

COMPLAINTS PROCEDURE



June 2019

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1. FOREWORD

Vision of Castleroe Primary School

Our vision is to provide a warm, welcoming, secure environment where children will recognise and achieve their full potential. We will prepare children to meet the challenge of a changing world and make a positive contribution to society.

Aims of Castleroe Primary School

1. To create a happy, secure, supportive and stimulating environment where children can develop physically, socially and intellectually at their own rate.
2. To provide religious and moral education whereby children will acquire a reasoned set of moral values and beliefs.
3. To provide a broad and balanced curriculum with clearly defined aims developing basic skills, knowledge, concepts, attitudes and values related to the areas of study of the Northern Ireland Curriculum appropriate to each pupil's level of development.
4. To maintain a balance between practical/formal teaching and between integrated/subject based work so providing a variety of experiences.
5. To develop the individual pupil's self-confidence, initiative, independence and self-discipline.
6. To prepare children for life by instilling within them good work/study habits and by creating valuable interests and hobbies whereby each child may achieve success in a variety of contexts.
7. To enable children to respect and value themselves and others so developing within each pupil courtesy, good citizenship and social responsibility.
8. To enable children to appreciate, value and care for their environment.
9. To help each child to become aware of his/her own culture and heritage and provide opportunities to become aware of other cultures and heritages so enabling pupils to appreciate and tolerate the views/traditions of others.
10. To build and foster links between home, school and the community

Here at Castleroe Primary School, we take complaints very seriously. We have the best interests of all our pupils and their families at the centre of all we do.

In this regard, we encourage anyone with a **concern** to speak to us as soon as possible.

If **concerns** are dealt with at an early stage, then they are more likely to be resolved and there is no unnecessary dissatisfaction.

Many issues can be addressed simply by talking to the relevant staff in school who will be happy to help.

Open communication and regular engagement between the school staff and the wide range of users is vital to the effective management of the school.

If you have a **concern**, please talk to your child's class teacher or the principal as soon as possible.

Speak to your child's teacher or principal before or after school, or phone school office to speak to principal, Mrs Williams, on 02870352880.

Should you not be satisfied having spoken to staff or the Principal regarding your concern, in that you do not feel that your concern has been resolved in a satisfactory fashion, please refer to the complaints procedure below, which is the next stage is resolving your issue.

2. AIMS OF COMPLAINTS POLICY AND PROCEDURE

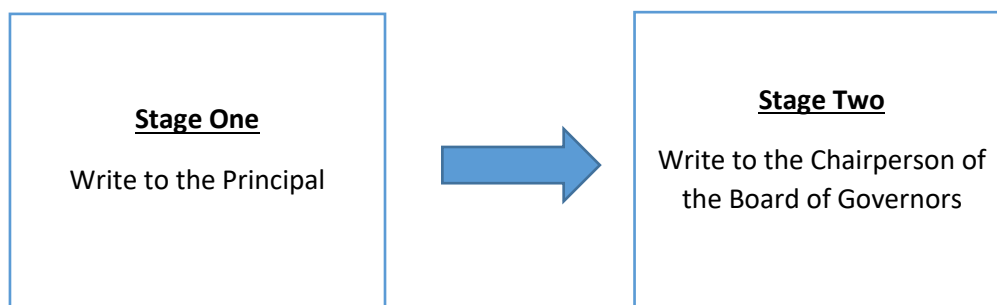
When dealing with complaints the school will;

- encourage resolution of all concerns as quickly as possible
- provide timely responses to concerns and complaints
- keep you informed of progress
- ensure a full and fair investigation of your complaint where appropriate
- have due regard for the rights and responsibilities of all parties involved
- respect confidentiality
- fully address complaints and provide an effective response
- take appropriate action to rectify the issue and prevent it happening again

where appropriate

- be responsive to learning from outcomes which will inform and improve practice within the school.

3. COMPLAINTS PROCEDURE – AT A GLANCE



Time Limit

Please contact the school as soon as possible, unless there are exceptional circumstances, complaints will normally only be considered within 6 months of origin of the complaint to the school.

Stage One

When making a complaint, contact the school Principal who will arrange for the complaint to be investigated. *If the complaint is about the Principal, proceed to Stage Two.* The school requires complaints to be made in writing, where this may present difficulties, please contact the school which will make reasonable arrangements to support you with this process.

Please provide as much information as possible including;

- name and contact details
- what the complaint is about
- what has already been done to try to resolve it and
- what you would like the school to do to resolve the complaint.

The complaint will normally be acknowledged within 5 school working days and a response normally made within 20 school working days of receipt of the complaint. This response will be issued in writing by the Principal and will indicate with reasons whether the complaint has been upheld, partially upheld or not upheld.

These timeframes may need to be reviewed if complaints are ongoing during school holiday periods.

If you remain unhappy with the outcome at Stage 1, the complaint may be progressed to Stage 2 which is overseen by the Board of Governors.

Stage Two

If the complaint is unresolved after Stage One, write to the Chairperson of the Board of Governors (care of the school and marked 'private and confidential'). Where this may present difficulties, please contact the school which will make reasonable arrangements to support the complainant with this process. The Chairperson will convene a committee to review the complaint. Please provide as much detail as possible as indicated above.

The complaint will normally be acknowledged within 5 school working days and a final response normally made within 20 school working days from date of receipt of the complaint. The response will be issued in writing by the Chairperson of the committee.

These timeframes may need to be reviewed if complaints are ongoing during school holiday periods.

Northern Ireland Public Services Ombudsman (NIPSO)

If following Stage Two you remain dissatisfied with the outcome of your complaint, you can refer the matter to the Office of the Northern Ireland Public Services Ombudsman (NIPSO). The Ombudsman provides a free, independent and impartial service for handling complaints about schools in Northern Ireland. You have the right to complain to the Ombudsman if you feel that you have been treated unfairly or have received a poor service from a school and your complaint has not been resolved to your satisfaction.

A complaint should normally be referred to NIPSO within six months of the final response from the School. The school must advise in its concluding letter that the complaint may be referred to the NIPSO if you remain dissatisfied.

Contact details for NIPSO are:

Northern Ireland Public Services Ombudsman

Office of the Northern Ireland Public Services Ombudsman

Progressive House

33 Wellington Place

Belfast

BT1 6HN

Freepost: FREEPOST NIPSO

Telephone: 02890 233821

Freephone: 0800 34 34 24

Email: nipso@nipso.org.uk

Web: www.nipso.org.uk

4. SCOPE OF COMPLAINTS PROCEDURE

4.1 The Complaints Procedure sets out how any expression of dissatisfaction relating to the school will be managed. By taking concerns raised seriously at the earliest possible stage, it is hoped that issues can be resolved quickly and effectively.

4.2 Complaints with separate established procedures

Some examples of statutory procedures and appeal mechanisms are listed below. The list is not exhaustive. The Principal/ Chair of Governors will advise on the appropriate procedure to use when the complaint is raised.

Matters may still be referred to NIPSO, if it is felt that maladministration has occurred.

<i>Exemptions</i>	<i>Contacts</i>
<ul style="list-style-type: none">• Admissions / Expulsions / Exclusion of children from school	Contact www.eani.org.uk Director of Operations and Estates
<ul style="list-style-type: none">• Statutory assessments of Special Educational Needs (SEN)	Contact www.eani.org.uk Director of Children and Young People's Services
<ul style="list-style-type: none">• School Development Proposals	Contact www.eani.org.uk Director of Education
<ul style="list-style-type: none">• Child Protection / Safeguarding	Contact www.eani.org.uk Director of Children and Young People's Services

4.3 The school will not normally investigate anonymous complaints, unless deemed by the Chairperson of the Board of Governors to be of a serious nature. The decision of whether to deal with such complaints will be at the discretion of the Board of Governors.

5. WHAT TO EXPECT UNDER THIS PROCEDURE

5.1 Your rights as a person making a complaint

In dealing with complaint we will ensure;

- fair treatment
- courtesy
- a timely response
- accurate advice
- respect for privacy – complaints will be treated as confidentially as possible

allowing for the possibility of consultation with other appropriate parties about the complaint and

- clear reasons for decisions.

5.2 Your responsibilities as a person making a complaint

In making a complaint it is important to;

- raise issues in a timely manner
- treat our staff with respect and courtesy
- provide accurate and concise information in relation to the issues raised
- use these procedures fully and engage with them at the appropriate levels.

5.3 Rights of parties involved during the investigation

Where a meeting is arranged the complainant may be accompanied but not represented by another person. This Procedure does not take away from the statutory rights of any of the participants.

5.4 Timeframes

Where **concerns** are raised with the relevant Teacher or Principal, a response will normally be provided during the meeting or within an agreed timeframe.

Stage 1: Written Complaint to Principal – Normally acknowledge within 5 school working days, response normally within 20 school working days

Stage 2: Written Complaint to the Chair of the Board of Governors – Normally acknowledge within 5 school working days, response normally within 20 school working days

If, for any reason, the review of a complaint takes longer to complete, you will be informed of revised time limits and kept updated on progress.

These timeframes may need to be reviewed if complaints are ongoing during school holiday periods.

6. MAKING A COMPLAINT

6.1 Equality

The school requires complaints to be made in writing. Where this may present difficulties, please contact the school which will make reasonable arrangements to support the complainant with this process.

6.2 Unreasonable Complaints

The school is committed to dealing with all complaints fairly and impartially, and to providing a high quality service to those who complain.

There will be occasions when, despite all stages of the complaints procedure having been completed and the complaint having been reviewed by the Ombudsman, the complainant remains dissatisfied. If they try to re-open the same issue, the Chair of Governors will inform them that the procedure has been completed and that the matter is now closed.

If the complainant repeatedly continues to contact the school with the same issue it may choose not to respond.