



Complaints Procedure

This policy includes the Early Years Foundation Stage (EYFS)

Policy Reviewed: 12th September 2025

Policy to be reviewed next: 11th September 2027

1. Introduction: Purpose and Aims

- 1.1. St Wystan's School's Parental Complaints Policy and Procedures (this **Policy**) is drafted in accordance with Part 7 of the Education (Independent School Standards) Regulations 2023 and is made available to parents of pupils and parents of prospective pupils via the School's website and in hard copy from the School.
- 1.2. The School aims to ensure that any complaint is managed sympathetically, efficiently, quickly and at the appropriate level and resolved as soon as possible. We will try to resolve every complaint in a positive way with the aim of putting right a matter which may have gone wrong and, where necessary, we will review our systems and procedures in light of the circumstances of the complaint. This policy covers the whole of St Wystan's School. It is available on the School's website, and to all staff.
- 1.3. We recognise that a difficulty which is not resolved quickly and fairly can soon become a cause of resentment, and so we need to know as soon as possible if there is any cause for dissatisfaction. Parents and pupils should never feel that making a complaint will adversely affect a pupil or his / her opportunities at the School.
- 1.4. This Policy applies to complaints from parents of current pupils and to parents of former pupils if the complaint was raised when the pupil was registered at the School.
- 1.5. We aim to resolve any complaints in a timely manner. Timescales for each stage are set out below in the relevant paragraphs. When we refer to **working days**, we mean Monday to Friday, when School is open during term time. The dates of terms are published on the School's website.
- 1.6. It is expected that the complaints procedure will progress in a timely manner. The School aims to resolve any complaint efficiently and promptly and parents are encouraged to bring any complaints to the School's attention as soon as possible and normally within three months of the event giving rise to the complaint, unless exceptional circumstances apply.

1.7 For the purposes of this Policy, 'parent' includes a natural parent, a person with parental responsibility, or a person who has care of a child (Section 576 of the Education Act 1996).

1.8 The School will make reasonable adjustments to ensure that parents with disabilities, or those for whom English is an additional language, can access and participate fully in the complaints process (in accordance with the *Equality Act 2010*).

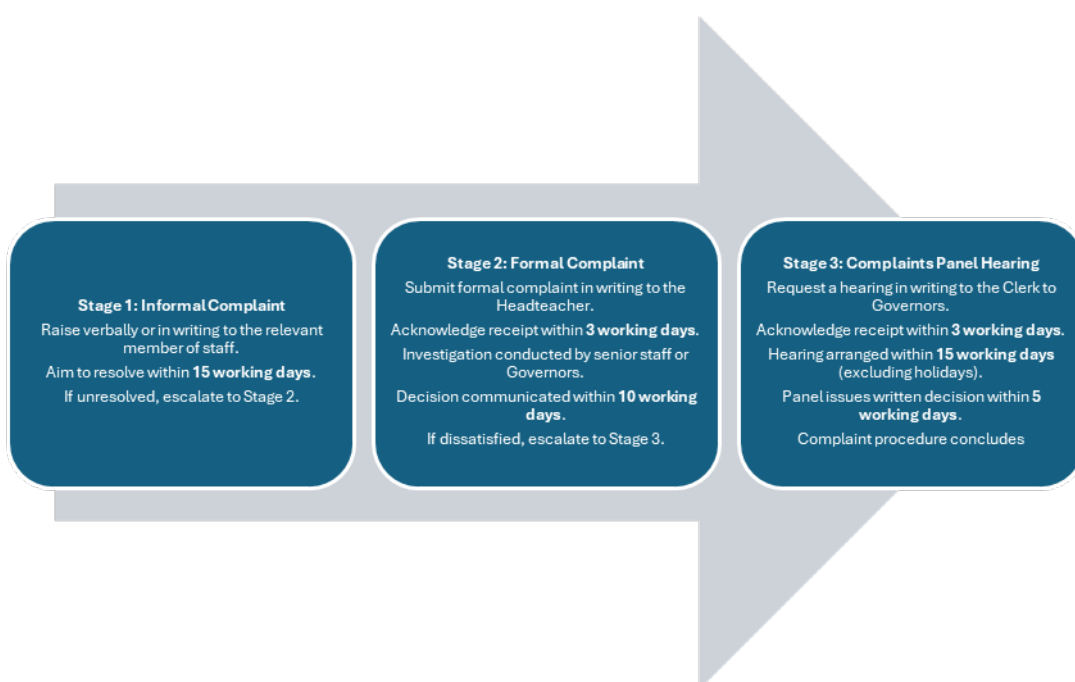
2. Management of complaints

2.1. The School's complaints procedure has three stages:

2.1.1. **Stage 1:** informal raising of a complaint with a member of staff verbally or in writing. Further details of this procedure are set out in Appendix 1.

2.1.2. **Stage 2:** a formal complaint in writing to the Headteacher. Further details of this procedure are set out in Appendix 2.

2.1.3. **Stage 3:** reference to the Complaints Panel (which includes an independent member). Further details of this procedure are set out in Appendix 3.



2.2. Separate procedures apply in the event of a child protection issue, or if the Headteacher expels or requires the removal of a pupil from the School, and the parents seek a review of that decision. See policies on Child Protection, and Behaviour Management and Discipline. Where a complaint raises a safeguarding or welfare concern, the School has a statutory duty

to act in accordance with its *Safeguarding and Child Protection Policy*, which may include making a referral to external agencies.

- 2.3. Where children are in EYFS years, the School will investigate all written complaints relating to the requirements and notify the complainants of the outcome of the investigation within 28 days of having received the complaint.

3. Record keeping and confidentiality

- 3.1. A written record will be kept of all formal complaints, and of whether they were resolved at Stage 2 or proceeded to a Complaints Panel Hearing, including the action taken by the School as a result of the complaints (regardless of whether they are upheld). The number of formal complaints registered during the preceding school year was zero.
- 3.2. Correspondence, statements and records relating to individual complaints will be kept confidential except where access is requested by the Secretary of State or a body conducting an inspection. The School will also provide Ofsted (and ISI), on request, with a written record of all complaints made during any specified period, and the action which has been taken as a result of each complaint.
- 3.3. In accordance with data protection principles, details of individual complaints will be kept only for as long as is considered to be reasonably necessary in the circumstances. Records of complaints will normally be retained for a period of seven years following resolution, unless a longer period is required due to ongoing legal, regulatory, or safeguarding reasons.

4. Complaints to Ofsted and the Independent Schools Inspectorate

- 4.1. Once the School's internal procedure (up to and including Stage 3) has been completed, parents may contact the relevant regulatory body — Ofsted (for EYFS matters) or the Independent Schools Inspectorate (for all other educational concerns) — using the contact details provided below:

Body	Contact Details
Ofsted	Helpline for complaints: 0300 123 4666 (select option 2 for accessibility support) Email: enquiries@ofsted.gov.uk GOV.UK+1
Independent Schools Inspectorate (ISI)	Telephone: 020 7 600 0100 Email: info@isi.net Independent Schools
Derby and Derbyshire Safeguarding Partnership (DDSCP)	Telephone: 01332 642351 Derby Safeguarding Children Partnership Email: ddscp@derby.gov.uk Derby Safeguarding Children Partnership

(last checked Oct 2025)

5. Review

Review of the 'Concerns and Complaints' policy will be reviewed according to the school's policy review cycle. The Governing Body will receive a termly summary of formal complaints and actions taken, in order to identify trends and ensure that appropriate improvements are implemented.

Appendix 1

Stage 1 - dealing with concerns and difficulties informally

1. Informal resolution of a complaint

1.1. We expect that most complaints can be resolved informally. For example, dissatisfaction about some aspect of teaching, pastoral care or a billing error should be able to be resolved by the appropriate member of staff.

2. Whom to contact

2.1. As appropriate, complaints should initially be raised as follows:

2.1.1. **Academic issues:** subject-specific matters or curriculum provision should be addressed to either the Form Teacher or Deputy Head. Issues relating to special education needs should be directed to the Form Teacher or SENDCo

2.1.2. **Pastoral care and educational matters:** for complaints relating to other educational matters, including welfare issues, extracurricular provision and individual progress, please speak or write to the relevant Form Teacher or Deputy Head.

2.1.3. **Disciplinary matters:** a problem with any disciplinary action taken or a sanction imposed should be raised with the Form Teacher or Deputy Head.

2.1.4. **Financial matters:** a query relating to fees or extras should be addressed in writing to the Finance Manager.

2.2. A complaint against the Headteacher should be put in writing to the Chair of Governors who will follow the procedure set out in Stage 2.

2.3. An informal complaint provided in writing will be acknowledged by telephone, email or letter within two working days of receipt during term time and as soon as practicable during the holidays. A matter raised orally will not necessarily be acknowledged in writing, but a record of the matter will be made.

2.4. A complaint which has not been resolved by informal means to the parent's satisfaction within 15 working days should be notified in writing as a formal Stage 2 complaint using the procedure set out in Appendix 2.

Appendix 2

Stage 2 – formal complaint

1. How to make a formal complaint

1.1. If a parent is dissatisfied with the response to the complaint under Stage 1, or the complaint requires investigation or involves dissatisfaction with some aspect of the School's policies or management, the complaint should be made under Stage 2.

1.2. The full details of the complaint should be set out in writing and sent with all relevant documents and full contact details to the Headteacher.

1.3. A complaint against the Headteacher should be put in writing to the Chair of Governors who will follow the procedure set out in Stage 2.

1.4. The complaint will be acknowledged by telephone, email or letter within three working days during term time, and as soon as practicable during the holidays, indicating the action that is being taken and the likely time scale.

2. Investigation

2.1. The Headteacher will ask a senior member of staff to act as Investigator and may involve one or more Governors. The Investigator(s) may request additional information from you and may wish to speak to you personally and to others who have knowledge of the circumstances. Written records will be kept of all meetings and interviews held in relation to the complaint. The Investigator(s) will prepare a report on the investigation which will be considered by the Headteacher.

3. Decision

3.1. The Headteacher will then notify the complainant by email or letter of the Stage 2 decision and the reasons for it within 10 working days from the receipt of the formal complaint. Where there are exceptional circumstances resulting in a delay, the parents will be notified of this and informed of the new timescales as soon as possible.

3.2. Please note that any complaint received within one month of the end of a term or half-term is likely to take longer to resolve owing to school holidays and the lack of availability of key personnel required for the investigation to be undertaken properly.

3.3. If a parent is dissatisfied with the Headteacher's decision, the parent can request that the complaint be referred to the Complaints Panel under Stage 3 using the procedure set out in Appendix 3.

Appendix 3

Stage 3 – Complaints Panel

1. What is a Complaints Panel Hearing?

1.1. A Complaints Panel Hearing (**Hearing**) is a review of the decisions taken at Stage 2 by the Headteacher (or in circumstances where the formal complaint concerns the Headteacher, the Chair of Governors appointed to act in their place). The Panel will not consider any new areas of complaint which have not been previously raised as part of the complaints' procedure.

1.2. The role of the Complaints Panel is to establish the facts surrounding the complaints that have been made by considering:

1.2.1.1. the documents provided by both parties and

1.2.1.2. any representations made by the parents and the Headteacher

1.2.1.3. and to reach a decision, on the balance of probabilities, as to whether each complaint is made out in whole or in part.

1.3. It is not within the powers of the Complaints Panel to make any financial award, nor to impose sanctions on staff, pupils or parents. The Complaints Panel may make findings and recommendations to the School on these matters or any other issues as appropriate.

2. How to request a Hearing

2.1. A request for a Hearing must be put in writing to the Clerk to the Governors and will usually only be considered if the procedures at Stages 1 and 2 have been completed.

2.2. The written request should include:

- 2.2.1.1. a copy of all relevant documents and full contact details;
 - 2.2.1.2. details of all the grounds of the complaint and the outcome desired;
 - 2.2.1.3. a list of the documents which the parents believe to be in the School's possession and wish the Complaints Panel to see; and
 - 2.2.1.4. whether you propose to be accompanied to the hearing by someone who is legally qualified (see paragraph 3.3 below).
- 2.3. If assistance with the request is required, for example because of a disability, please inform the Clerk to the Governors of this who will be happy to make appropriate arrangements.
- 2.4. The Clerk to the Governors will acknowledge the request for a Hearing in writing within three working days of receipt during term time and as soon as practicable during the holidays.
- 2.5. Every effort will be made to enable the Hearing to take place within 15 working days of receipt of the request. However, parents should note that the Complaints Panel will not normally sit during Half-Terms or school holidays.

3. Planning the Hearing

- 3.1. As soon as reasonably practicable, and in any event at least ten working days before the Hearing, the Clerk to the Governors will send written notification to each party of the date, time and place of the hearing.
- 3.2. Copies of any additional documents you wish the Complaints Panel to consider should be sent to the Clerk to the Governors to be received at least five working days prior to the Hearing.
- 3.3. You may be accompanied to the Hearing by another person, for example a relative or friend. The Hearing is not legal proceedings and so legal representation is not necessary. If you do wish to be accompanied by someone who is legally qualified, you should have notified the Clerk to the Governors of this in your initial request for a Hearing. If you did not do so and subsequently wish to be accompanied by a legally qualified person, you must inform the Clerk to the Governors of this at least five working days prior to the Hearing and the parents should note that the Complaints Panel will wish to speak to the parents directly. This person will not be permitted to act as an advocate or to address the Hearing unless invited to do so by the Chair of the Panel.
- 3.4. The Clerk to the Governors will circulate a copy of the documents to be considered by the Complaints Panel to all parties at least three working days prior to the Hearing.

4. Composition of the Complaints Panel

- 4.1. The Complaints Panel will normally comprise three individuals who were not directly involved in matters detailed in the complaint including at least one independent member who has no connection with the governance, management or running of the School.
- 4.2. The parents may ask the Clerk to the Governors to inform them who has been appointed to sit on the Complaints Panel ahead of the Hearing.
- 4.3. The Complaints Panel members will appoint one of their number to be the Chair of the Panel throughout the proceedings.

5. The Hearing

- 5.1. The Hearing will be conducted in an informal manner.
- 5.2. The parties shall have the opportunity to ask questions and make comments in an appropriate manner. The Hearing is not a legal proceeding and the Complaints Panel shall be under no obligation to hear oral evidence from witnesses but may do so and / or may take written statements into account.

- 5.3. All statements made at the Hearing will be unsworn. All present will be entitled, should they wish, to write their own notes for reference purposes. A clerk appointed by the Complaints Panel will take minutes of the proceedings.
- 5.4. All those attending the Hearing are expected to show courtesy, restraint and good manners or, after due warning, the Hearing may be adjourned or terminated at the discretion of the Chair. Any person who is dissatisfied with any aspect of the way the Hearing is conducted must say so before the proceedings go any further and his / her comment will be minuted.
- 5.5. The Chair may, at their discretion, adjourn the Hearing for further investigation of any relevant issue. This may include an adjournment to take legal advice.
- 5.6. A Hearing before the Complaints Panel is a private proceeding. No notes or other records or oral statements about any matter discussed in or arising from the proceeding shall be made available directly or indirectly to the press or other media.
- 5.7. When the Chair of the Panel considers that all the issues have been sufficiently discussed, they will conclude the Hearing.

6. The Decision

- 6.1. The Complaints Panel will reach a decision on the balance of probabilities unless there is an agreed position.
- 6.2. The decision, findings and any recommendations will be confirmed in writing to the complainant and, where relevant, the person complained about, within five working days of the Hearing. The decisions, findings and any recommendations will also be available for inspection on the School premises by the Governing Body and the Headteacher.
- 6.3. The completion of Stage 3 represents the conclusion of the School's Complaints Procedure. This concludes the School's internal complaints process. Parents who remain dissatisfied after Stage 3 may contact **ISI** or **Ofsted** as outlined in Section 4 of this Policy.

Terminology

Ofsted - Office for Standards in Education

EYFS - Early Years Foundation Stage

ISI - Independent School's Inspectorate

Reviewed by	Headteacher – Ms Kara Lebihan		
Dates Reviewed	20 th September 2025		
Date of Next Review	19 th Sept 2027		
Website	Yes	ISI	Yes

Annex 1. Complaints

No complaints were registered under the formal procedure during the academic years 2023-2024 and 2024-2025. Formal refers to a complaint proceeding to Stage 3 of the Complaints Procedure.