



Parents' Complaints Policy

Review cycle: Annual

Last Review Date: August 2026

Next Review Date: August 2027

Staff responsible: Colleen Woodley, Bursar

Governor responsible: Main Board

(This policy applies to the whole School including EYFS)
(Willington School reserves the right to update all policies on a regular basis)



Complaint's Policy

In the academic year 2025-2026 there was one formal complaint which was fully investigated.

Who can make a complaint?

This complaints procedure is mainly aimed at parents or carers of children who are registered at the school, but it is not limited to them.

Any member of the public may make a complaint to Willington School about any provision of facilities or services that the school provides.

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 opportunity. Many issues can be resolved informally, without the need to use the formal stages of the complaints procedure. Willington School takes concerns seriously and will make every effort to resolve the matter within **five (5) working days**.

If you have difficulty discussing a concern with a particular member of staff, please contact a member of the Senior leadership Team who will refer you to another staff member. Similarly, if the member of staff directly involved feels unable to deal with a concern, with the approval of the Headmaster, will refer you to another staff member. The member of staff may be more senior, but that does not have to be the case. 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, Willington School will attempt to resolve the issue internally, through the stages outlined within this complaints procedure.

How to raise a concern or make a complaint

A concern or complaint can be made in person, in writing or by telephone.

You should raise any concerns with either the class teacher or a member of the Senior Leadership Team. If the issue remains unresolved, the next step is to make a formal complaint.

Complainants should not approach individual governors 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 two of the procedure.

Complaints against school staff (except the Headmaster) should be made in the first instance, to the Headmaster via headmaster@willingtonschool.co.uk. Please mark them as 'private and confidential'.



Complaints that involve or are about the Headmaster should be addressed to the Chair of Governors, via the Clerk to the Governors on bursar@willingtonschool.co.uk. Please mark them as 'private and confidential'.

Complaints about the Chair of Governors, any individual governor or the whole governing body should be addressed to the clerk to the governing body via bursar@willingtonschool.co.uk. Please mark them as 'private and confidential'.

For ease of use, a template complaint form is at the end of this procedure. If you require help in completing the form, please contact the school office.

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

The school will not normally investigate anonymous complaints. However, the Headmaster or Chair of governors, if appropriate, will determine whether the complaint warrants an investigation.

Complaint campaigns

If we receive what we consider to be a large volume of complaints, all based on the same subject and possibly from complainants not connected to the school, then we will treat these complaints as being part of a campaign and respond in one of the following two ways, depending on the nature and scale of the complaint:

1. Send the same response to all complainants
2. Publish a single response on the school's website.

Timescales

Complainants must raise the complaint within three months of the incident, or where a series of associated incidents occur, 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 facilities or services by Willington School, other than complaints that are dealt with under other statutory procedures, including those listed below.

Exceptions	Who to contact
<i>Matters that are likely to require a child protection investigation.</i>	<i>Complaints about child protection matters are handled under our Safeguarding and Child Protection Policy and in accordance with relevant statutory guidance.</i> <i>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 (MASH).</i> <i>The Local Authority Designated Officer (LADO) is: Mr John Shelley Contact details: John.Shelley@merton.gov.uk, Tel: 020 8545 3187</i> <i>The Local Authority Multi Agency Safeguarding Hub: Contact details: mash@merton.gov.uk, Tel: 0208 545 4226</i>
<i>Whistleblowing.</i>	<i>We have an internal whistleblowing procedure for all our employees, including temporary staff and contractors.</i> <i>Volunteer staff who have concerns about our school should complain through the school's complaints procedure.</i>
<i>Staff members' grievances.</i>	<i>Complaints from staff will be dealt with under the school's internal grievance procedures.</i>



<i>Staff members' conduct.</i>	<i>Complaints about staff will be dealt with under the school's internal disciplinary procedures if appropriate.</i> <i>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.</i>
<i>Complaints about services provided by others who use the school's premises or facilities.</i>	<i>Providers should have their own complaints procedure to deal with complaints about service. Please contact them directly.</i>

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 in this procedure or result in the procedure being suspended until those public bodies have completed their investigations.

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

Resolving complaints

At each stage in the procedure, Willington School wants to resolve the complaint. If appropriate, we will acknowledge that the complaint is upheld in whole or 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 it will not happen again and an indication of the timescales in which any changes will be made
- An undertaking to review the school's 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.



The Formal Complaints Procedure

Stage One - Formal Resolution

Formal complaints must be made to the Headmaster (unless they are about the Headmaster), via headmaster@willingtonschool.co.uk. This may be done in person, in writing (preferably on the complaint form) or by telephone. The Headmaster will record the date the complaint is received and will acknowledge receipt of the complaint in writing (either by letter or email) within **five (5) school days**. Within this response, the Headmaster will seek to clarify the nature of the complaint, ask what remains unresolved and what outcome the complainant would like to see. The Headmaster can consider whether a face-to-face meeting is the most appropriate way of doing this.

Note: The Headmaster 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 investigator will do the following:

- If necessary, interview those involved in the matter 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 Headmaster will provide a formal written response within **ten (10) school days** of the date of receipt of the complaint. If the Headmaster is unable to meet this deadline, they will provide the complainant with an update and a 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 Willington School will take to resolve the complaint.

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

Complaints about the Headmaster or member of the governing body must be made to the Clerk to the Governors, via bursar@willingtonschool.co.uk.

If the complaint is jointly about the chair and vice-chair, or the entire governing body, or the majority of the governing body, stage one will be considered by an independent investigator appointed by the governing body. At the conclusion of its investigation, the independent investigator will provide a formal written response.

Stage Two - Panel Hearing

If the complainant is dissatisfied with the outcome at stage one and wishes to take the matter further, they can escalate the complaint to stage two – a meeting with members of the governing body's complaints committee, which will be formed of the first three, impartial, governors available. This is the final stage of the complaints procedure.

A request to escalate to stage two must be made to the Clerk to the Governors, via bursar@willingtonschool.co.uk, within **five (5) school days** of receipt of the stage one response. The Clerk to



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

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

The Clerk to the Governors will write to the complainant to inform them of the date of the meeting. They will aim to convene a meeting within **ten (10) 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 to the Governors 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.

The complaints committee will consist of at least three people, two of which have no prior knowledge or involvement of the complaint and one of which is independent of the running and management of the school. Prior to the meeting, they will decide among themselves who will act as the chair of the complaints committee.

The committee will decide whether to deal with the complaint by inviting parties to a meeting or through written representations, but in making its decision, it will be sensitive to the complainant's needs. If the complainant is invited to attend the meeting, they may bring someone along to provide support. This can be a relative or friend.

Representatives from the media are not permitted to attend.

At least **ten (10) school days** before the meeting, the clerk will do the following:

- 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 the venue and proceedings are accessible
- Request copies of any further written material to be submitted to the committee at least **seven (7) school days** before the meeting.

Any written material will be circulated to all parties at least **five (5) 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 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 do the following:

- Uphold the complaint, in whole or part
- Dismiss the complaint, in whole or part.



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

- Decide on the appropriate action to take to resolve the complaint
- Where appropriate, recommend changes to the school's systems or procedures to prevent similar issues in the future.

The chair of the committee will provide the complainant and Willington School with a full explanation of their decision and the reason(s) for it, in writing, within **five (5) school days**. The letter to the complainant will include details of how to contact the DfE if they are dissatisfied with the way their complaint has been handled by Willington School.

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 heard by a committee of independent governors. 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 Willington School will take to resolve the complaint. The response will also advise the complainant of how to escalate their complaint should they remain dissatisfied.

Next steps

If the complainant believes the school 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 two.

The DfE will not normally reinvestigate the substance of complaints or overturn any decisions made by Willington School. They will consider whether Willington School has adhered to education legislation and any statutory policies connected with the complaint.

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

Department for Education
Piccadilly Gate
Store Street
Manchester
M1 2WD

Alternatively a complainant can make a complaint to OFSTED or ISI at the following contact details:

OFSTED
Piccadilly Gate
Store Street
Manchester
M1 2WD

Email: enquiries@ofsted.gov.uk or
Tel: 0300 123 4666.

ISI
CAP House
9-12 Long Lane
London EC1A 9HA
Email: info@isi.net
Tel: 02076000100



Complaint form

Please complete and return to the Headmaster or Bursar who will acknowledge receipt and explain what action we will take.

<i>Your name:</i>
<i>Pupil's name (if relevant):</i>
<i>Your relationship to the pupil (if relevant):</i>
<i>Address:</i>
<i>Daytime telephone number:</i>
<i>Evening telephone number:</i>
<i>Please give details of your complaint, including whether you have spoken to anybody at the school about it.</i>



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:

Date:



Roles and responsibilities

Complainant

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

- Explain the complaint in full as early as possible
- Cooperate with the school in seeking a solution to the complaint
- Respond promptly to requests for information or meetings or in agreeing on 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 doing the following:

- 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 and analysis of records and other relevant information.
- Liaising with the complainant and the complaint's coordinator as appropriate to clarify what the complainant feels would put things right.

The investigator should do the following:

- 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 Headmaster 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 Headmaster, Bursar or a member of the SLT providing administrative support. The complaints coordinator should do the following:

- Ensure that the complainant is fully updated at each stage of the procedure
- Liaise with staff members, the head teacher, chair of governors, clerk and local authorities (if appropriate) to ensure the smooth running of the complaints procedure
- Be aware of issues regarding the following:
 - Sharing third-party information



- Additional support – this may be needed by complainants when making a complaint, including interpretation support
- Keep records.

Clerk to the Governors (also the Bursar)

The Clerk to the Governors is the contact point for the complainant and the committee, and they should do the following:

- *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 one 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 the following:

- That both parties are asked (via the Clerk to the Governors) 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
- That complainants, who may not be used to speaking at such a meeting, are put at ease
- The remit of the committee is explained to the complainant
- That the 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 allow everyone to consider and comment on it; this may require a short adjournment of the meeting
- That both the complainant and the school are allowed to make their case and seek clarity, either through written submissions ahead of the meeting or verbally in the meeting itself
- That the issues are addressed
- That key findings of fact are made
- That the committee is open-minded and acts independently
- That 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
- That the meeting is minuted
- That they liaise with the Clerk to the Governors (and complaints coordinator if the school has one).

Committee member

Committee members should be aware of the following:



- The meeting must be independent and impartial, and it should be seen to be so. No governor may sit on the committee if they have had prior involvement in the complaint or 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 if a child is present during all or part of the meeting. Careful consideration of the atmosphere and proceedings should ensure that any child present does not feel intimidated. The committee should respect the views of the child and give them equal consideration to those of adults. Where the child's parent is the complainant, the committee should allow the parent to say which parts of the meeting, if any, the child needs to attend. However, the parent should be advised that agreement might not always be possible if the parent wishes the child to attend a part of the meeting that the committee considers is not in the child's best interests
- **The welfare of the child is paramount.**

Policy for managing serial and unreasonable complaints

Willington School is committed to dealing with all complaints fairly and impartially, and to providing a high-quality service to those who complain. We will not normally limit the contact complainants have with our school.

However, we do not expect our staff to tolerate unacceptable behaviour and will take action to protect staff from that behaviour, including that which is abusive, offensive or threatening.

Willington School defines unreasonable behaviour as that which hinders our consideration of complaints because of the frequency or nature of the complainant's contact with the school, such as, if the complainant does the following:

- Refuses to articulate their complaint or specify the grounds of a complaint or the outcomes sought by raising the complaint, despite offers of assistance
- Refuses to cooperate with the complaints investigation process
- Refuses to accept that certain issues are not within the scope of the complaints procedure
- Insists on the complaint being dealt with in ways that are incompatible with the complaints procedure or with good practice
- Introduces trivial or irrelevant information that they expect to be taken into account and commented on
- Raises large numbers of detailed but unimportant questions and insists they are fully answered, often immediately and to their own timescales
- Makes unjustified complaints about staff who are trying to deal with the issues, and seeks to have them replaced
- Changes the basis of the complaint as the investigation proceeds
- Repeatedly makes the same complaint (despite previous investigations or responses concluding that the complaint is groundless or has been addressed)
- Refuses to accept the findings of the investigation into that complaint where the school's complaint procedure has been fully and properly implemented and completed including referral to the DfE
- Seeks an unrealistic outcome



- Makes excessive demands on school time by frequent, lengthy and complicated contact with staff regarding the complaint in person, in writing, by email and by telephone while the complaint is being dealt with
- Uses threats to intimidate
- Uses abusive, offensive or discriminatory language or violence
- Knowingly provides falsified information
- Publishes unacceptable information on social media or other public forums.

Complainants should try to limit their communication with the school that relates to their complaint while the complaint is being progressed. It is not helpful if repeated correspondence is sent (either by letter, phone, email or text) because it could delay the outcome being reached.

Whenever possible, the Headmaster will discuss any concerns with the complainant informally before applying an 'unreasonable' marking.

If the behaviour continues, the Headmaster will write to the complainant explaining that their behaviour is unreasonable and ask them to change it. For complainants who excessively contact Willington School causing a significant level of disruption, we may specify methods of communication and limit the number of contacts in a communication plan. This will be reviewed after six months.

In response to any serious incident of aggression or violence, we will immediately inform the police and communicate our actions in writing. This may include barring an individual from Willington School.

Persistent correspondence

If complainants frequently contact the school, causing a significant level of disruption, but refuse to engage with the complaints procedure, Willington School can do the following:

- Restrict the complainant to a single point of contact via an email address
- Limit the number of times the complainant can make contact.

This restriction will be limited to the complainant's capacity to complain. For all other issues, the complainant can contact the school as normal.

General

Parents can be assured that all concerns and complaints will be treated seriously and confidentially. Correspondence, statements and records will be kept confidential except in so far as is required of the School by paragraph 33(k) of the Education (Independent Schools Standards) Regulations 2014 – as amended January 2013; where disclosure is required in the course of the School's inspection; or where any other legal obligation prevails.

Parents of children in Early Years have the right to contact ISI if they feel that the legal requirements of EYFS have not been fulfilled. In such circumstances, any investigation will take place within **28 days**. A record of the complaint will be made available to ISI on request

Records of formal complaints will be kept for a minimum of three years.

A copy of this Policy will be available to parents via the School Office.



The School will keep records of any complaints; when they were resolved and whether they were resolved at a preliminary stage or whether they proceeded to a panel hearing. Records will also be kept as to actions taken and whether the complaint was upheld, or not.

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 S109 of the 2008 Act, requests access to them.