



Complaints Policy Ysgol Gyfun Cwm Rhondda

Date: July 2022

Next review: July 2024

Reviewed July 2022 by C. Spanswick

To be reviewed: July 2024

1. Introduction

- 1.1 Ysgol Gyfun Cwm Rhondda is committed to dealing effectively with complaints. We aim to clarify any issues about which you are not sure. If possible, we will put right any mistakes we have made and we will apologise. We aim to learn from mistakes and use that experience to improve what we do.
- 1.2 Our definition of a complaint is 'an expression of dissatisfaction in relation to the school or a member of its staff that requires a response from the school.'
- 1.3 This complaints procedure supports our commitment and is a way of ensuring that anyone with an interest in the school can raise a concern, with confidence that it will be heard and, if well founded, addressed in an appropriate and timely fashion.

2. When to use this procedure

- 2.1 When you have a concern or make a complaint, we will usually respond in the way we explain below. Sometimes you might be concerned about matters that are not decided by the school, in which case we will tell you who to complain to. At other times you may be concerned about matters that are handled by other procedures, in which case we will explain to you how your concern will be dealt with.
- 2.2 If your concern or complaint is about another body as well as the school (for example the Local Authority) we will work with them to decide how to handle your concern.

3. Have you asked us yet?

- 3.1 If you are approaching us for the first time you should give us a chance to respond. If you are not happy with our response then you may make your complaint using the procedure we describe below. Most concerns can be settled quickly just by speaking to the relevant person in school, without the need to use a formal procedure.

4. What we expect from you

- 4.1 We believe that all complainants have a right to be heard, understood and respected. But school staff and governors have the same right. We expect you to be polite and courteous. We will not tolerate aggressive, abusive or unreasonable behaviour. We will also not tolerate unreasonable demands or unreasonable persistence or vexatious complaining. The school has adopted RCT's Violence at Work policy.

5. Our approach to answering your concern or complaint

- 5.1 We will consider all your concerns and complaints in an open and fair way.

- 5.2 At all times the school will respect the rights and feelings of those involved and make every effort to protect confidential information.
- 5.3 Timescales for dealing with your concerns or complaints may need to be extended following discussion with you.
- 5.4 We may ask for advice from the local authority where appropriate.
- 5.5 Some types of concern or complaint may raise issues that have to be dealt with in another way (other than this complaints policy), in which case we will explain why this is so, and will tell you what steps will be taken.
- 5.6 The governing body will keep the records of documents used to investigate your concern or complaint for seven years after it has been dealt with. Records will be kept in school and reviewed by the governing body after seven years to decide if they need to be kept for longer.
- 5.7 Complaints that are made anonymously will be recorded but investigation will be at the discretion of the school depending on the nature of the complaint.
- 5.8 Where complaints are considered to have been made only to cause harm or offence to individuals or the school, the governing body will ensure that records are kept of the investigations that are made and what actions are taken, including the reasons for 'no action'.

6. Answering your concern or complaint

- 6.1 There are up to three Stages A, B and C. Most complaints can be resolved at Stages A or B. You can bring a relative or companion to support you at any time during the process but you will be expected to speak for yourself. However, we recognise that when the complainant is a pupil it is reasonable for the companion to speak on their behalf and/or to advise the pupil.
- 6.2 As far as possible, your concern or complaint will be dealt with on a confidential basis. However, there could be occasions when the person dealing with your concern or complaint will need to consider whether anyone else within the school needs to know about your concern or complaint, so as to address it appropriately.
- 6.3 If you are a pupil under 16 and wish to raise a concern or bring a complaint, we will ask for your permission before we involve your parent(s) or carer(s). If you are a pupil under 16 and are involved in a complaint in any other way, we may ask your parent(s) or carer(s) to become involved and attend any discussion or interview with you.

Stage A

- 6.4 If you have a concern, you can often resolve it quickly by talking / communicating with a teacher/ personal tutor or the Head of Year. You should raise your concern as soon as you can; normally we would expect you to raise your issue within 10 school days of any incident. The longer you leave it the harder it might be for those involved to deal with it effectively.
- 6.5 If you are a pupil, you can raise your concerns with your school council representative, form tutor, a teacher or your Head of Year. This will not stop you, at a later date, from raising a complaint if you feel that the issue(s) you have raised have not been dealt with properly.
- 6.6 We will try to let you know what we have done or are doing about your concern normally within 10 school days, but if this is not possible, we will talk to you and agree a revised timescale with you.
- 6.7 The person overseeing your concern or complaint will keep you informed of the progress being made. This person will also keep a log of the concern for future reference.

Stage B

- 6.8 In most cases, we would expect that your concern is resolved informally. If you feel that your initial concern has not been dealt with appropriately you should put your complaint in writing to the Headteacher with a completed version of the school's official complaint form (included in this policy – pages 8-11).
- 6.9 We would expect you to aim to do this within five school days of receiving a response to your concern as it is in everyone's interest to resolve a complaint as soon as possible.
- 6.10 If your complaint is about the Headteacher, you should put your complaint in writing to the Chair of Governors, addressed to the school, with a completed version of the school's official complaint form (included in this policy – pages 8-11), to ask for your complaint to be investigated.
- 6.11 In all cases, we can refer you to people who can help you to put your complaint in writing if necessary.
- 6.12 If you are involved in any way with a complaint, the school will explain what will happen and the sort of help that is available to you.
- 6.13 An appropriate member of staff (from the Senior Leadership Team as appropriate – Assistant Headteacher, Deputy Headteacher, Headteacher) will contact you to discuss your complaint and/or invite you to discuss your complaint at a meeting. Timescales

for dealing with your complaint will be agreed with you. We will aim to discuss or to have a meeting with you and to explain what will happen, normally within 10 school days of receiving your letter. The school's designated person will complete the investigation and will let you know the outcome within 10 school days following the arranged meeting or discussion with you.

- 6.14 If you feel your complaint has not been dealt with following this, you should write, through the school's address to the Chair of Governors who will acknowledge receipt of your complaint and will investigate/consider the way the school has dealt with the complaint and will ensure that matters are dealt with fairly and correctly. The Chair will write to you with his/her conclusion within 15 working days of receiving your complaint.

Stage C

- 6.15 It is rare that a complaint will progress any further. However, if you still feel that your complaint has not been dealt with fairly, you should write, through the school's address, to the chair of governors setting out your reasons for asking the governing body's complaints committee to consider your complaint. You do not have to write down details of your whole complaint again.
- 6.16 If you prefer, instead of sending a letter or e-mail, we can refer you to someone who can help you to put your complaint in writing if necessary and explain what you believe would resolve the problem. We would normally expect you to do this within five school days of receiving the school's response. You will be asked to read the notes or will have the notes read back to you and then be asked to sign them as a true record of what was said. We will let you know how the complaint will be dealt with and will send a letter to confirm this. The complaints committee will normally have a meeting with you within 15 school days of receiving your letter.
- 6.17 The letter will also tell you when all the evidence and documentation to be considered by the complaints committee must be received. Everyone involved will see the evidence and documentation before the meeting, while ensuring that people's rights to privacy of information are protected. The letter will also record what we have agreed with you about when and where the meeting will take place and what will happen. The timescale may need to be changed, to allow for the availability of people, the gathering of evidence or seeking advice. In this case, the person dealing with the complaint will agree a new meeting date with you.
- 6.18 Normally, in order to deal with the complaint as quickly as possible, the complaints committee will not reschedule the meeting more than once. If you ask to reschedule the meeting more than once, the committee may think it reasonable to make a decision on the complaint in your absence to avoid unnecessary delays.
- 6.19 We will write to you within 10 school days of the meeting explaining the outcome of the governing body's complaints committee's consideration.

6.20 We will keep records of all conversations and discussions for the purpose of future reference and review by the full governing body. These records will be kept for a minimum of seven years.

6.21 The governing body's complaints committee is the final arbiter of complaints.

7. Special circumstances

7.1 Where a complaint is made about any of the following the complaints procedure will be applied differently.

i) **A governor or group of governors**

The concern or complaint will be referred to the chair of governors for investigation. The chair may alternatively delegate the matter to another governor for investigation. Stage B onwards of the complaints procedure will apply.

ii) **The chair of governors or headteacher and chair of governors**

The vice chair of governors will be informed and will investigate it or may delegate it to another governor. Stage B onwards of the complaints procedure will apply.

iii) **Both the chair of governors and vice chair of governors**

The complaint will be referred to the clerk to the governing body who will inform the chair of the complaints committee. Stage C of the complaint procedure will then apply.

iv) **The whole governing body**

the complaint will be referred to the clerk to the governing body who will inform the headteacher, chair of governors, local authority and, where appropriate, the diocesan authority. The authorities will usually agree arrangements with the governing body for independent investigation of the complaint.

v) **The headteacher**

The concern or complaint will be referred to the chair of governors who will undertake the investigation or may delegate it to another governor. Stage B onwards of the complaints procedure will apply.

7.2 In all cases the school and governing body will ensure that complaints are dealt with in an unbiased, open and fair way.

8.0 Our commitment to you

8.1 We will take your concerns and complaints seriously and, where we have made mistakes, will try to learn from them.

8.2 If you need help to make your concerns known we will try and assist you. If you are a young person and need extra assistance the Welsh Government has established MEIC

which is a national advocacy and advice helpline for children and young people. Advice and support can also be accessed from the Children's Commissioner for Wales.

**ATODIAD 1 FFURFLEN GWYN /
APPENDIX 1 COMPLAINT FORM**



**Ffurflen Gwyn / Complaint Form
Ysgol Gyfun Cwm Rhondda**

Dyddiad: Gorffennaf 2022 / Date: July 2022

Dyddiad adolygu: Gorffennaf 2024 / Date: July 2024

<p>Fel arfer, yr unigolyn a gafodd y broblem ddylai lenwi'r ffurflen hon. Os ydych yn gwneud cŵyn ar ran rhywun arall, llenwch Adran B hefyd. Dylech nodi, cyn i ni fynd ati i ymdrin â'r gŵyn, bod yn rhaid i ni ein bodloni ein hunain bod gennych yr awdurdod i weithredu ar ran yr unigolyn dan sylw. Os ydych yn ddisgybl, bydd yr ysgol yn eich helpu i lenwi'r ffurflen hon, bydd yn ei hesbonio i chi ac yn rhoi copi i chi unwaith y bydd wedi'i llenwi.</p>	<p><i>The person who experienced the problem should normally fill in this form. If you are making a complaint on behalf of someone else, please fill in Section B also. Please note that before taking forward the complaint we will need to be satisfied that you have the authority to act on behalf of the person concerned. If you are a pupil the school will help you complete this form, will explain it to you and will give you a copy of it when it is completed.</i></p>
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A. Eich manylion / Your Details

Cyfenw / Surname	
Enw(au) cyntaf / Forename(s)	
Teitl: e.e. / Title: i.e. Mr/Mrs/Ms	
Cyfeiriad a chôd post / Address and postcode	
Rhif ffôn yn ystod y dydd / Daytime phone number	
Rhif ffôn symudol / Mobile phone number	
Cyfeiriad e-bost / E-mail address	

Sut y byddai'n well gennych i ni gysylltu â chi? How would you prefer us to contact you?	
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B. Os ydych yn gwneud cŵyn ar ran rhywun arall, nodwch ei fanylion / If you are making a complaint on behalf of someone else, what are their details?

Ei enw yn llawn / Their name in full	
Cyfeiriad a chôd post / Address and postcode	
Beth yw'ch perthynas ag ef/â hi? / What is your relationship to them?	
Pam yr ydych yn gwneud cŵyn ar ei ran? / Why are you making a complaint on their behalf?	

C. Ynglŷn â'ch cŵyn (gallwch barhau â'ch atebion ar ddalenni ar wahân os oes angen) / About your complaint (continue your answers on separate sheets of paper if necessary)

C.1	
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<p>Enw'r ysgol yr ydych yn cwyno yn ei chylch <i>/ Name of the school you are complaining about.</i></p>	
<p>C.2 Yn eich barn chi, beth wnaethon nhw o'i le neu beth na wnaethon nhw? / <i>What do you think they did wrong or did not do?</i></p>	
<p>C.3 Disgrifiwch yr effaith y mae hyn wedi'i chael arnoch. / <i>Describe how you have been affected.</i></p>	
<p>C.4 Pryd y daethoch yn ymwybodol o'r broblem am y tro cyntaf? / <i>When did you first become aware of the problem?</i></p>	
<p>C.5 Os oes mwy na tri mis wedi mynd heibio ers i chi ddod yn ymwybodol o'r broblem am y tro cyntaf, nodwch y rheswm pam nad ydych wedi cwyno cyn hyn. / <i>If it is more than three months since you first became aware of the problem, please give the reason why you have not complained before.</i></p>	
<p>C.6 Yn eich barn chi, beth ddylid ei wneud i ddatrys y sefyllfa? / <i>What do you think should be done to put matters right?</i></p>	
<p>C.7 Ydych chi wedi rhoi gwybod i aelod o staff am eich cŵyn yn barod? / <i>Have you already put your complaint to a member of staff?</i> Os ydych, rhowch fanylion cryno ynglyn â sut a phryd y gwnaethoch chi hynny / <i>If so, please give brief details about how and when you did so.</i></p>	

Llofnod yr achwynydd:
Signature of complainant:

Dyddiad:
Date:

Llofnod os ydych yn gwneud cŵyn ar ran rhywun arall
Signature if you are making a complaint on behalf of someone else

Llofnod:
Signature:

Dyddiad:
Date:

Dylech anfon y ffurflen hon ac unrhyw ddogfennau i ategu'ch cŵyn at:
Please send this form and any documents to support your complaint to:

[Nodwch enw'r unigolyn a fydd yn ymdrin â'r gŵyn / *Insert name of complaint handler*]

[Nodwch gyfeiriad a manylion cyswllt yr unigolyn a fydd yn ymdrin â'r gŵyn / *Insert address and contact details of complaint handler*]

Defnydd Swyddogol Dyddiad anfon cydnabyddiaeth: Gan bwy: Cŵyn wedi'i chyfeirio at: Dyddiad:	Official Use <i>Date acknowledgement sent:</i> <i>By whom:</i> <i>Complaint referred to:</i> <i>Date:</i>
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