



LEICESTER GRAMMAR SCHOOL AND LEICESTER GRAMMAR JUNIOR SCHOOL

COMPLAINTS POLICY AND PROCEDURES

INTRODUCTION

Leicester Grammar School (LGS) and Leicester Grammar Junior School (LGJS), which form part of Leicester Grammar School Trust (LGST), have long prided themselves on the quality of the teaching and pastoral care provided to pupils. However, if parents do have a complaint, they can expect it to be treated by the school with care and in accordance with this procedure. LGST makes its complaints procedure available to all parents of pupils and prospective pupils on the school's website and in the school office during the school day, and will ensure that parents of pupils and of prospective pupils who request it are made aware that this document is published or available and of the form in which it is published or available.

In accordance with paragraph 32(1)(b) of Schedule 1 to the Education (Independent School Standards) Regulations 2014, LGST will make available to parents of pupils and of prospective pupils and provide, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate, details of the complaints procedure and the number of complaints registered under the formal procedure during the preceding school year.

WHAT CONSTITUTES A COMPLAINT?

A complaint is an expression of dissatisfaction with a real or perceived problem. It may be made about the school as a whole, about a specific department or about an individual member of staff, and any matter about which a parent is unhappy and seeks action by the school is within the scope of this procedure. A complaint is likely to arise if a parent believes that the school has done something wrong, failed to do something that it should have done or has acted unfairly.

Parents can be assured that all concerns and complaints will be treated seriously and confidentially. The school is here for your child and you can be assured that your child will not be penalised for a complaint that you or your child raises in good faith.

THE THREE-STAGE COMPLAINTS PROCEDURE

Stage 1 - Informal Resolution

- It is hoped that most complaints and concerns will be resolved quickly and informally.
- If parents have a complaint they should normally contact their son/daughter's Form Tutor (at LGS) or Class Teacher (at LGJS). In many cases, the matter will be resolved straightaway by this means to the parents' satisfaction. If the Form Tutor or Class Teacher cannot resolve the matter alone it may be necessary for him/her to consult the appropriate Year Head (at LGS) or the Headteacher (at LGJS).
- Complaints made directly to a Head of Department/ Deputy Head/ the Headmaster (LGS) / the Headteacher (LGJS) will usually be referred to the relevant Form Tutor or Class Teacher unless the Head of Department/ Deputy Head/ the Headteacher (LGJS)/ the Headmaster (LGS) deems it appropriate for him/her to deal with the matter personally.
- The Form Tutor or Class Teacher will make a written record of all concerns and complaints and the date on which they were received. Should the matter not be resolved within five working days or in the event that the Form Tutor or Class Teacher and the parent fail to reach a satisfactory resolution then parents will be advised to proceed with their complaint in accordance with stage 2 of this procedure.
- If the complaint is against the Headmaster of LGS, parents should make their complaint directly to the Chairman of Trustees. If it is against the Headteacher of LGJS, it should be made directly to the Headmaster of LGS, who is also Principal of the Trust.

Stage 2 - Formal Resolution

- If the complaint cannot be resolved on an informal basis then the parents should put their complaint in writing to the Headmaster (LGS)/Headteacher (LGJS). The Headmaster (LGS)/ Headteacher (LGJS) will decide, after considering the complaint, the appropriate course of action to take.
- In most cases, the Headmaster (LGS)/ Headteacher (LGJS) will meet with or speak to the parents concerned, normally within 5 working days and at most within 15 working days of receiving the complaint, to discuss the matter. If possible, a resolution will be reached at this stage.
- It may be necessary for the Headmaster (LGS)/ Headteacher (LGJS) to carry out further investigations.
- The Headmaster (LGS)/ Headteacher (LGJS) will keep written records of all meetings and interviews held in relation to the complaint.
- Once the Headmaster (LGS)/ Headteacher (LGJS) is satisfied that, so far as is practicable, all of the relevant facts have been established, a decision will be made and parents will be informed of this decision in writing. The Headmaster (LGS)/ Headteacher (LGJS) will also give reasons for this decision.
 - If the complaint is against the Headteacher (LGJS), the Principal will call for a full report from the Headteacher and for all the relevant documents. If the complaint is against the Headmaster (LGS), the Chairman will call for a full report from the Headmaster and for all the relevant documents. The Principal/ Chairman may also call for a briefing from members of staff, and will in most cases, speak to or meet with the parents to discuss the matter further. Once the

Principal/ Chairman is satisfied that, so far as is practicable, all of the relevant facts have been established, the parents will be informed of the decision in writing. The Principal/ Chairman will give reasons for his decision.

- If parents are still not satisfied with the decision, they should proceed to Stage 3 of this procedure.

Stage 3 - Panel Hearing

- If parents seek to invoke Stage 3 (following a failure to reach an earlier resolution) they will be referred to the Chairman of the Board who has been appointed by the Trustees to call hearings of the Complaints Panel.
- The matter will then be referred to the Complaints Panel for consideration. The Panel will consist of three persons not directly involved in the matters detailed in the complaint and one of whom shall be independent of the management and running of the school. The Chairman of the Board, on behalf of the Panel, will then acknowledge the complaint and schedule a hearing to take place within 10 working days.
- If the Panel deems it necessary, it may require that further particulars of the complaint or any related matter be supplied in advance of the hearing. Copies of such particulars shall be supplied to all parties not later than 5 working days prior to the hearing.
- The parents may attend the hearing and be accompanied to the hearing by one other person if they wish. This may be a relative, teacher or friend. Legal representation will not normally be appropriate.
- If possible, the Panel will resolve the parents' complaint without the need for further investigation. Where further investigation is required, the Panel will decide how it should be carried out.
- After due consideration of all facts they consider relevant, the Panel will make findings and may make recommendations.
- The Panel will write to the parents informing them of its decision and the reasons for it, within 5 working days of the hearing (although additional time may be required if it is necessary to carry out further investigations following the hearing). The decision of the Panel will be final. A copy of the Panel's findings and recommendations (if any) will be sent by electronic mail or otherwise given to the parents, and, where relevant, the person complained about as well as the Chairman of Trustees and the Head. A copy of the Panel's findings and recommendations (if any) will also be available for inspection on the school premises by the Chairman of Trustees and the Head.

TIMEFRAME FOR DEALING WITH COMPLAINTS

All complaints will be handled seriously and sensitively. They will be acknowledged within 5 working days if received during term time and as soon as practicable during holiday periods.

It is in everyone's interest to resolve a complaint as speedily as possible: the school's target is to complete the first two stages of the procedure within 20 working days. Stage 3, the Appeal Panel Hearing, will be completed within a further 20 working days.

Please note that, for the purposes of this procedure, 'working days' refers to weekdays (Monday to Friday) during term-time.

Whilst efforts will be made to adhere to these timescales and to achieve prompt resolution of complaints (both informal and formal) during the Covid-19 pandemic, this will not always be possible, especially during periods of remote learning and working.

RECORDING COMPLAINTS

Following resolution of a complaint, the school will keep a written record of all complaints, whether they are resolved at the informal stage, the formal stage or proceed to a panel hearing and any action taken by the school as a result of the complaint (regardless of whether the complaint is upheld). At the school's discretion, additional records may be kept which may contain the following information:

- Date when the issue was raised
- Name of parent
- Name of pupil
- Description of the issue
- Records of all the investigations (if appropriate)
- Witness statements (if appropriate)
- Name of member (s) of staff handling the issue at each stage
- Copies of all correspondence on the issue (including emails and records of phone conversations)

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 Education and Skills Act 2008 requests access to them.

Leicester Grammar School and Leicester Grammar Junior School will provide ISI/Ofsted, on request, with a written record of all complaints made during any specified period, and the action which was taken as a result of each complaint. The record of any such complaints will be kept for at least three years.

SPECIAL PROVISION FOR EARLY YEARS FOUNDATION STAGE (EYFS)

Leicester Grammar Junior School is registered for EYFS. Parents can make a complaint to OFSTED and/or the Independent Schools Inspectorate (ISI) if they so wish, although it is expected that complaints will go through the school's complaints procedures first.

Schools must make available details of how to contact Ofsted and/or ISI:

- Ofsted may be contacted on 0300 1234 234 or by email: enquiries@ofsted.gov.uk
- ISI may be contacted on 020 7600 0100 or by email: concerns@isi.net

There is a requirement to notify a complainant of the outcome of an investigation within 28 days of having received a complaint. Records of such complaints are kept for at least three years.

OFSTED and/or the Independent Schools' Inspectorate, on request, must be provided with a written record of all complaints made during any specified period, and the action which was taken as a result of each complaint.

In the academic year 2019/20, the following number of formal complaints (stage 2) was received: Leicester Grammar School – three; Leicester Grammar Junior School – one.