



multi academies trust

Complaints Policy

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1. Statement of intent

ONE Multi Academies Trust aims to resolve complaints at the earliest possible stage and, where possible, informally, and is dedicated to continuing to provide the highest quality of education possible in the Trust/ Academy throughout the procedure.

This policy has been created to handle complaints relating to any aspects of the provision of facilities or services against:

- Any member of staff.
- The Trust/ Academy.
- CEO.
- Individual LAB Governors, Chair LAB, Trustees or the Board of Trustees and Chair of Trustees.

It is designed to ensure that the Trust/ Academy's complaints procedure is straightforward, impartial, non-adversarial, allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress.

This policy outlines the procedure that the complainant and the Trust/Academy will follow. Once a complaint has been made, it can be resolved or withdrawn at any stage.

The Principal and/or Chair of Trustees will delegate an appropriate person to be the first point of contact during the complaint's procedure.

2. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Freedom of Information Act 2000
- Education Act 2002
- Equality Act 2010
- Immigration Act 2016
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- HM Government (2016) 'Code of Practice on the English language requirement for public sector workers'
- DFE (2021) 'Best practice guidance for academies complaints procedures'
- DFE (2025) 'Trust/ Academy Trust handbook 2025'

This policy operates in conjunction with the following school policies:

- Admissions Policy
- Child Protection and Safeguarding Policy
- Behaviour Policy
- Suspension and Exclusion Policy
- Whistleblowing Policy
- Grievance Policy
- Data Protection Policy
- Records Management Policy

3. Definitions

To this policy, a “**complaint**” is defined as ‘an expression of dissatisfaction’ towards the actions taken or a perceived lack of action. Complaints can be resolved formally or informally.

A “**concern**” is defined as ‘an expression of worry or doubt’ where reassurance is required. To this policy, concerns will be classed and addressed as complaints.

Any complaint or concern will be taken seriously, whether raised formally or informally, and the appropriate procedures will be implemented.

The definition of “**unreasonable complaints**” is outlined in the [‘Managing unreasonable complaints’](#) section of this policy.

To this policy, “**duplicate complaints**” are identical complaints received from a complainant’s spouse, partner, or child. These complaints will not be addressed again and the individual making the second complaint will be informed that the complaint has been dealt with on a local level. If the individual is dissatisfied with the result, they can appeal to the DFE. Any further details provided by a complainant’s spouse,

partner, or child, however, will be investigated and managed in line with the complaints procedure.

To this policy, “**complaints campaigns**” are where the Trust/Academy receives large volumes of complaints that are all based on the same subject.

For the purposes of this policy, having “**independence**” from the Trust/Academy is defined as having no association with the Trust/Academy, including through being a member, Trustee, or employee, and having no clear connection with any of the Trust/Academy, including through being an employee or solicitor. Independent panel members will meet the Trust/Academy’s and DFE’s definition of independence.

4. Making a complaint

Any person, including a member of the public, will be able to make a complaint about the provision of facilities or services that the Trust/Academy provides. Complaints may also be made by a third party on behalf of a complainant, contingent on appropriate consent having been obtained to do so. All complaints made will be handled via the procedures outlined in this policy.

Any parent and/or carer of a pupil will be able to make a complaint about the provision of facilities or services that the Trust/Academy provides. Any complaints made by other parties may be handled via different procedures to those outlined in this policy. This includes complaints made by a third party on behalf of a parent or carer of a pupil in a Trust/Academy.

The Trust/Academy will not normally investigate anonymous complaints.

Individuals making complaints about issues relating to separate statutory procedures will be referred as follows:

- **Admissions** – referred to the appeals process outlined in the Admissions Policy.
- **Child Protection** – referred to safeguarding procedures outlined in the Child Protection and Safeguarding Policy.
- **Exclusion** – referred to the procedures outlined in the Behaviour Policy and Suspension and Exclusion Policy.
- **Whistleblowing** – referred to the internal whistleblowing procedures outlined in the Whistleblowing Policy.
- **Staff grievances** – referred to the internal grievance procedures outlined in the Grievance Policy.
- **Staff conduct** – referred to the internal disciplinary procedures.
- **Third-party suppliers using school premises or facilities** – referred to separate complaints procedures. The school will ensure any third-party supplier using school premises or facilities to offer community facilities or services has its own complaints procedures in place and such complaints do not fall within the scope of this policy.

All other complaints will be directed towards the procedures laid out in this policy.

Complainants may make complaints in person, in writing or by telephone. Complaints should be made using the appropriate channels of communication.

Complaints are expected to be made as soon as possible after an incident arises to amend the issue in an appropriate timescale. The Trust/Academy upholds a **three-month** time limit in which a complaint can be lodged regarding an incident.

Complaints made outside this time limit will be considered in exceptional circumstances. In the case of any timescales changing, all parties involved will be informed of the changes in a timely manner. Complaints received outside of term time will be treated as **being received on the first school day after the holiday period**. Complaints will not be investigated during periods of Trust/Academy closure.

A complaint can progress to the next stage of the procedure even if it is not viewed as "justified." All complainants will be given the opportunity to fully complete the complaints procedure.

Complaints against staff will:

- Be dealt with by the Principal (or be delegated to the appropriate SLT).
- Follow the complaints procedure, including a panel hearing by Local Advisory Board (LAB) Governors where applicable.

Complaints against a Principal will:

- Be dealt with by the CEO (or be delegated to the appropriate member of the executive team).
- Follow the complaints procedure, including a panel hearing (LAB Governors) where applicable.

Complaints against the LAB / LAB Chair will:

- Be dealt with by the Chair of Trustees, (or be delegated to another Trustee).
- Follow the complaints procedure with a panel hearing (Trustees) where applicable.

Complaints against the CEO will:

- Be dealt with by the Chair of Trustees, (or be delegated to another appropriate Trustee).
- Follow the complaints procedure with a panel hearing (Trustees) where applicable.

Complaints against the Central Trust team will:

- Be dealt with by the CEO.
- Follow the complaints procedure with a panel hearing (Trustees)

Complaints against Trustees will:

- Be dealt with by the Chair of Trustees (or be delegated to another appropriate Member or external body).
- Involve a panel hearing (Trustees/External Panel) where applicable.

Complaints against the Chair of Trustees will:

- Be made in writing to the Trust Governance Professional, who will determine the most appropriate course of action dependent on the nature of the complaint.
- Follow the complaints procedure, including a panel hearing (Members/or external body) where applicable.

Complaints against the Board of Trustees will:

- Be made in writing to the Trust Governance Professional, who will determine the most appropriate course of action dependent on the nature of the complaint.
- Follow the complaints procedure, including a panel hearing (Members/ external body) where applicable.

5. Roles and responsibilities

The complainant will be responsible for:

- Follow the stages within the complaint procedure and not skip stages unless agreed by all parties.
- Cooperating with the Trust/Academy in seeking a solution to the complaint.
- Expressing the complaint and their concerns in full at the earliest opportunity.
- Express the desired resolution to the complaint.
- Promptly responding to any requests for information and meetings.
- Asking for assistance as needed.
- Treating anyone involved in the complaint with respect.

The role of the investigator will differ depending on the nature of the complaint and at whom it is directed. This means that:

- For complaints against staff, the investigator will be the Principal or delegated SLT.
- For complaints against the Principal, the investigator will be the CEO or be delegated to the appropriate member of the executive team).
- For complaints against the LAB/LAB Governor or LAB Chair the investigator will be the Chair of Trustees or delegated to another Trustee.
- For complaints against the staff in the central Trust team, the investigator will be the CEO.
- For complaints against the CEO, the investigator will be the Chair of Trustees / delegated Trustee.
- For complaints against Trustee, the investigator will be the Chair of Trustees/ or be delegated to another appropriate Trustee or external body).

- Complaints against the Board of Trustees the investigator will be Members / external body) where applicable.
- For complaints against the Chair of Trustees or the Board of Trustees, the Trust Governance Professional will appoint an appropriate person to be the investigator, seeking advice from HR, as required.

The investigator of the complaint will be responsible for:

- Providing a sensitive and thorough interviewing process of the complainant to establish what has happened and who is involved.
- Considering all records, evidence and relevant information provided.
- Interviewing all parties that are involved in the complaint, including staff and pupils.
- Analysing all information in a comprehensive and fair manner.
- Liaising with the complainant and clarifying an appropriate resolution to the problem.
- Identifying and recommending solutions and courses of actions to take.
- Being mindful of timescales and ensuring all parties involved are aware of these timescales.
- Responding to the complainant in a clear and understandable manner.

Where complaints are escalated to a panel hearing, all complaints panel members will be aware that:

- The review panel hearing is independent and impartial.
- No individual with prior involvement in the complaint, or the circumstances surrounding it, is permitted to sit on the panel.
- The aim of the panel is to achieve a reasonable resolution and attain reconciliation between the parties involved.
- Reconciliation between the Trust/Academy and complainant is not always achievable, and that it may only be possible to establish facts and make recommendations to reassure the complainant that their case has been taken seriously.
- The panel can:
 - Dismiss or uphold the complaint, in whole or in part.
 - Decide on appropriate action to be taken.
 - Recommend changes that the Trust/Academy can make to prevent reoccurrence of the problem.
- Complainants may feel nervous or inhibited in a formal setting and, therefore, the proceedings should be as welcoming as possible.
- When a child is present at the hearing, extra care needs to be taken to ensure that the child does not feel intimidated, as well as ensuring the child's view is represented equally.

The panel Chair will:

- Ensure that a clerk is present and minutes the hearing.

- Explain the remit of the panel to the complainant.
- Ensure that all issues are addressed and that outcomes are reached based on facts and evidence.
- Help to put at ease and console individuals involved who are not used to speaking at such hearings, particularly any pupils involved.
- Conduct the hearing in a manner that ensures everyone is treated with respect and courtesy.
- Ensure that the room's layout and setting is non-adversarial yet still sets the appropriate tone.
- Confirm that no member of the panel has previously been involved in the earlier stages of the procedure or has an external interest in the outcome of the proceedings.
- Give both the complainant and the Trust/Academy the opportunity to state their case and seek clarity without undue interruption.
- Provide copies of any written material or evidence to everyone in attendance of the meeting, ensuring that everyone has seen the necessary material.
- Organise a short adjournment of the hearing if required.
- Continuously liaise with the clerk to ensure the procedure runs smoothly.
- Help to provide the support necessary where the complainant is a child.

The role of the DFE

If a complainant remains dissatisfied once the complaint procedure has been completed, they have the right to refer their complaint to the Secretary of State. If a complainant wishes to escalate a complaint, the Trust/Academy will refer them to the relevant [contact form](#), and prompt them to follow the instructions on this form to submit a complaint to the Secretary of State.

The DFE will not overturn the Trust/Academy or panel's decision about a complaint or re-investigate the original complaint. The DFE will only intervene following a complaint if it believes the Trust/ Academy has:

- Breached a clause in its funding agreement.
- Failed to comply with education law or acted unreasonably when exercising related education functions.

When making a final decision about a complaint, the Trust/Academy reserves the right to seek advice from the DFE on whether they are acting reasonably and lawfully; however, they will not be able to advise on how to resolve the complaint.

5. Complaints procedure

The Trust/Academy will ensure that the complaints procedure is:

- Easily accessible and publicised on its website.
- Is available in an accessible format.
- Simple to understand and put into practice.
- Impartial and fair to all parties involved.

- Respectful of confidentiality duties.
- Continuously under improvement.
- Fairly investigated, by an independent person where necessary.
- Used to address all issues to provide appropriate and effective responses where necessary.
- **Informal** – which will usually come in the form of a meeting between a representative of the Trust/ Academy and the complainant.
- **Formal** – where the complaint is put in writing to the Trust/Academy.
- **Panel hearing** – where the panel includes at least three people who were not directly involved in the matters detailed in the complaint and one person who is independent of the management and running of the Trust/Academy.

At each stage, complainants will be informed of their options for escalation if they are unsatisfied with the outcome of their complaint. The appropriate person will communicate the details of the next stage of the process when delivering the outcome of the current stage, where applicable.

To prevent later challenge or disagreement over what was said in any in-person meetings or telephone conversations at any stage of the procedure, brief notes will be kept, and a copy of any written response will be added to the record of the complaint. Notes and paper copies of any complaints and/or responses are kept securely [on each Academy's ICT system](#), or [on the central Trust ICT system](#) where the complaint is against the Trust/Academy as a whole or a member of the Board of Trustees.

Stage one – informal complaint

An informal complaint may be made in person, by telephone or in writing; however, it is preferred that initial, informal complaints are made via an in-person meeting.

Where a complaint has been made about a member of staff, the complainant can discuss the concern with the Principal, or a person delegated to hear the complaint on their behalf, to seek support. If the concern is about the Principal, the CEO should be informed and will need to handle the complaint.

Where a complaint is made initially to a Trustee, the complainant will be referred to the appropriate person. No member of staff or Governor /Trustee will act alone on a complaint outside of the procedure; if they do, they cannot be involved if the complaint is subject to a hearing at a later stage of the procedure.

Within **10** academy school days of notification of the complaint, the complainant and the relevant member of staff should discuss the issue in a respectful and informal manner to seek a mutual resolution.

At this initial communication stage of the complaint, the complainant will be asked for their input as to what they believe may resolve the issue about which the complaint has been made to avoid further escalation where possible.

In line with DFE guidance, complainants should note that any acknowledgement by the Trust that it could have handled the situation better is not an admission of unlawful or negligent action.

If an appropriate resolution cannot be sought at this informal level, or if the complainant is dissatisfied with the outcome following the initial discussions, the person managing the response to the complaint will inform the complainant about the next level of the procedure.

Stage two – formal complaint

Formal complaints must be made in writing.

Stage two of the process will be completed within **15** academy school days. Where the situation is recognised as complex, and it is deemed to be unable to be resolved within this timescale, the person (at stage two) managing the complaint referred to as the (**investigation lead**) will contact the complainant to inform them of the revised target date via a written notification.

An appointment with the **investigation lead** should be made, as soon as reasonably practical, to avoid any worsening of the situation.

If the complaint is against the Principal, the complainant will initially need to write, in confidence, to the CEO. The CEO will seek to resolve the issue by arranging a meeting with the complainant and concluding this stage within **15** academy school days.

Where the appropriate person has made reasonable attempts to accommodate the complainant with dates for a complaint meeting and they refuse or are unable to attend, the meeting will be convened in their absence, and a conclusion will be reached in the interests of drawing the complaint to a close.

In terms of a complaint being made against a member of staff, the Principal will discuss the issue with the staff member in question. Where necessary, the Principal will conduct interviews with any relevant parties, including witnesses and pupils, and take statements from those involved. All discussions shall be recorded and findings and resolutions will be communicated to the complainant either verbally or in writing.

Once all facts are established, the person handling the complaint shall contact the complainant in writing with an explanation of the decision. The complainant will be advised of any escalation options (e.g., escalation to stage three) and will be provided with details of this process.

The complainant will also be provided with copies of minutes, subject to any necessary redactions under the Data Protection Act 2018 and the UK GDPR. Any

further action the Trust/Academy plans to take to resolve the issue will be explained to the complainant in writing.

If the complainant is not satisfied with the outcome suggested, the procedure will progress to stage three. A request to escalate to stage three will be made to the clerk of the LAB within **10** academy school days of the end of stage two i.e. communication of an outcome.

Stage three – panel hearing

Where the Academy complaint progresses to stage three, a panel will be constituted to hear the complaint, consisting of at least three LAB Governors who were not directly involved in the matters detailed in the complaint, and at least one independent panel member. The independent panel member will not be a Trust Member, LAB Governor of the Academy (to which the complaint relates to), Trustee, or employee of the Trust/Academy.

The Trust/Academy will also ensure the 'independent' panel member does not have any oversight responsibilities for the academy.

The clerk to the LAB will record the date the escalation request was received, acknowledge receipt of the complaint, and inform the complainant of the scheduled time and date of the panel hearing in writing. The meeting will be convened within **15 school days** of the receipt of the escalation request where possible. Where this is not possible, the clerk to the LAB will provide an anticipated date and ensure the complainant is kept up to date.

A minimum of 5 school days' notice will be given to all parties attending the panel hearing, including the complainant.

Prior to the hearing, the clerk to the LAB will have written to the complainant informing them of how the review will be conducted. The Principal and the CEO will also have a copy of this letter.

At the hearing, all participants will be given the opportunity to put their case across and discuss any issues. The meeting will allow for:

- The **complainant** to be present and accompanied at the hearing if they wish.
- The **complainant** to explain their complaint and the **investigation lead** (stage 2) handling the complaint to explain the reasons for their decision.
- The **complainant** to question the **investigation lead** about the complaint, and vice versa, about the complaint.
- Any evidence, including witnesses who have been prior approved by the Chair of the panel, to be questioned.
- Members of the panel to question both the **complainant** and the **investigation lead**
- Final statements to be made by both parties involved.

Neither the complainant nor the Trust/Academy will bring legal representation to this hearing, unless in exceptional circumstances, where this will be agreed beforehand. A member of staff who may be a witness to the complaint can bring a union representative or work companion if desired; this will be agreed before the hearing.

The purpose of this hearing will be reconciliation and ensuring that things that may have gone wrong are corrected.

The complainant will receive a written response explaining the panel's findings and recommendations within **15 school days**. This letter will also explain whether there are any further rights of appeal and to whom they need to be addressed.

The panel will make findings and recommendations, and a copy of those findings and recommendations will be made available for inspection on the Trust/Academy premises by the Board of Trustees and the Principal.

Where relevant, the person complained about will receive a summary of the panel's findings and recommendations. They will also receive a copy of the minutes, subject to any necessary redactions under the Data Protection Act 2018 and the UK GDPR.

6. Complaints process other than staff employed at an Academy:

Complaint Against	Stage 1	Stage 2	Stage 3
Principal	<p>An informal complaint may be made in person, by telephone or in writing to CEO.</p> <p>Informal stage one</p> <p>Investigation by a member of Executive Team</p> <p>Seek to reach a resolution within 10 school days of</p>	<p>Submit complaint in writing to the Trust Governance Professional.</p> <p>Formal stage two</p> <p>Complaint to be completed within 15 school days; timescale may be extended for complex cases.</p>	<p>Submit complaint in writing to the Trust Governance Professional.</p> <p>The LAB Clerk to convene meeting within 15 school days.</p> <p>Formal stage three</p> <p>To be conducted by a Panel hearing 3 LAB Governors</p>

Complaint Against	Stage 1	Stage 2	Stage 3
	notification of the complaint.	Investigation to be carried by CEO.	
LAB Chair/LAB Governor	<p>An informal complaint may be made in person, by telephone or in writing to Chair of Trustees.</p> <p>Informal stage one</p> <p>Chair of Trustees to investigate or delegated to another Trustee.</p> <p>Seek to reach a resolution within 10 school days of notification of the complaint.</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal stage two</p> <p>Complaint to be completed within 15 school days; timescale may be extended for complex cases.</p> <p>Chair of Trustees or delegated to another Trustee will investigate.</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal stage three</p> <p>The LAB Clerk to convene meeting within 15 school days.</p> <p>To be conducted by a Panel hearing 3 Trustees</p>
Central Team	<p>An informal complaint may be made in person, by telephone or in writing to CEO.</p> <p>Informal stage one</p> <p>Seek to reach a resolution within 10 school days of</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal stage two</p> <p>Complaint to be completed within 15 school days; timescale may be</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal stage three</p> <p>The Trust Governance Professional convene meeting</p>

Complaint Against	Stage 1	Stage 2	Stage 3
	<p>notification of the complaint,</p> <p>CEO to investigate</p>	<p>extended for complex cases.</p> <p>A Trustee to be appointed to investigate.</p>	<p>within <u>15 school days</u>.</p> <p><u>5 school days'</u> notice will be given to all parties attending the panel hearing, including the complainant.</p> <p>To be conducted by a Panel hearing 3 Trustees</p>
<p>CEO</p>	<p>Submit complaint in writing to the Chair of Trustees</p> <p>Informal stage one</p> <p>Seek to reach a resolution within <u>10 school days</u> of notification of the complaint,</p> <p>A Trustee appointed to investigate.</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal Stage Two</p> <p>complaint to be completed within <u>15 school days</u>; timescale may be extended for complex cases.</p> <p>Chair of Trustees to investigate.</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal Stage three</p> <p>The Trust Governance Professional. convene meeting within <u>15 school days</u>.</p> <p><u>5 school days'</u> notice will be given to all parties attending the panel hearing,</p>

Complaint Against	Stage 1	Stage 2	Stage 3
			<p>including the complainant.</p> <p>To be conducted by a Panel hearing 3 Trustees</p>
Trustee	<p>An informal complaint may be made in person, by telephone or in writing to the Chair of Trustees</p> <p>Informal stage one</p> <p>Seek to reach a resolution within 10 school days of notification of the complaint.</p> <p>Chair of Trustees to investigate.</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal stage two</p> <p>To be completed within 15 school days; timescale may be extended for complex cases</p> <p>Chair of Trustees to identify an external investigator to conduct stage two.</p>	<p>Submit complaint in writing to the Trust Governance Professional</p> <p>Formal stage three</p> <p>To be conducted by a Panel hearing 3 Trustees or external panel as required.</p> <p>Outcome to be conveyed within 15 school days.</p>
Chair of Trustees	<p>An informal complaint may be made in person, by telephone or in writing to the Trust Governance Professional.</p>	<p>Submit complaint in writing to the Trust Governance Professional.</p>	<p>Submit complaint in writing to the Trust Governance Professional.</p>

Complaint Against	Stage 1	Stage 2	Stage 3
	<p>Informal stage one</p> <p>Seek to reach a resolution within 10 school days of notification of the complaint.</p> <p>To be investigated by a Member.</p>	<p>Formal Stage Two</p> <p>complaint to be completed within 15 school days; timescale may be extended for complex cases.</p> <p>To be investigated by another Member or outsourced to an external agency.</p>	<p>Be dealt with by a panel of 3 Members.</p> <p>Formal stage three</p> <p>The Trust Governance Professional. convene meeting within 15 school days.</p>

Complaints to the DFE

If a complainant has exhausted the complaints procedure, they will be advised that they can submit a complaint to the DFE via its [webpage](#), telephone 0370 000 2288 or by writing to:

Ministerial and Public Comms Division
 DFE
 Picadilly Gate
 Store Street
 Manchester
 M1 2WD

Resolving complaints

At each stage of the complaints procedure, the Trust/Academy is committed to resolving the complaint. Where appropriate, the Trust /Academy will acknowledge that the complaint is upheld in whole or in part, and may offer one of the following:

- An explanation
- An admission that the situation could have been handled better
- An assurance that the Trust will try and ensure the incident will not occur again

- An outline 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 changes will be made
- An undertaking to review Trust policies considering the complaint
- An apology

Withdrawal of a complaint

Where a complainant wishes to withdraw their complaint, the Trust/Academy will ask them to confirm this in writing. Despite the complaint having been withdrawn, the Trust/ Academy will still take the complainant's voice seriously and attempt to avoid causing similar distress to others in the future. The Trust/ Academy will not under any circumstances ask, or pressure an individual, to withdraw a complaint.

Record keeping

A written record will be kept of all complaints that are made, regardless of the stage at which they are resolved, including any action taken by the Trust because of those complaints whether they are upheld or not.

All correspondence, statements and records relating to individual complaints will be kept confidential except where the Secretary of State or an inspectorate requests access to them.

Academies are data controllers and must decide for themselves how long to keep records, unless statutory regulations apply, e.g., attendance records must be kept for 3 years. The Trust will retain records of complaints and related documents in line with the Data Protection Policy and Records Management Policy. Personal data will only be kept for as long as necessary.

7. Interviewing witnesses

When interviewing pupils to gather information regarding a complaint, the interview should be conducted in the presence of another member of staff or, in the case of serious complaints, e.g., where the possibility of criminal investigation exists, in the presence of their parents. All pupils interviewed will be made fully aware of what the interview concerns and their right to have someone with them.

The Trust/Academy will ensure that the conduction of interviews does not prejudice an investigation by the LA designated officer (LADO) or police.

The Trust/Academy understands the importance of ensuring a friendly and relaxed area which is free from intimidation. Staff are allowed a colleague to support them at their interview. The colleague must not be anyone likely to be interviewed themselves, including their line manager. The interviewer will not express opinions in words or attitude, to not influence the interviewee. The interviewee will sign a copy of the transcription of the interview.

8. Recording a complaint

A written record shall be kept of any complaint made, whether made via phone, in person or in writing, detailing:

- The key issues raised, the findings and any recommendations.
- Whether the complaint was resolved following an informal route, formal route, or panel hearing.
- Actions taken by the Trust/Academy because of the complaint (regardless of whether the complaint was upheld).

All records are made available for inspection on the Trust/Academy premises by the Trust/Academy.

The Trust/Academy holds the right to use recording devices, where appropriate, to ensure all parties involved can review the discussions later. Where there are communication difficulties or disabilities, the Trust may provide recording devices to ensure the complainant is able to access and review the discussions at a later point.

Recording devices will not be used without the prior consent of all parties.

Where the Trust/Academy allows complainants to record meetings, the following will be considered:

- How any decision to allow recordings may affect any third parties called to act as witnesses.
- The impact and consequences on the individuals involved in the complaint if recordings are lost or leaked.

The Trust/Academy will not accept as evidence any recordings that were obtained covertly and without the informed consent of all parties being recorded.

Details of any complaint made shall not be shared with the entire Board of Trustees. The exception to this is when a complaint is made against the whole Board, and they need to be aware of the allegations made against them to respond to any independent investigation.

Complainants have a right to access copies of these records under the UK GDPR and the Freedom of Information Act 2000. The Trust will hold all records of complaints from each Trust/ Academy, as well as those regarding the Trust itself, centrally. Correspondence, statements, and records relating to individual complaints are kept confidential except where the Secretary of State or a body conducting an inspection request to access them.

9. Exceptional circumstances

The DFE expects complainants to have completed the Trust's complaints procedure before directing a complaint to them. The exceptions to this include when:

- Pupils are at risk of harm.
- Pupils are missing education.
- A complainant is being prevented from having their complaint progressed through the Trust's complaints procedure.
- The DFE has evidence that the Trust is proposing to act or is acting unlawfully or unreasonably.

If a social services authority decides to investigate a situation, the board of Trustees may postpone the complaints procedure.

10. Managing unreasonable complaints

The Trust/Academy is committed to dealing with all complaints fairly and impartially, and to providing a high-quality service to those who complain. The Trust/Academy will not normally limit the contact complainants have with the Trust/Academy itself; however, the Trust/Academy does not expect staff to tolerate unacceptable behaviour and will take action to protect staff from that behaviour, including that which is abusive, offensive, or threatening.

For the purposes of this policy, “**unreasonable complaints**” include:

- Vexatious complaints, which:
 - Are obsessive, persistent, harassing, prolific, or repetitive.
 - Insist upon pursuing unmeritorious complaints and/or unrealistic outcomes beyond all reason.
 - Insist upon pursuing meritorious complaints in an unreasonable manner.
 - Are designed to cause disruption or annoyance.
 - Demand for redress which lacks any serious purpose or value.
- Serial or persistent complaints, which:
 - Are duplicated, sent by the same complainant once the initial complaint has been closed.
 - Are new complaints that are submitted additionally, as part of an existing open complaint, by the same complainant.

A complaint may also be regarded as unreasonable when 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 cooperate with the complaints investigation process while still wishing their complaint to be resolved.
- Refuses to accept that certain issues are not within the scope of a complaints procedure.
- Insists on the complaint being dealt with in ways which are incompatible with the adopted complaints procedure or with good practice.
- Introduces trivial or irrelevant information which they expect to be considered and commented on or 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 Trust's complaints procedure has been fully and properly implemented and completed, including referral to the DFE.
- Seeks an unrealistic outcome.
- Makes excessive demands on school time by frequent, lengthy, complicated, and stressful contact with staff regarding the complaint in person, in writing, by email and by telephone while the complaint is being dealt with.

A complaint may also be considered unreasonable if the complainant:

- Acts maliciously or aggressively.
- Uses threats, intimidation, or violence.
- Uses abusive, offensive, or discriminatory language.
- Knows the complaint to be false.
- Uses falsified information.
- Publishes unacceptable information in media such as social media websites and newspapers.

The above applies regardless of the method the complaint is made, e.g., face-to-face, by telephone, in writing or electronically.

Complainants should limit the number of communications with the Trust while a 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 member of staff or Trustee leading the response to a complaint will discuss any concerns with the complainant informally before applying an 'unreasonable' marking.

Serial or persistent complaints will only be marked as 'serial' once the complainant has completed the complaints procedure. It is the complaint that will be marked as 'serial,' meaning the complainant can complain about a separate issue if necessary.

If the behaviour continues, the individual handling the complaint will write to the complainant explaining that their behaviour is unreasonable and asking them to change it. For complainants who excessively contact the Trust or any of its academies causing a significant level of disruption, the Trust/Academy may specify methods of communication and limit the number of contacts in a communication plan. This will usually be reviewed after six months.

A decision to stop responding will only be considered in circumstances where the following statements are true:

- Every reasonable step has been taken to address the complainant's concerns
- The complainant has been given a clear statement of the Trust's position and their options
- The complainant contacts the Trust/ Academy repeatedly, making the same points each time

If the above criteria are met, in deciding to stop responding, the Trust/ Academy will also consider if the complainant is often abusive or aggressive in their communication, makes insulting personalised comments about or threats towards staff, or if the Trust/ Academy believes their intent is to disrupt or inconvenience the Trust/Academy.

The Trust/Academy will not stop responding to a complainant on the basis that they are difficult to deal with or they ask complex questions.

In response to any serious incident of aggression or violence, the concerns and actions taken will be put in writing immediately and the police informed. This may include banning an individual from the premises.

11. Complaints campaigns

Where the Trust becomes the subject of a complaints campaign from complainants who are not connected with the Trust/Academy, **a standard, single response will be published on the Trust/ Academy's website.**

If the Trust/Academy receives a large number of (group complaints) complaints about the same subject from complainants who are connected to the Trust/ Academy, e.g., parents, each complainant will receive an individual response.

If complainants remain dissatisfied with the Trust/Academy's response, they will be directed to the DFE.

12. Barring from the premises

Academy premises are private property and, therefore, any individual may be barred from entering the premises.

If an individual's behaviour is cause for concern, the Principal will ask the individual to leave the premises.

The Principal will notify the parties involved in writing, explaining that their implied licence for access to the premises has been temporarily revoked and why, subject to any representations that the individual may wish to make. The individual involved will be given the opportunity to formally express their views regarding the decision to bar them.

This decision to bar will be reviewed by the CEO where escalated, considering any discussions following the incident. If the decision is made to continue the bar, the individual will be contacted in writing, informing them of how long the bar will be in place, and when the decision will be reviewed.

Anyone wishing to make a complaint regarding a barring order can do so in writing, including via email, to the Principal or Chair of Trustees.

13. Standard of fluency complaints

As members of a public authority, all staff are subject to the fluency duty imposed by the Immigration Act 2016, which requires staff members to have an appropriate level of fluency in English to teach pupils.

The Trust/Academy is free to determine the level of spoken communication necessary for staff members to develop effective performance, but it will be matched to the demands of the role in question.

The Trust/Academy will be satisfied that an individual has the necessary level of fluency appropriate for the role they will be undertaking, whether this is an existing or potential new member of staff.

If a member of the school community feels that a staff member has insufficient proficiency in spoken English for the performance of their role, they are required to follow the '[Complaints procedure](#)' outlined in this policy.

To this policy, a **"legitimate complaint"** is one which is about the standard of spoken English of a member of staff; complaints regarding an individual's accent, dialect, manner, or tone of communication are not considered legitimate complaints. All legitimate complaints regarding the fluency duty will be handled in line with the processes detailed in this policy.

In addition to the processes outlined in this policy, the Trust will assess the merits of a legitimate complaint against the necessary standard of spoken English fluency required for the role in question.

To assess the merits, the Trust/Academy will undertake an objective assessment against clear criteria set out in the role specification or, against the level of fluency descriptors relevant to the role in question.

If the complaint is upheld, the Trust/Academy will consider what action is necessary to meet the fluency duty. This may include:

- Specific training.
- Specific re-training.
- Assessment.
- Redeployment.
- Dismissal.

Appropriate support will be provided to staff to ensure that they are protected from vexatious complaints and are not subjected to unnecessary fluency testing.

Records of complaints regarding fluency will be kept in accordance with the processes outlined in the ['Recording a complaint'](#) section of this policy.

14. Transferring data

When a pupil changes academy, the pupil's educational record will be transferred to the new school/Academy and no copies will be kept.

The Trust/Academy will hold records of complaints separate to pupil records while a complaint is ongoing, so that access to these records can be maintained.

Information that the Trust/Academy retains relating to a complaint will be stored securely and in line with its Records Management Policy.

15. Availability

A copy of this policy will be made available on request. It will also be published on the Trust/Academy's website, as recommended by the DFE.

16. Policy review statement

This policy will be reviewed to ensure it remains up-to-date, relevant, and aligned with the Trust's strategic objectives, regulatory requirements, and best practices. The review process will be conducted as follows:

The Policy Owner will conduct an initial review to assess any necessary update, amendments and alignment to the Scheme of Delegation.

Executive Team Policy Committee

The revised policy will be presented to the Executive Team Policy Committee for further evaluation and recommendations.

Trust Board Approval

Following review and necessary revisions, the policy will be submitted for formal approval by the Trust Board in accordance with the scheduled review cycle.

For details on the specific review schedule, please refer to the review table on the front page.