



Child-Friendly Complaints Procedures Policy



Oxenhope Church of England Primary School

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School Vision

We provide the rich soil allowing children to flourish and develop deep roots. We nurture **growth**, enabling children to thrive as our Christian values blossom in their lives. We cultivate a sense of pride in our rural **community** where children are **loved** and valued.

May our children flourish in their youth like well-nurtured plants. Psalm 144 v 12.

Throughout our curriculum and school life, along with our school vision, these three golden strands permeate through everything we do.

Community

Jesus often spoke of unity in our communities and encouraging one another on our journey. He spoke of bearing each other's burdens in love and helping those in need.

'Live in harmony with one another.' Romans 12 v 16



Love

It says in the Bible that God is Love and encompasses all that is loving and good. Jesus showed the ultimate unconditional love when he laid down his life for us on the cross.

Therefore, this love should lead to a desire to love other people.

'Live a life filled with love, following the example of Christ. He loved us and offered himself as a sacrifice for us.' Ephesians 5 v 2



Growth

Just like a plant, we must endure the difficult times along with the good; but God has sent us his Holy Spirit to help and strengthen us so we can bear fruit and grow in the likeness of Christ.

'Grown in the grace and knowledge of our Lord and Saviour Jesus Christ.' 2 Peter 3 v 18



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Feeling safe and happy at school

At Oxenhope, we promise to listen to our pupils' concerns and complaints. We want to make sure any problem you have is sorted as quickly as possible, so you can be happy and feel safe at school. This policy has been created to show you how you can make a complaint if you need to, who you can talk to and what will happen once you have complained.

It is important to remember that you won't get told off if you complain and we will take your complaint seriously. If you need to make a complaint, read this policy and talk to a member of staff as soon as possible.



1

What does it mean?

A “**complaint**” is something you make when you are unhappy about something or someone.

A “**concern**” is when you have a worry or doubt about something or someone.

In this policy, complaint has been used to mean both a complaint and a concern.

Both a complaint and a concern can be told to anyone, e.g. your parents, teacher or friend. If you tell a teacher or another member of staff at school about a complaint, it will be taken seriously and we will listen to what you have to say.

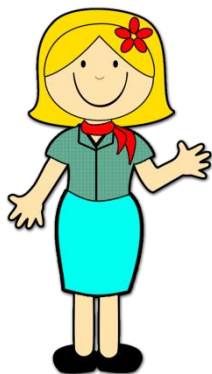
2

What do I have to do?

You might be thinking “what sort of thing would I complain about?” – below is a list of examples. If you are unsure whether you need to complain about something, talk to your teacher to check.

You may need to complain about:

- An event – such as a school trip.
- Anything about your school life – such as homework, school uniform.
- The behaviour of an individual(s) – for example, another pupil or member of staff.
- Something that affects you as a pupil – such as bullying, inappropriate language, name-calling or touching.
- Something that has happened outside school but is connected to the school – such as the behaviour of pupils on transport or in the street.



If you ever need to complain about something like the examples above, you need to talk to somebody you trust. This could be anyone from the list below:

- **The headteacher**
- **A teacher**
- **Your parents**
- **Another member of staff**

You can always talk to your friends about a problem, but if you want something done about it, it is important to tell an adult as well.

Of course, you should only make a complaint when you need to. When choosing whether to complain or not, ask yourself:

- Is my complaint about something which affects the whole school or a group of pupils?
- Could I solve the problem by talking to my class teacher, a teaching assistant, or someone else in school?

- Am I happy to ask an individual member of staff to sort the issue or do I want to use the steps in this policy?

Once you have thought about the questions above, you can make your complaint. When the complaint has been made, you should:

- Cooperate with the school to help with understanding and finding a solution to the complaint.
- Tell someone about the problem in lots of detail.
- Respond quickly to any questions the adult you told has asked.
- Ask for help when needed.
- Be respectful of the people involved.

As a result of your help, the headteacher will:

- Ensure you are involved in fixing the problem you are complaining about.
- Talk to you about the progress of the complaints process.
- Ensure your privacy and confidentiality is protected as much as possible but sometimes there are rules about when information has to be shared to help keep you and others safe.
- Treat you with equality and fairness throughout.
- Tell you any information you need to know about what you have said or what will happen.

3

When should I complain?

Any pupil can complain if they need to. We will consider all complaints made.

When making a complaint, we ask that you make it as soon as possible so we can properly investigate it and resolve any problems you have. It will be harder to look into your complaint if you wait to tell us.



When you make a complaint, you can choose to tell us in person or you can write it down or use the form at the end of this policy.

If you are making a complaint about the headteacher you shouldn't complain directly to them – talk to your parents or another teacher or a governor. The governing board of the school will be also be told.

4

What will happen when I complain?

Once you have made a complaint, the adult you told will think of the best way to deal with it. This may include telling a more senior member of staff.

You don't have to worry if somebody else is told about your complaint; you are not in trouble, it just means that the person you told thinks it is best to tell them to keep you safe and happy in school.



What will the school ask me?

When you make a complaint, the adult you tell will talk to you about the following things:

- The main problems you have, your options and how it might be dealt with
- If the complaint will be resolved informally
- If any actions will be taken by the school as a result of the complaint



What if someone is complaining about me?

If a complaint is being made about you, you will be asked to talk to the person responsible for the complaint so you have the chance to tell your side of the problem.



You will always be treated fairly by the school when looking into the seriousness of the complaint.

If the school finds that you are responsible for the problem being complained about, you will be disciplined in line with the school rules.



Serious complaints

If you have ever been physically or emotionally hurt by an adult or peer, it is important that you tell a responsible adult. They will ask you what has happened and if they think your safety is at risk, they might tell social services.

If this happens, the social services will take over the investigation of the complaint. If this happens, you can talk to any member of staff if you have any worries.



Complaining about the same thing

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Because we want to take every complaint seriously, it is important that you only tell us things you haven't complained about before unless the problem has not been resolved.

If we have found a solution to your complaint and told you what will happen to fix your problem, then the complaint is closed. If you complain about the same thing over and over again after we have fixed the problem, we don't have to discuss the issue anymore.

We don't want this to happen. So, to avoid any repeated requests, we will:

- Make sure we have done all we can to fix the problem.
- Make sure we have told you what we have done to fix the problem.
- Tell you when you are repeating a complaint and why we won't be responding to you.

If you feel you have not been listened to by the school, you and your parents can contact the board of governors.



Complaints form

This complaints form can be used to submit a complaint to the headteacher, or the governing board if your complaint is against the headteacher. You can ask a parent or teacher to help you to complete this form. Please hand it in to your teacher once it has been finished.

Name:	Home address:
Teacher's name:	
Year group:	
Pupil's date of birth:	
Parent's telephone number:	
Parent's email:	Postcode:
What is your complaint about, and what would you like the headteacher to do to fix it?	
When did you talk to your teacher about the problem you have?	
What happened after the talk? Was your problem solved?	
Signed (pupil):	Date: