



Godfrey Ermen Memorial CofE Primary

Concise Complaints Policy

*The full complaints procedure document can be found on the school website:
www.gems-salford.gov.uk*

If you have a concern or complaint

We would like you to tell us about it. We welcome suggestions for improving our work in the school. Be assured that no matter what you want to tell us, our support and respect for you and your child in the school will not be affected in any way. Please tell us of your concern as soon as possible.

If a complainant needs support in order to raise a concern or complaint, then every effort will be made to ensure this is available to enable them to fully participate in the process. (This could include provision of a translation of the procedure, provision of an interpreter etc).

Stage 1 – Informal Complaint

Most concerns can be resolved satisfactorily for all concerned at this stage and this is our aim. The complainant should raise and discuss their concerns/issues with the child's class teacher.

If your child is on the Special Educational Needs (SEN) register, you may want to discuss your concern with our SENCo Miss Mills.

You may need an appointment to do this, and can make one by ringing or calling in to the school office.

If the member of staff first contacted cannot immediately deal with the matter, s/he will make a clear note of the date, name, contact address and phone number of the complainant. The member of staff should tell the complainant when they will be able to deal with the concern and respond.

The staff member dealing with the concern should make sure that the complainant is clear about what action (if any) or monitoring of the situation has been agreed, putting this in writing to ensure there is a clear audit trail for the school and the complainant.

Where no satisfactory solution has been found the complainant should make an appointment to discuss their concerns with the 'Customer First Co-ordinator' – Mrs Stanger. Mrs Stanger will provide the complainant with a copy of the complaints Policy and will make sure that the complainant is clear about what action (if any) or monitoring of the situation has been agreed. This will be sent in writing to the complainant within **5 school working days**,

At this stage members of the Governing Board should not be approached by the complainant.

Stage 2 – Formal Complaint

All concerns that have not been resolved at Stage 1 need to be logged as a complaint and put in writing and submitted to the Headteacher or designate, (*unless the complaint is about the Headteacher, then it needs to be submitted to the Chair of the Governing Board*).

The Headteacher or Chair of Governors will acknowledge receipt of the complaint in writing within **3 school working days** of receipt, and provide a target date for providing a response (**normally 10 school working days**). They will then investigate the complaint and provide the complainant with a written response which details the outcome of the investigation.

If the matter cannot be resolved at this stage, and the complainant wishes to take the matter further, they should be given clear information about how to proceed with a formal complaint at Stage 3 within the Stage 2 written response letter.

Written records of all the meetings, telephone conversations and other documentation relevant to the investigation must be kept.

Stage 3 – Review Hearing Stage

A complaint that has not been resolved through Stages 1 and 2 can escalate to be heard by a review panel made up of three governors.

The complainant should write to the ‘Chair of the Governing Board’ marking it ‘Private and Confidential’ asking for the complaint to be dealt with at Stage 3 of the complaint procedure.

The Chair of Governors will acknowledge the complaint (via the clerk for the complaint panel) within **5 school working days** and arrange a panel of governors to be formed to hear the complaint within **20 school working days** of the receipt of the complaint. These governors will have no previous involvement or knowledge of the complaint. The Chair/Clerk of the complaints panel will contact the complainant with the arrangements. Both parties may bring their representative with them.

Once the panel has been held the complainant and school will be informed of their decision in writing within **15 school working days**. The letter will contain details of what the complainant can do if they are remain unsatisfied.

If at any time during the stage 3 process it is not possible to meet the prescribed timescales then the Chair of Governors will ensure the clerk contacts both parties to discuss a mutually convenient dates.

Stage 4 – The Secretary of State

If the complainant remains unsatisfied at the end of Stage 3 they can contact the **Secretary of State** at: Department for Education Schools, Complaints Unit, 2nd Floor Piccadilly Gate, Store Street, Manchester, M1 2WD. Website: www.education.gov.uk/help/contactus