretion, which will be exercised reasonably, not to allow a complaint to be pursued where this precondition has not been met.

Stage 2 – Formal Resolution at Local Level: Investigation by a member of the Senior Leadership Team

1. The complainant must put the complaint in writing, addressed to the Associate Headteacher of the school, setting out briefly the facts and stating what it is that the complainant considers should have been done or where the academy has not met reasonable expectations.
2. An investigation will be carried out by a member of the Senior Leadership Team of the school; which may include the offer of a meeting with the complainant. The investigator will speak to others involved. Whenever reasonably possible, any meeting with the complainant will take place within 15 school days of the written complaint being received.
3. The investigator will put her/his findings in writing and will indicate what, if any, steps should be taken to resolve the matter. Whenever reasonably possible, this will be done within 15 school days of any meeting with the complainant; if no meeting is arranged it will be within 15 school days of the written complaint being received.

Any complaint relating to the Associate Headteacher of the school must be raised in the first instance with the Executive Headteacher who will, if an informal resolution cannot be reached, designate a member of the Local Governing Board to investigate in the same way as in the first stage of the formal process outlined above.

Where the complainant remains dissatisfied he may request the complaint is dealt with at Stage 3. Any such request **must** be set out in writing, stating where the complainant remains dissatisfied and lodged within 10 school days of the complainant receiving the findings in writing.

Stage 3 – Formal Resolution: Executive Headteacher

1. The complainant must put the complaint in writing, addressed to the Executive Headteacher of the Trust, setting out briefly the facts and stating what it is that the complainant considers should have been done or where the academy has not met reasonable expectations.
2. The Executive Headteacher may appoint a member of the Local Governing Board of the school to investigate the complaint. The investigation may include the offer of a meeting with the complainant, whenever reasonably possible, any meeting with the complainant will take place within 15 school days of the written complaint being received.
3. The investigator will put her/his findings in writing and will indicate what, if any, steps should be taken to resolve the matter. Whenever reasonably possible, this will be done within 15 school days of any meeting with the complainant; if no meeting is arranged it will be within 15 school days of the written complaint being received.

Where the complainant remains dissatisfied he may request the complaint is dealt with at Stage 4. Any such request **must** be set out in writing, stating where the complainant remains dissatisfied, what remedies are being sought and be lodged within **10** school days of the complainant receiving the findings in writing. The request must be addressed to the Clerk to the Governors or the Executive Business Manager of the Multi Academy Trust

Stage 4 – Formal Resolution: Panel Hearing

1. The Complaints Panel of the Enfield Learning Trust will consider all complaints at Stage 4.
2. The Complaints Panel will comprise of at least three people, which will include one person who is independent of the management and running of the Trust and any of its schools.
3. The Complaints Panel may also include one or more persons from the following categories:
 - (i) A member of the local governing board of the school where the complaint emanated from;
 - (ii) A member of a local governing board from another school within the Trust;
 - (iii) A member of the Board of Trustees from the Trust;
4. None of the members of the Complaints Panel will have been directly involved in the matters detailed in the complaint.
5. The Clerk will invite the Trust to put in writing its response to the complainant's reasons. The Trust will provide this within 15 school days. At the end of that period (whether or not the school has responded) the Clerk will convene a meeting of the Complaints Panel. That meeting will be held as quickly as practicable given the need to find a date that is reasonably convenient for the complainant, the school and the members of the Complaints Panel. Whenever possible, the meeting will be held within 15 school days of the end of the school's response time. At any meeting, the complainant will be entitled to be accompanied by a friend but legal representation will not be allowed.
6. The meeting is not a court case, it will be held in private, and will be as informal as circumstances allow. The complainant will have the opportunity to put her/his reasons for dissatisfaction and to enlarge on them but may not introduce reasons that were not previously put in writing. The academy will have the opportunity

to put its side of things and each side, as well as the Panel members, will be able to ask questions. The complainant will have the opportunity to make final comments to the Panel.

7. The Panel may make findings and recommendations and a copy of those findings and recommendations will be
 - (i) sent by electronic mail or otherwise given to the complainant and, where relevant, the person complained about
 - (ii) available for inspection on the school premises by the Trust, the Associate Headteacher and the Executive Headteacher
8. The Panel will formulate its response as quickly as reasonably possible, aiming to do so within 10 school days, and the Clerk will notify all concerned.

Attendance at a Complaints Panel Hearing

The Complaints Panel will only be arranged if the complainant and / or their representative attend. If the complainant does not confirm attendance or fails to attend on the day without compelling reasons, the Complaints Panel will not proceed and the complainant will lose their right to the complaint being heard. Any further attempt to re-open the matter will be considered as falling under the serial / persistent complaint section as below.

Serial or persistent complainants

If at any level a complainant attempts to reopen an issue or a closely related issue that has already been dealt with under this complaints procedure, the Chair of the Trustees may write to the complainant to inform him/her that the procedure has been exhausted and the matter closed, that continued correspondence is vexatious and that the Trust will not respond to any further correspondence on this issue or a closely related issue.

Record Keeping

A written record will be kept of all complaints that were resolved at the formal stage of the complaints procedure. Records will contain details of whether the complaint was resolved at stage 2, stage 3 or proceeded to a stage 4 panel hearing. The action taken by the school or the Trust as a result of a complaint (regardless of whether they are upheld) will also be recorded.

Confidentiality

Correspondence, statements and records relating to individual complaints will be kept confidential except where the Secretary of State or a body conducting an inspection under section 109 of the Education and Skills Act 2008 requests access to them.

This Policy was reviewed by the Board of Trustees on a 3 yearly cycle and must be signed by the Chair of Trustees and Executive Headteacher.

Signature of Chair of Trustees: 	Signature of Executive Headteacher: 
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