



ACET COMPLAINTS POLICY & PROCEDURE

PHASE	JUNIOR & SECONDARY
POLICY LEAD	EUNICE NEWTON (CEO)
DATE OF APPROVAL BY DIRECTORS	23RD FEBRUARY 2015
DATE OF RECEIPT BY LOCAL GOVERNING BODY	MARCH 2015
FREQUENCY DATE	EVERY FOUR YEARS
REVIEW DATE	2019

PART A COMPLAINTS POLICY

1. Introduction

ACET academies are dedicated to providing the best possible educational provision and pastoral care for all our pupils and students, so we welcome suggestions for improving our work and are committed to responding to any concerns or complaints raised against our staff policies or procedures, fairly, effectively and promptly. We will try to resolve problems informally wherever possible.

2. General Principles

We recognise that:

- it is important to differentiate between concerns and complaints and to appreciate that treating informal concerns seriously and responding to them promptly, will reduce the need for complainants to resort to the formal complaints procedure;
- the successful resolution of complaints provides the potential for the academy to improve its practice and strengthen relationships with parents/carers;
- the resolution of problems should be by informal means whenever possible;
- it is desirable that concerns/complaints be addressed by staff/governors at the level closest to the cause for concern;
- the procedure should be impartial, non-adversarial and completed within agreed time limits, with complainants being kept informed of progress;
- the complaints policy and procedure should be easily accessible and well publicised, so that parents/carers know how to address their complaints;
- all staff employed in the academies should be made aware of the complaints policy and procedure; routinely reminded of their contents and offered appropriate training and advice on their implementation.

3. The Investigation of Complaints

Those responsible for investigating complaints at all stages will ensure that they:

- clarify the nature of the complaint and the issues to be resolved;
- contact the complainant to explain how they will conduct the investigation and the date by which s/he can expect a response;
- interview those involved, allowing them to be accompanied if they so wish, or consider statements made by them;
- conduct the investigation with an open mind,
- make notes of their actions and decisions,
- inform complainants of their decision.

4. Resolving Complaints

Those responsible for investigating complaints at all stages will consider different ways in which a complaint might be resolved, such as:

- an apology;
- an explanation;

- an admission that the matter could/should have been handled differently;
- an assurance that the matter will not happen again;
- an explanation of action to be taken in order that the matter will not happen again;
- an undertaking that academy practice/policy will be reviewed as a consequence of the complaint.

5. Recording of Complaints

- All complaints, both formal and informal, will be recorded;
- Staff are responsible for ensuring that complaints and outcomes are recorded;
- Records relating to individual complaints are confidential, except when the Education Funding Agency (EFA) or an Appeals Panel conducting an inspection requests access to them;
- The LGB will monitor the level and nature of complaints and review the outcomes on a regular basis.

6. Vexatious Complaints

If, despite all stages of the procedure having been followed, the complainant remains dissatisfied and attempts to persist with the same complaint, the CEO will notify him/her in writing that the complaints procedure has been fully implemented and that the matter is now closed.

PART B COMPLAINTS PROCEDURE

1. Stage One: Informal Action

Parents/carers should raise informal concerns or complaints with the pupil's/student's class teacher, or relevant member of the pastoral team – whoever is most appropriate.

The member of staff should inform his/her line manager of the details of the concern/complaint and agree action to be taken to resolve the issue. In the case of less experienced members of staff, or where member of staff requests the support, it is entirely appropriate for the line manager to take responsibility for the resolution of the issue on their behalf.

The member of staff/line manager should confirm with the parent/carer the action to be taken and any subsequent monitoring that has been agreed. It is good practice to agree a future date upon which the member of staff will contact the parent/carer to ascertain that the matter has been fully resolved or whether further intervention is required.

Staff involved in the informal resolution of complaints can seek advice from or refer to members of LT at any time.

Complainants should expect a response to their complaint within 3 academy working days of its receipt.

The member of staff should keep his/her line manager informed of progress and where parents/carers remain dissatisfied, they should be advised of their right to refer the matter in writing to the Associate Principal.

Any matter that could potentially involve a legal or insurance claim; action under disciplinary procedures; child protection matters or complaints relating to employment practice, should be immediately referred to the Principal who will advise the CEO.

On receipt of any complaint relating to matters of Child Protection, the Principal will immediately refer to the relevant Social Services Duty Officer and advise the CEO.

2. Stage Two: Referral to the Principal or (in cases where the complaint is against the Associate Principal) the Chair of the Local Governing Body

Formal complaints should be made in writing to the academy with details of:

- The complaint;
- Any attempts made to raise/resolve the complaint (names of staff with whom they communicated and dates when this occurred);
- Actions they feel might resolve the problems;
- Any staff with whom they would prefer not to discuss the issue.

The Principal or Chair of the Local Governing Body will acknowledge the complaint in writing, within 2 academy working days of its receipt, informing the CEO.

The Principal or Chair of the Local Governing Body will meet with the complainant within 5 academy working days of the receipt of the complaint, to clarify and supplement any information given.

The Principal or Chair of the Local Governing Body will investigate further, interviewing witnesses if appropriate – where this involves the child of the complainant, s/he should be invited to be present, or s/he may give permission for a member of staff not directly involved in the matter to represent him/her.

The Principal or Chair of the Local Governing Body will keep written records of statements, interviews, telephone conversations and any other relevant material.

When the Principal or Chair of the Local Governing Body has established all relevant facts, then s/he will inform the complainant of his/her decision in writing within 15 academy working days of the receipt of the complaint.

On receipt of any complaint relating to matters of Child Protection, the Principal or Chair of the Local Governing Body will immediately refer to the relevant Social Services Duty Officer and advise the CEO.

3. Stage Three: Appeals Panel

If the complainant remains dissatisfied after Stage Two investigations, s/he may contact the Chair of the Local Governing Body for a review by an Appeals Panel. The Chair will then contact the CEO who will have responsibility for convening an Appeals Panel.

Role of the CEO

The CEO will liaise with the Clerk to the Local Governing Body in arrangements for:

- Setting the date, time and venue for the hearing
- Collating any written material and sending it to all relevant parties in advance of the meeting
- Recording the proceedings
- Notifying relevant parties of the panel's decision.

Constitution of the Appeals Panel

The Appeals Panel will consist of at least 3 people, made up of members of the Local Governing Body and at least one independent person who is not involved in the management or running of the academy or trust. No member of the Local Governing Body can sit on the Appeals Panel if they have had any former knowledge or involvement in the case that is being dealt with at that time, or if they are employed by the academy.

Proceedings of the Appeals Panel

- The Appeals Panel Hearing will be closed to the public.
- Complainants will be invited to attend and can be accompanied if they wish.
- Witnesses will only be required to attend for the part of the hearing in which they give evidence.
- The Panel will give careful consideration to how the complainant can be made to feel most comfortable at the hearing.
- All persons attending the hearing will be advised that the process is non-adversarial; that its purpose is to ascertain the facts and that they will be expected to treat each other with dignity and respect. Abusive behaviour will not be tolerated and may jeopardise the Hearing, with any person behaving in an abusive way being asked to leave.

- When the facts have been established, the Panel will deliberate in private and make a binding judgement.

Procedure for Appeals Panel

1. The Panel will be provided with a copy of all correspondence relating to the complaint.
2. A date will be set for the Hearing which is convenient for the academy and the complainant, providing a minimum of 5 academy working days written notice.
3. The Panel will interview the complainant who may be accompanied by a friend/family member :
 - The chair will introduce the members and outline the process.
 - The complainant will be invited to explain his/her complaint.
 - The Panel will have the opportunity to question the complainant.
 - The complainant will sum up their complaint.
4. The Panel will interview the Associate Principal/Chair of Governors who will be accompanied by the CEO:
 - The Associate Principal/Chair of Governors will explain the academy's action.
 - The Panel will have the opportunity to question the Associate Principal/Chair of Governors
 - The Associate Principal/Chair of Governors will sum up the academy's action.
 - The Panel will interview other staff as appropriate.
5. The complainant and representative, Associate Principal/Chair of Governors and CEO will be thanked and asked to leave the Hearing.
6. The clerk will remain with the Panel to record their decision and advise on the process.
7. The Appeals Panel will:
 - Dismiss all or part of the complaint
 - Uphold all or part of the complaint
 - Decide on appropriate action to be taken to resolve the complaint
 - Evaluate all the evidence available and recommend changes to the academy's procedures as a preventative step against similar problems arising in the future
 - Provide a written response to the complaint within 14 working days.

The Appeal Panel's decision is final, however, in limited circumstances it is possible for complaints to be referred to the Education Funding Agency (EFA). The EFA can consider complaints where it is alleged that a) the academy has not complied with its own complaints policy or the policy does not comply with statutory requirements OR b) the academy has failed to comply with a duty imposed on it under its funding agreement with the Secretary of State. Details of how to complain can be found on the Department for Education's website.

Staff Complaints

Staff who have a concern about a colleague should refer to the ACET Confidential Reporting Procedure (whistleblowing). The procedure for dealing with any other staff complaints or grievances is set out in the staff discipline, conduct and grievance policies.

Contact Details

Aston Academy		
<p>Aston Academy Aughton Road Swallownest Sheffield S26 4SF</p> <p>Tel: 0114 287 2171 info@astonacademy.org</p>	<p>Principal Dominic Curran</p> <p>Assistant Principal Lindsey Burgin</p>	<p>Chair of Local Governing Body Roy Dyson *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Rachel Catling</p> <p>Aston Academy Aughton Road Swallownest Sheffield S26 4SF Tel: 0114 287 2171 rachel.catling@astonacademy.org</p>
Aughton Junior Academy		
<p>Aughton Junior Academy Turnshaw Avenue Sheffield S26 3XQ</p> <p>Tel: 0114 287 3091 info@aughtonacademy.org</p>	<p>Principal Liz Swindells</p> <p>Vice Principal Liz Mattingley</p>	<p>Chair of Local Governing Body Catharine Kinsella *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Kendal Hinton</p> <p>FAO Kendal Hinton Aughton Junior Academy Turnshaw Avenue Sheffield S26 3XQ Tel: 0114 287 2171 kendal.hinton@astoncetrust.org</p>
Brookfield Academy, Swinton		
<p>Brookfield Academy Lime Grove Swinton Mexborough South Yorkshire S64 8TQ</p>	<p>Principal Andrea Liversidge</p>	<p>Chair of Local Governing Body Victoria Cusworth *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Kendal Hinton Brookfield Academy Lime Grove Swinton Mexborough South Yorkshire S64 8TQ FAO Kendal Hinton Tel: 0114 287 2171 kendal.hinton@astoncetrust.org</p>

Lowedges Junior Academy		
<p>Lowedges Junior Academy Lowedges Road Sheffield South Yorkshire S8 7JG</p> <p>Tel: 0114 2372196 info@lowedgesacademy.org</p>	<p>Principal Rebecca Scutt</p> <p>Vice Principal Helen McDonald</p>	<p>Chair of Local Governing Body Lindsey Burgin *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Rachel Catling</p> <p>FAO Rachel Catling Lowedges Junior Academy Lowedges Road Sheffield South Yorkshire S8 7JG Tel: 0114 287 2171 rachel.catling@astonacademy.org</p>
Listerdale Junior Academy		
<p>Listerdale Junior Academy Beech Avenue Brecks Rotherham S65 3HN</p> <p>Tel: 01709 543719 school@listerdale.org</p>	<p>Principal David Simpson</p> <p>Deputy Headteacher Rebecca Malton</p>	<p>Chair of Local Governing Body Miles Parker *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Kendal Hinton Listerdale Junior Academy Beech Avenue Brecks Rotherham S65 3HN Tel: 0114 287 2171 kendal.hinton@astoncetrust.org</p>
Springwood Junior Academy		
<p>Springwood Junior Academy Aughton Lane Rotherham S26 2AL</p> <p>Tel: 0114 287 2597 info@springwoodacademy.org</p>	<p>Principal Cathryn Keeton</p> <p>Vice Principal Lindsay Jones</p>	<p>Chair of Local Governing Body John Barton *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Kendal Hinton</p> <p>FAO Kendal Hinton Springwood Junior Academy Aughton Lane Rotherham S26 2AL Tel: 0114 287 2171 kendal.hinton@astoncetrust.org</p>

Swinton Academy		
<p>Swinton Academy East Avenue Swinton Mexborough Rotherham S64 8JW</p> <p>Tel: 01709 570586 info@swintonacademy.org</p>	<p>Principal Rebecca Hibberd</p> <p>Assistant Principal James Graham</p> <p>Vice Principal Lorraine Hutson</p>	<p>Chair of Local Governing Body John Barton *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Jan Garfitt FAO Jan Garfitt Swinton Academy East Avenue Swinton Mexborough Rotherham S64 8JW</p> <p>Tel: 01709 570586 info@swintonacademy.org</p>
Temple Normanton Junior Academy		
<p>Temple Normanton Junior Academy Elm Street Temple Normanton Chesterfield S42 5DW</p> <p>Tel: 01246 850389 info@normanton.derbyshire.sch.uk</p>	<p>Principal Katy Wright</p>	<p>Chair of Local Governing Body Roy Dyson *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Kendal Hinton FAO Kendal Hinton Temple Normanton Junior Academy Elm Street Temple Normanton Chesterfield S42 5DW</p> <p>Tel: 0114 287 2171 kendal.hinton@astoncetrust.org</p>
Thurcroft Junior Academy		
<p>Thurcroft Junior Academy Green Arbour Road Thurcroft Rotherham S66 9DD</p> <p>Tel: 01709 543194 Email: info@thurcroftacademy.org</p>	<p>Principal Richard Porter</p> <p>Vice Principal Paul Taylor</p>	<p>Chair of Local Governing Body Catharine Kinsella *The Chair of Governors can be contacted via the Clerk (details below)</p> <p>Clerk to Local Governing Body Rachel Catling FAO Rachel Catling Thurcroft Junior Academy Green Arbour Road Thurcroft Rotherham S66 9DD</p> <p>Tel: 0114 287 2171 rachel.catling@astonacademy.org</p>

Information about how to contact CEO

Eunice Newton

Aston Community Education Trust
Aughton Road
Swallownest
Sheffield
S26 4SF

Tel: 0114 287 2171 ext 335

Email:

eunice.newton@astoncetrust.org

kendal.hinton@astoncetrust.org (Personal Assistant)

Information about how to contact Education Funding Agency

<https://www.gov.uk/complain-about-school>