Complaints Policy

Approved by:	Board of Directors	25/03/2026
Reviewed by:	CEO/Deputy CEO	
Next review due:	March 2027	

Who can make a complaint?

This complaints procedure is not limited to parents or carers of children that are registered at the school. Any person, including members of the public, may make a complaint to

Trevithick Learning Academy about any provision of facilities or services that we provide. Unless complaints are dealt with under separate statutory procedures (such as appeals relating to exclusions or admissions), we will use this complaints procedure.

The difference between a concern and a complaint

A concern may be defined as ‘an expression of worry or doubt over an issue considered to be important for which reassurances are sought’.

A complaint may be defined as ‘an expression of dissatisfaction however made, about actions taken or a lack of action’.

It is in everyone’s interest that concerns and complaints are resolved at the earliest possible stage. Many issues can be resolved informally, without the need to use the formal stages of the complaints procedure. Trevithick Learning Academy takes concerns seriously and will make every effort to resolve the matter as quickly as possible.
If you have difficulty discussing a concern with a particular member of staff, we will respect your views. In these cases, Melanie Wells (Head Teacher), will refer you to another staff member. Similarly, if the member of staff directly involved feels unable to deal with a concern, Melanie Wells will refer you to another staff member. The member of staff may be more senior but does not have to be. The ability to consider the concern objectively and impartially is more important.

We understand however, that there are occasions when people would like to raise their concerns formally. In this case, Trevithick Learning Academy will attempt to resolve the issue internally, through the stages outlined within this complaints procedure.

How to raise a concern or make a complaint

Complaints against school staff (except the head teacher) should be made in the first instance, to Melanie Wells (the head teacher) via the school office**.** If handwritten please mark them as private and confidential.

Complaints that involve or are about the head teacher should be addressed to Sam Newman – Governance Lead via email to info@rainbowacademy.org.uk or handwritten and marked private and confidential via the school office.

Complaints about the chair of governors, any individual governor or the whole governing body should be addressed to Sam Newman – Governance Lead via email to info@rainbowacademy.org.uk or handwritten and marked private and confidential via the school office.

Complaints about the chief executive officer (CEO) or a trustee of the trust, should be addressed to Sam Newman – Governance Lead via email to info@rainbowacademy.org.uk or posted to The Rainbow MAT, Unit 2, Marlin House, Agar Way, Pool, Redruth, TR15 3SF.

For ease of use, a template complaint form is included at the end of this procedure. If you require help in completing the form, please contact the school office. You can also ask a third-party organisation for example like the Citizens Advice to help you.
In accordance with equality law, we will consider making reasonable adjustments if required, to enable complainants to access and complete this complaints procedure. For instance, providing information in alternative formats, assisting complainants in raising a formal complaint or holding meetings in accessible locations.

Anonymous complaints

We will not normally investigate anonymous complaints. However, the CEO and/or the Chair of the Trust board, if appropriate, will determine whether the complaint warrants an investigation.

Time scales

You must raise the complaint within three months of the incident or, where a series of associated incidents have occurred, within three months of the last of these incidents. We will consider complaints made outside of this time frame if exceptional circumstances apply.

Complaints received outside of term time

We will consider complaints made outside of term time to have been received on the first school day after the holiday period.

Scope of this complaints procedure

This procedure covers all complaints about any provision of community facilities or services by Trevithick Learning Academy other than complaints that are dealt with under other statutory procedures, including those listed below.

Exceptions	**Who to contact**
• Admissions to schools	Concerns about admissions should be handled through a separate process – either through the appeals process or via the local authority.
• Matters likely to require a child protection investigation	Complaints about child protection matters are handled under our child protection and safeguarding policy and in accordance with relevant statutory guidance. If you have serious concerns, you may wish to contact the local authority designated officer (LADO) who has local responsibility for safeguarding or the Multi-Agency Safeguarding Hub (MARU). **LADO: 01872 326536** or via email to lado@cornwall.gov.uk **MARU: 0300 1231 116.** If required out of hours please contact **01208 251300** or via email to multiagencyrefferalunit@cornwall.gov.uk
• Exclusion of children from school*	Further information about raising concerns about exclusion can be found at: www.gov.uk/school-disciplineexclusions/exclusions. *complaints about the application of the behaviour policy can be made through the school's complaints procedure.
• Whistleblowing	We have an internal whistleblowing procedure for all our employees, including temporary staff and contractors. The secretary of state for education is the prescribed

	person for matters relating to education for whistleblowers in education who do not want to raise matters direct with their employer. Referrals can be made at: www.education.gov.uk/contactus. Volunteer staff who have concerns about our school should complain through the school's complaints procedure. You may also be able to complain direct to the LA or the Department for Education (see link above), depending on the substance of your complaint.
• Staff grievances	Complaints from staff will be dealt with under the school's internal grievance procedures.
• Staff conduct	Complaints about staff will be dealt with under the school's internal disciplinary procedures, if appropriate. Complainants will not be informed of any disciplinary action taken against a staff member as a result of a complaint. However, the complainant will be notified that the matter is being addressed.

If other bodies are investigating aspects of the complaint, for example the police, local authority (LA) safeguarding teams or tribunals, this may impact on our ability to adhere to the timescales within this procedure or result in the procedure being suspended until those public bodies have completed their investigations. If this happens, we will inform you of a proposed new timescale.

If a complainant commences legal action against Trevithick Learning Academy in relation to their complaint, we will consider whether to suspend the complaints procedure until those legal proceedings have concluded.

Resolving complaints

At each stage in the procedure, Trevithick Learning Academy wants to resolve the complaint. If appropriate, we will acknowledge that the complaint is upheld in whole or in part. In addition, we may offer one or more of the following:

- an explanation
- an admission that the situation could have been handled differently or better
- an assurance that we will try to ensure the event complained of will not recur
- an explanation 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 any changes will be made
- an undertaking to review school policies in light of the complaint
- an apology.

Withdrawal of a complaint

If a complainant wants to withdraw their complaint, we will ask them to confirm this in writing.

Stage one – informal complaints

It is to be hoped that most concerns can be expressed and resolved on an informal basis.

Concerns should be raised with either the class teacher or headteacher. Complainants should not approach individual governors or directors to raise concerns or complaints. They have no power to act on an individual basis and it may also prevent them from considering complaints at stage three of the procedure.

At the conclusion of their investigation, the appropriate person investigating the complaint will provide an informal response either in writing or in person within 20 school days of the date of receipt of the complaint. The Trust encourage face to face meetings wherever possible in order to help resolve the matter.

Most concerns should be resolved at this informal stage.

If the issue remains unresolved, the next step is to make a formal complaint.

Stage two – formal complaints

Formal complaints must be made to the headteacher (unless they are about the headteacher), via the school office. This may be done in person or in writing (preferably on the complaint form).

The headteacher will record the date the complaint is received and will acknowledge receipt of the complaint in writing (either by letter or email) within 5 school days.

Within this response, the headteacher will seek to clarify the nature of the complaint, ask what remains unresolved and what outcome the complainant would like to see. The headteacher can consider whether a face-to-face meeting would support this. A trust representative may also attend this meeting to aid facilitation. A summary of the outcomes of this meeting will be shared with the complainant.

Note: The headteacher may delegate the investigation to another member of the school's senior leadership team but not the decision to be taken.

During the investigation, the headteacher (or investigator) will:

- if necessary, interview those involved in the matter and/or those complained of, allowing them to be accompanied if they wish

- keep a written record of any meetings/interviews in relation to their investigation.

At the conclusion of their investigation, the headteacher will provide a formal written response within 20 school days of the date of receipt of the complaint.
If the headteacher is unable to meet this deadline, they will provide the complainant with an update and revised response date.

The response will detail any actions taken to investigate the complaint and provide a full explanation of the decision made and the reason(s) for it. Where appropriate, it will include details of actions Trevithick Learning Academy will take to resolve the complaint.

The headteacher will advise the complainant of how to escalate their complaint should they remain dissatisfied with the outcome of stage two.
If the complaint is about the headteacher, or a member of the governing body (including the chair or vice-chair), a member of the trusts leadership team will be appointed to complete all the actions at stage two.

Complaints about the headteacher or member of the governing body must be made to Sam Newman – Governance Lead via email to info@rainbowacademy.org.uk or handwritten and marked private and confidential via the school office.

If the complaint is:

- jointly about the chair and vice chair or
- the entire governing body or
- the majority of the governing body,

stage two will be escalated to the CEO of the trust.

Stage three – panel hearing

If the complainant is dissatisfied with the outcome at stage two and wishes to take the matter further, they can escalate the complaint to stage three – a panel hearing consisting of at least three people who were not directly involved in the matters detailed in the complaint with one panel member who is independent of the management and running of the school; this could be a headteacher from a different school within the Multi Academy Trust. This is the final stage of the complaints procedure.

A request to escalate to stage three must be made to Sam Newman – Governance Lead via email to info@rainbowacademy.org.uk within 5 school days of receipt of the stage two response.

The clerk will record the date the complaint is received and acknowledge receipt of the complaint in writing (by email) within 5 school days.

Requests received outside of this time frame will only be considered if exceptional circumstances apply.

The clerk will write to the complainant to inform them of the date of the meeting. They will aim to convene a meeting within 20 school days of receipt of the stage three request. If this is not possible, the clerk will provide an anticipated date and keep the complainant informed.

If the complainant rejects the offer of three proposed dates, without good reason, the Clerk will decide when to hold the meeting. It will then proceed in the complainant's absence on the basis of written submissions from both parties.

If the complaint is:

- jointly about the chair and vice chair or
- the entire governing body or
- the majority of the governing body,

stage three will be heard by the trustees and/or governors from a different local governing board within the Multi Academy Trust and an independent panel member.
A complainant may bring someone along to the panel meeting to provide support. This can be a relative or friend. Generally, we do not encourage either party to bring legal representatives to the committee meeting. However, there may be occasions when legal representation is appropriate.

For instance, if a school employee is called as a witness in a complaint meeting, they may wish to be supported by union and/or legal representation.

Note: Complaints about staff conduct will not generally be handled under this complaints procedure. Complainants will be advised that any staff conduct complaints will be considered under (human resources) staff disciplinary procedures, if appropriate, but outcomes will not be shared with them.
Representatives from the media are not permitted to attend.

At least 5 school days before the meeting, the clerk will:

- confirm and notify the complainant of the date, time and venue of the meeting, ensuring that, if the complainant is invited, the dates are convenient to all parties and that the venue and proceedings are accessible

- request copies of any further written material to be submitted to the committee at least 5 school days before the meeting.

Any written material will be circulated to all parties at least 3 school days before the date of the meeting. The committee will not accept, as evidence, recordings of conversations that were obtained covertly and without the informed consent of all parties being recorded.

The committee will also not review any new complaints at this stage or consider evidence unrelated to the initial complaint to be included. New complaints must be dealt with from stage one of the procedure.

The meeting will be held in private. Electronic recordings of meetings or conversations are not normally permitted unless a complainant's own disability or special needs require it. Prior knowledge and consent of all parties attending must be sought before meetings or conversations take place. Consent will be recorded in any minutes taken.

The committee will consider the complaint and all the evidence presented. The committee can:

- uphold the complaint in whole or in part • dismiss the complaint in whole or in part.

If the complaint is upheld in whole or in part, the committee will:

- decide on the appropriate action to be taken to resolve the complaint
- where appropriate, recommend changes to the school's systems or procedures for the trust to consider to prevent similar issues in the future.

The chair of the committee will provide the complainant and Trevithick Learning Academy with a full explanation of their decision and the reason(s) for it, in writing, within 10 school days.

Complaints Team
Ministerial and Public Communications Division
Department for Education
Piccadilly Gate
Store Street
Manchester
M1 2WD
Telephone: 0370 000 2288
Online: https://www.gov.uk/complain-to-dfe

The response will detail any actions taken to investigate the complaint and provide a full explanation of the decision made and the reason(s) for it. Where appropriate, it will include details of actions Trevithick Learning Academy will take to resolve the complaint.

The panel will ensure that those findings and recommendations are sent by electronic mail or otherwise given to the complainant and, where relevant, the person complained about. Furthermore, they will be available for inspection on the school premises by the proprietor and the head teacher.

A written record will be kept of all complaints, and of whether they are resolved at the preliminary stage or proceed to a panel hearing, along with what actions have been taken, regardless of the decision.

All 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 2008 Act requests access to them.

Complaints escalated to / about the trust, CEO or trustee

If a complaint is escalated to The Rainbow Multi Academy Trust "the trust" or if a complainant wishes to complain directly about the trust, then the complaint should be sent to the CEO to be investigated.

The CEO will write to the complainant acknowledging the complaint within 5 school days of the date that the written request was received. The acknowledgement will confirm that the complaint will now be investigated under Stage 2 of this Complaints Policy and will confirm the date for providing a response to the complainant.

Following the investigation, the CEO will write to the complainant confirming the outcome within 20 school days of the date that the letter was received. If this time limit cannot be met, the CEO will write to the Complainant within 5 school days of the date that the letter was received**,** explaining the reason for the delay and providing a revised date.

If the complaint concerns the CEO or a trustee, the complaint should be investigated by the chair of the trust board or a delegate of their choice. If a formal complaint form is received about the chair, the complaint will be referred to the vice chair for investigation. NB. Where the chair of the trust board has investigated the complaint, they will write the letter of outcome to the Complainant and provide a copy to the CEO.

If the complainant is not satisfied with the outcome of the previous stage, the complainant should write to the clerk to the trust board asking for the complaint to be heard before a complaint panel, within 5 school days.

The clerk will record the date the complaint is received and acknowledge receipt of the complaint in writing (either by letter or email) within 5 school days.

Requests received outside of this time frame will only be considered if exceptional circumstances apply.

The clerk will write to the complainant to inform them of the date of the meeting. They will aim to convene a meeting within 20 school days of receipt of the stage two request. If this is not possible, the clerk will provide an anticipated date and keep the complainant informed.

If the complainant rejects the offer of three proposed dates, without good reason, the clerk will decide when to hold the meeting. It will then proceed in the complainant's absence on the basis of written submissions from both parties.

If the complaint is:

- jointly about the chair and vice chair or
- the entire trust board or
- the majority of the trust board,

Stage three will be heard by a completely independent committee panel.

The complaint panel will consist of three members. None of the three members of the complaint panel will have been involved in the incidents or events which led to the complaint or have been involved in dealing with the complaint in the previous stages, of have any detailed prior knowledge of the complaint.

One of the complaint panel members will be independent of the management and running of the academy trust. This means that the independent complaint panel member will not be a trustee or an employee of the trust.

A complainant may bring someone along to the panel meeting to provide support. This can be a relative or friend. Generally, we do not encourage either party to bring legal representatives to the committee meeting. However, there may be occasions when legal representation is appropriate.

For instance, if a trust employee is called as a witness in a complaint meeting, they may wish to be supported by union and/or legal representation.

Note: complaints about staff conduct will not generally be handled under this complaint's procedure. Complainants will be advised that any staff conduct complaints will be considered under staff disciplinary procedures, if appropriate, but outcomes will not be shared with them.

Representatives from the media are not permitted to attend.

At least 5 school days before the meeting, the clerk will:

- confirm and notify the complainant of the date, time and venue of the meeting, ensuring that, if the complainant is invited, the dates are convenient to all parties and that the venue and proceedings are accessible

- request copies of any further written material to be submitted to the committee at least 5 school days before the meeting.

Any written material will be circulated to all parties at least **3** school days before the date of the meeting. The committee will not normally accept, as evidence, recordings of conversations that were obtained covertly and without the informed consent of all parties being recorded.

The committee will also not review any new complaints at this stage or consider evidence unrelated to the initial complaint to be included. New complaints must be dealt with from stage one of the procedure.

The meeting will be held in private. Electronic recordings of meetings or conversations are not normally permitted unless a complainant's own disability or special needs require it. Prior knowledge and consent of all parties attending must be sought before meetings or conversations take place. Consent will be recorded in any minutes taken.

The committee will consider the complaint, and all the evidence presented. The committee can:

- uphold the complaint in whole or in part • dismiss the complaint in whole or in part.

If the complaint is upheld in whole or in part, the committee will:

- decide on the appropriate action to be taken to resolve the complaint
- where appropriate, recommend changes to the school's systems or procedures for the trust to consider to prevent similar issues in the future.

The chair of the committee will provide the complainant and The Rainbow Multi Academy Trust with a full explanation of their decision and the reason(s) for it, in writing, within 10 school days.

Complaints Team
Ministerial and Public Communications Division
Department for Education
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Store Street
Manchester
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Telephone: 0370 000 2288
Online: https://www.gov.uk/complain-to-dfe

The response will detail any actions taken to investigate the complaint and provide a full explanation of the decision made and the reason(s) for it. Where appropriate, it will include details of actions The Rainbow Multi Academy Trust will take to resolve the complaint.

The panel will ensure that those findings and recommendations are sent by electronic mail or otherwise given to the complainant and, where relevant, the person complained about. Furthermore, they will be available for inspection on the school premises by the proprietor and the head teacher.

A written record will be kept of all complaints, and of whether they are resolved at the preliminary stage or proceed to a panel hearing, along with what actions have been taken, regardless of the decision.

All 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 2008 Act requests access to them.

Next steps

If the complainant believes the school/trust did not handle their complaint in accordance with the published complaints procedure or they acted unlawfully or unreasonably in the exercise of their duties under education law, they can contact the DfE after they have completed stage three.

The DfE will not normally reinvestigate the substance of complaints or overturn any decisions made by <academy name>. They will consider whether <academy name> has adhered to education legislation and any statutory policies connected with the complaint and whether they have followed Part 7 of the Education (Independent School Standards) Regulations 2014.

The complainant can refer their complaint to the DfE online at www.education.gov.uk/contactus, by telephone on 0370 000 2288, or by writing to:

Complaints Team
Ministerial and Public Communications Division
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Complaint form

Please complete and return to Trevithick Learning Academy (either head teacher / clerk / complaints co-ordinator / designated governor – school to delete as appropriate) who will acknowledge receipt and explain what action will be taken.

Your name:
Pupil's name (if relevant):
Your relationship to the pupil (if relevant):
Address: **Postcode:** **Day time telephone number:** **Evening telephone number:** **Email address:**
Please give details of your complaint, including whether you have spoken to anybody at the school about it.

What action, if any, have you taken already to try to resolve your complaint? Who did you speak to and what was the response?
What actions do you feel might resolve the problem at this stage?
Are you attaching any paperwork? If so, please give details.
Signature: **Date:**
Official use
Date acknowledgement sent:
By who:
Complaint referred to:

Action taken:
Date:

Roles and responsibilities

Complainant

The complainant will receive a more effective response to the complaint if they:

- explain the complaint in full as early as possible
- co-operate with the school in seeking a solution to the complaint
- respond promptly to requests for information or meetings or in agreeing the details of the complaint
- ask for assistance as needed
- treat all those involved in the complaint with respect
- refrain from publicising the details of their complaint on social media and respect confidentiality.

Investigator

The investigator's role is to establish the facts relevant to the complaint by:

- providing a comprehensive, open, transparent and fair consideration of the complaint through:
  - sensitive and thorough interviewing of the complainant to establish what has happened and who has been involved
  - interviewing staff and children/young people and other people relevant to the complaint
  - consideration of records and other relevant information
  - analysing information

- liaising with the complainant and the complaints co-ordinator as appropriate to clarify what the complainant feels would put things right.

The investigator should:

- conduct interviews with an open mind and be prepared to persist in the questioning

- keep notes of interviews or arrange for an independent note taker to record minutes of the meeting

- ensure that any papers produced during the investigation are kept securely pending any appeal

- be mindful of the timescales to respond

- prepare a comprehensive report for the head teacher or complaints committee that sets out the facts, identifies solutions and recommends courses of action to resolve problems

The head teacher or complaints committee will then determine whether to uphold or dismiss the complaint and communicate that decision to the complainant, providing the appropriate escalation details.

Complaints coordinator

This could be the head teacher or CEO/designated complaints governor or trustee or other staff member providing administrative support.

The complaints co-ordinator should:

- ensure that the complainant is fully updated at each stage of the procedure
- liaise with staff members, head teacher, CEO, chair of governors, chair of trust or the clerk and to ensure the smooth running of the complaints procedure
- be aware of issues regarding:
    - sharing third party information
    - additional support. This may be needed by complainants when making a complaint including interpretation support or where the complainant is a child or young person
- keep records.

Clerk to the governing body/trust board

The clerk is the contact point for the complainant and the committee and should:

- ensure that all people involved in the complaint procedure are aware of their legal rights and duties, including any under legislation relating to school complaints, education law, the Equality Act 2010, the Freedom of Information Act 2000, the Data Protection Act (DPA) 2018 and the General Data Protection Regulations (GDPR)
- set the date, time and venue of the meeting, ensuring that the dates are convenient to all parties (if they are invited to attend) and that the venue and proceedings are accessible
- collate any written material relevant to the complaint (for example: stage 1 paperwork, school and complainant submissions) and send it to the parties in advance of the meeting within an agreed timescale
- record the proceedings
- circulate the minutes of the meeting
- notify all parties of the committee's decision.

Committee chair

The committee's chair, who is nominated in advance of the complaint meeting, should ensure that:

- both parties are asked (via the clerk) to provide any additional information relating to the complaint by a specified date in advance of the meeting

- the meeting is conducted in an informal manner, is not adversarial, and that, if all parties are invited to attend, everyone is treated with respect and courtesy

- complainants who may not be used to speaking at such a meeting are put at ease. This is particularly important if the complainant is a child/young person

- the remit of the committee is explained to the complainant

- written material is seen by everyone in attendance, provided it does not breach confidentiality or any individual's rights to privacy under the DPA 2018 or GDPR; if a new issue arises it would be useful to give everyone the opportunity to consider and comment upon it; this may require a short adjournment of the meeting

- both the complainant and the school are given the opportunity to make their case and seek clarity, either through written submissions ahead of the meeting or verbally in the meeting itself

- the issues are addressed

- key findings of fact are made

- the committee is open-minded and acts independently

- no member of the committee has an external interest in the outcome of the proceedings or any involvement in an earlier stage of the procedure

- the meeting is minuted

- they liaise with the clerk (and complaints coordinator, if the school has one).

Committee member

Committee members should be aware that:

- The meeting must be independent and impartial, and should be seen to be so.

  No governor/trustee may sit on the committee if they have had a prior involvement in the complaint or in the circumstances surrounding it.

- The aim of the meeting should be to resolve the complaint and achieve reconciliation between the school and the complainant.

  We recognise that the complainant might not be satisfied with the outcome if the meeting does not find in their favour. It may only be possible to establish the facts and make recommendations.

- Many complainants will feel nervous and inhibited in a formal setting.

  Parents/carers often feel emotional when discussing an issue that affects their child.

- Extra care needs to be taken when the complainant is a child/young person and present during all or part of the meeting.

Careful consideration of the atmosphere and proceedings should ensure that the child/young person does not feel intimidated.

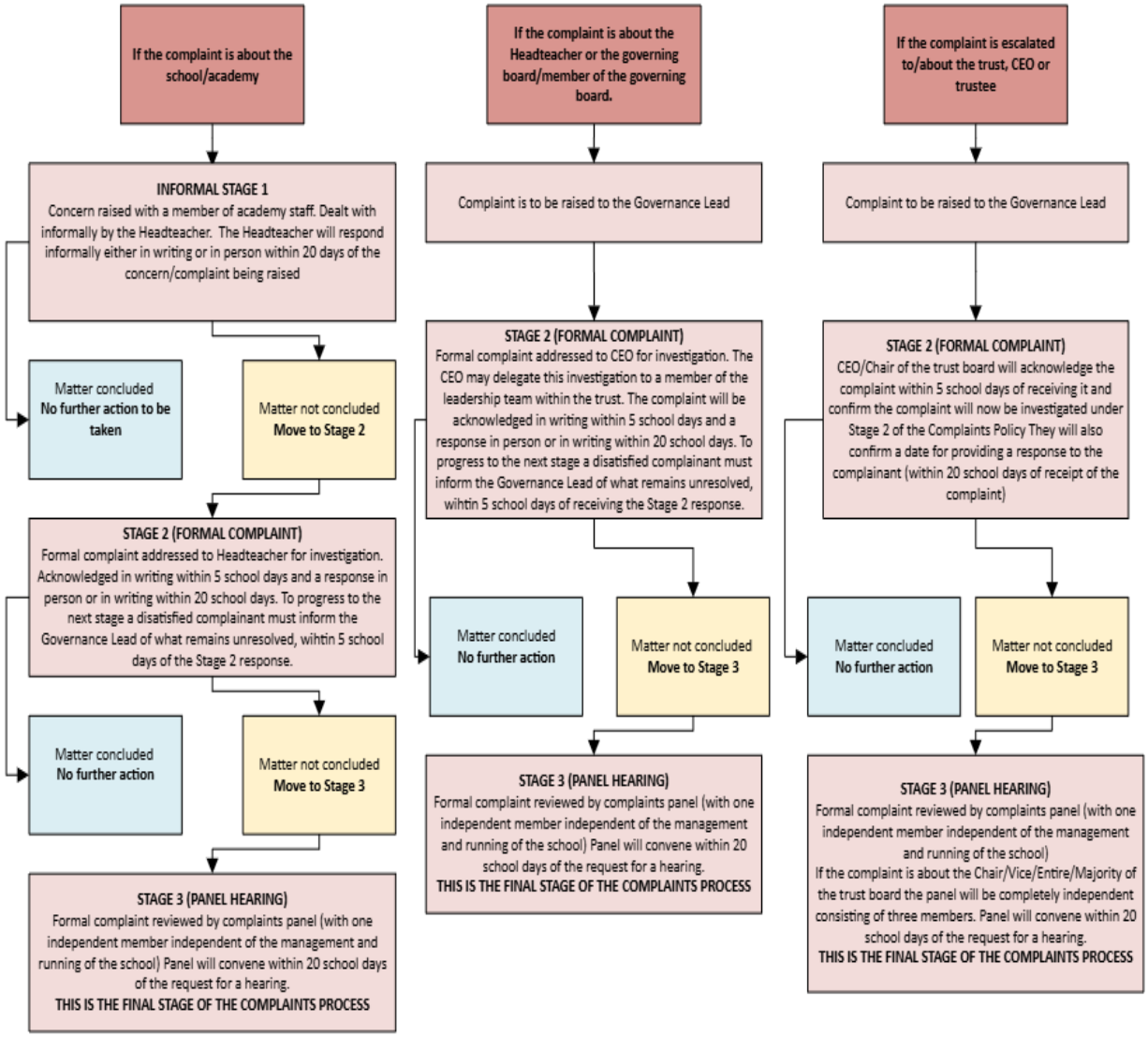
The committee should respect the views of the child/young person and give them equal consideration to those of adults.

If the child/young person is the complainant, the committee should ask in advance if any support is needed to help them present their complaint. Where the child/young person's parent is the complainant, the committee should give the parent the opportunity to say which parts of the meeting, if any, the child/young person needs to attend.

However, the parent should be advised that agreement might not always be possible if the parent wishes the child/young person to attend a part of the meeting that the committee considers is not in the child/young person's best interests.

- The welfare of the child/young person is paramount.

Complaints Policy flowchart


If the complaint is about the school/academy
INFORMAL STAGE 1
Concern raised with a member of academy staff. Dealt with informally by the Headteacher. The Headteacher will respond informally either in writing or in person within 20 days of the concern/complaint being raised
Matter concluded
No further action to be taken
Matter not concluded
Move to Stage 2
STAGE 2 (FORMAL COMPLAINT)
Formal complaint addressed to Headteacher for investigation. Acknowledged in writing within 5 school days and a response in person or in writing within 20 school days. To progress to the next stage a disatisfied complainant must inform the Governance Lead of what remains unresolved, wihtin 5 school days of the Stage 2 response.
Matter concluded
No further action
Matter not concluded
Move to Stage 3
STAGE 3 (PANEL HEARING)
Formal complaint reviewed by complaints panel (with one independent member independent of the management and running of the school) Panel will convene within 20 school days of the request for a hearing.
THIS IS THE FINAL STAGE OF THE COMPLAINTS PROCESS
If the complaint is about the Headteacher or the governing board/member of the governing board.
Complaint is to be raised to the Governance Lead
STAGE 2 (FORMAL COMPLAINT)
Formal complaint addressed to CEO for investigation. The CEO may delegate this investigation to a member of the leadership team within the trust. The complaint will be acknowledged in writing within 5 school days and a response in person or in writing within 20 school days. To progress to the next stage a disatisfied complainant must inform the Governance Lead of what remains unresolved, wihtin 5 school days of receiving the Stage 2 response.
Matter concluded
No further action
Matter not concluded
Move to Stage 3
STAGE 3 (PANEL HEARING)
Formal complaint reviewed by complaints panel (with one independent member independent of the management and running of the school) Panel will convene within 20 school days of the request for a hearing.
THIS IS THE FINAL STAGE OF THE COMPLAINTS PROCESS
If the complaint is escalated to/about the trust, CEO or trustee
Complaint to be raised to the Governance Lead
STAGE 2 (FORMAL COMPLAINT)
CEO/Chair of the trust board will acknowledge the complaint within 5 school days of receiving it and confirm the complaint will now be investigated under Stage 2 of the Complaints Policy They will also confirm a date for providing a response to the complainant (within 20 school days of receipt of the complaint)
Matter concluded
No further action
Matter not concluded
Move to Stage 3
STAGE 3 (PANEL HEARING)
Formal complaint reviewed by complaints panel (with one independent member independent of the management and running of the school)
If the complaint is about the Chair/Vice/Entire/Majority of the trust board the panel will be completely independent consisting of three members. Panel will convene within 20 school days of the request for a hearing.
THIS IS THE FINAL STAGE OF THE COMPLAINTS PROCESS