



External Complaints Procedure

*KCSCITT trainees complete their training **fully prepared** for the reality of the **classroom** and ready to make a **positive contribution** to the **teaching profession** and **pupil outcomes**, having been supported by a **professional family***

If you need this information in a different format or if English is not your first language, and you require assistance/translation, please contact the [KCSCITT Business Manager](#).

THIS POLICY/GUIDANCE IS CORRECT AT THE TIME OF WRITING BUT IS SUBJECT TO CHANGE – AMENDMENTS WILL BE MADE AS AND WHEN REQUIRED.

Ratified – May 2023
To be reviewed - Summer 2024

[This Procedure is based on the Kirklees Council School Model Complaints Procedure]

This policy must be applied fairly to all persons irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Who can make a complaint?

This complaints procedure is not limited to Kirklees and Calderdale trainee teachers. Any person, including members of the public, may make a complaint to Kirklees and Calderdale SCITT about any provision of facilities or services that we provide. Unless complaints are dealt with under separate Initial Teacher Training (ITT) statutory procedures we will use this complaints procedure.

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 possible stage. Many issues can be resolved informally, without the need to use the formal stages of the complaint's procedure. Kirklees and Calderdale SCITT take concerns seriously and will make every effort to resolve the matter as quickly as possible.

If you have difficulty discussing a concern with a particular member of staff, we will respect your views. In these cases, the Kirklees and Calderdale SCITT Director will refer you to another staff member. Similarly, if the member of staff directly involved feels unable to deal with a concern, the Kirklees and Calderdale SCITT Director will refer you to another staff member. The member of staff may be more senior but does not have to be. 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, Kirklees and Calderdale SCITT will attempt to resolve the issue internally, through the stages outlined within this complaint's procedure.

How to raise a concern or make a complaint

A concern or complaint can be made in person, in writing or by telephone. They may also be made by a third party acting on behalf on a complainant, as long as they have appropriate consent to do so.

Concerns should be raised with the Kirklees and Calderdale SCITT Director. If the issue remains unresolved, the next step is to make a formal complaint.

Complainants should not approach individual Executive Board members 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 2 of the procedure.

Complaints against Kirklees and Calderdale SCITT staff (except the SCITT Director) should be made in the first instance, to the Kirklees and Calderdale SCITT Director via the Kirklees and Calderdale SCITT office. Please mark them as Private and Confidential.

Complaints that involve or are about the SCITT Director should be addressed to the Chair of the Executive Board, via the Kirklees and Calderdale SCITT office. Please mark them as Private and Confidential.

Complaints about the Chair of the Executive Board, any individual board member or the whole Executive Board should be addressed to the Clerk to the Governing Body via the Kirklees and Calderdale SCITT office. Please mark them as Private and Confidential.

For ease of use, a template complaint form is included at the end of this procedure. If you require help in completing the form, please contact the Kirklees and Calderdale SCITT office. You can also ask third party organisations like the Citizens Advice to help you.

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

We reserve the right not to investigate or take any action in relation to a complaint received anonymously.

Time scales

You must raise the complaint within three months of the incident or, where a series of associated incidents have occurred, 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 working day after the holiday period.

Scope of this Complaints Procedure

This procedure covers all complaints about any provision of facilities or services Kirklees and Calderdale SCITT, other than complaints that are dealt with under other Initial Teacher Training (ITT) statutory procedures, including those listed below.

Exceptions	Who to contact
<ul style="list-style-type: none"> Matters likely to require a Child Protection Investigation 	<p>Complaints about child protection matters are handled under our safeguarding policy and in accordance with relevant statutory guidance.</p> <p>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). Ladocases@kirklees.gov.uk</p>
<ul style="list-style-type: none"> Whistleblowing 	<p>We have an internal whistleblowing procedure for all our employees, including temporary staff and contractors.</p> <p>The Secretary of State for Education is the prescribed person for matters relating to education for whistle-blowers in education who do not want to raise matters direct with their employer. Referrals can be made at:</p> <p>https://www.gov.uk/contact-dfe</p>
<ul style="list-style-type: none"> Staff grievances 	<p>Complaints from staff will be dealt with under Kirklees Council's internal grievance procedures.</p>

<ul style="list-style-type: none"> • Staff conduct 	<p>Complaints about staff will be dealt with under Kirklees Council’s internal disciplinary procedures, if appropriate.</p> <p>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.</p>
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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 within this procedure or result in the procedure being suspended until those public bodies have completed their investigations.

If a complainant commences legal action against Kirklees and Calderdale SCITT 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.

Audio or video evidence

Complainants should make sure they obtain informed consent from all parties present before recording conversations or meetings.

We do not normally accept electronic recordings as evidence when we are asked to consider a complaint. However, we may accept independently notarised transcriptions of recordings. We may also ask for the written consent of all recorded parties.

Unless exceptional circumstances apply, we’ll support schools and colleagues who refuse to accept, as evidence, recordings of conversations that were obtained covertly and without informed consent of all parties being recorded.

Resolving complaints

At each stage in the procedure, Kirklees and Calderdale SCITT wants to resolve the complaint. If appropriate, we will acknowledge that the complaint is upheld in whole or in 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 that it will not happen again and an indication of the timescales within which any changes will be made
- an undertaking to review Kirklees and Calderdale SCITT 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.

Stage 1

Formal complaints must be made to the SCITT Director (unless they are about the SCITT Director), via the Kirklees and Calderdale SCITT office. This may be done in person, in writing (preferably on the Complaint Form), or by telephone.

The SCITT Director will record the date the complaint is received and will acknowledge receipt of the complaint in writing (either by letter or email) within 5 working days.

Within this response, the SCITT Director will seek to clarify the nature of the complaint, ask what remains unresolved and what outcome the complainant would like to see. The SCITT Director can consider whether a face to face meeting is the most appropriate way of doing this.

Note: The SCITT Director may delegate the investigation to another member of the Kirklees and Calderdale SCITT team but not the decision to be taken.

During the investigation, the SCITT Director (or investigator) will:

- if necessary, interview those involved in the matter and/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 SCITT Director will provide a formal written response within 15 working days of the date of receipt of the complaint.

If the SCITT Director is unable to meet this deadline, they will provide the complainant with an update and 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 Kirklees and Calderdale SCITT will take to resolve the complaint.

The SCITT Director will advise the complainant of how to escalate their complaint should they remain dissatisfied with the outcome of Stage 1.

If the complaint is about the SCITT Director, or a member of the Executive Board (including the Chair or Vice-Chair), a suitably skilled Executive Board member will be appointed to complete all the actions at Stage 1.

Complaints about the SCITT Director or member of the Executive Board must be made to the Clerk, via the Kirklees and Calderdale SCITT office.

If the complaint is:

- jointly about the Chair and Vice Chair or
- the entire Executive Board or
- the majority of the Executive Board

Stage 1 will be considered by an independent investigator appointed by the Executive Board. At the conclusion of their investigation, the independent investigator will provide a formal written response.

Stage 2

If the complainant is dissatisfied with the outcome at Stage 1 and wishes to take the matter further, they can escalate the complaint to Stage 2 – a meeting with members of the Executive Board complaints committee, which will be formed of the first three, impartial, Executive Board members available. This is the final stage of the complaint's procedure.

A request to escalate to Stage 2 must be made to the Clerk, via the Kirklees and Calderdale SCITT office, within 5 working days of receipt of the Stage 1 response.

The Clerk will record the date the complaint is received and acknowledge receipt of the complaint in writing (either by letter or email) within 5 working days.

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

The Clerk will write to the complainant to inform them of the date of the meeting. They will aim to convene a meeting within 15 working days of receipt of the Stage 2 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 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 members of the Executive Board with no prior involvement or knowledge of the complaint. Prior to the meeting, they will decide amongst themselves who will act as the Chair of the Complaints Committee. If there are fewer than three members of the Executive Board from **Kirklees and Calderdale SCITT** available, the Clerk will source any additional, independent members of the Executive Board through another local setting or through the LA's Governor Services team, in order to make up the committee. Alternatively, an entirely independent committee may be convened to hear the complaint at Stage 2.

The committee will decide whether to deal with the complaint by inviting parties to a meeting or through written representations, but in making their decision they 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. Generally, we do not encourage either party to bring legal representatives to the committee meeting. However, there may be occasions when legal representation is appropriate.

For instance, if a Kirklees and Calderdale SCITT staff member is called as a witness in a complaint meeting, they may wish to be supported by union and/or legal representation.

Note: Complaints about staff conduct will not generally be handled under this complaint's procedure. Complainants will be advised that any staff conduct complaints will be considered under staff disciplinary procedures, if appropriate, but outcomes will not be shared with them.

Representatives from the media are not permitted to attend.

At least 5 working days before the meeting, the Clerk will:

- 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 that the venue and proceedings are accessible

- request copies of any further written material to be submitted to the committee at least 5 working days before the meeting.

Any written material will be circulated to all parties at least 5 working 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 1 of the procedure.

The meeting will be held in private. Electronic recordings of meetings or conversations are not normally permitted unless a complainant's own 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:

- uphold the complaint in whole or in part
- dismiss the complaint in whole or in part.

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

- decide on the appropriate action to be taken to resolve the complaint
- where appropriate, recommend changes to the Kirklees and Calderdale SCITT systems or procedures to prevent similar issues in the future.

The Chair of the Committee will provide the complainant and Kirklees and Calderdale SCITT with a full explanation of their decision and the reason(s) for it, in writing, within 5 working days.

The letter to the complainant will include details of how to contact the Department for Education if they are dissatisfied with the way their complaint has been handled by Kirklees and Calderdale SCITT.

If the complaint is:

- jointly about the Chair and Vice Chair or
- the entire Executive Board or
- the majority of the Executive Board

Stage 2 will be heard by a committee of independent, co-opted governors or Board members.

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 Kirklees and Calderdale SCITT 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 Kirklees and Calderdale SCITT 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 Kirklees Council after they have completed Stage 2.

Complainants should use the following link <https://www.kirklees.gov.uk/beta/contact-the-council/children-young-people-complaints.aspx> and complete the simple online form, for Children and Young People's Service Complaints.

You will be allocated a dedicated Complaints Manager who will oversee the management of your complaint. We will always look to the first option of trying to resolve matters under our Local Resolution Stage, unless it is specifically expressed you wouldn't want this.

Please note that if it has been over 12 months since the subject of the complaint came to your attention and you then tell us about it, the council may not consider your complaint. This is in accordance with recommendations made by the Local Government and Social Care Ombudsman.

Contact us:



Kirklees Council Children and Young People complaints, FREEPOST, Kirklees 1479, HD1 2H



01484 225140



text COMPLAIN and your question to 80800



childrens.complaints@kirklees.gov.uk

Complaint Form

Please complete and return to the Kirklees and Calderdale SCITT Director who will acknowledge receipt and explain what action will be taken.

Your name:

Address:

Postcode:

Daytime telephone number:

Evening telephone number:

Please give details of your complaint, including whether you have spoken to anybody at the Kirklees and Calderdale SCITT or Kirklees Council about it.

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 whom:

Complaint referred to:

Date:

Roles and Responsibilities

Complainant:

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

- explain the complaint in full as early as possible
- co-operate with the Kirklees and Calderdale SCITT in seeking a solution to the complaint
- respond promptly to requests for information or meetings or in agreeing 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:

- 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 other people relevant to the complaint
 - consideration of records and other relevant information
 - analysing information
- liaising with the complainant and the complaints co-ordinator as appropriate to clarify what the complainant feels would put things right.

The investigator should:

- 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 SCITT Director or complaints committee that sets out the facts, identifies solutions and recommends courses of action to resolve problems.

The SCITT Director 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 Co-ordinator: (this could be the SCITT Director / designated complaints member of the Executive Board or other staff member providing administrative support)

The complaints co-ordinator should:

- ensure that the complainant is fully updated at each stage of the procedure
- liaise with staff members, SCITT Director, Chair of the Executive Board, Clerk and LAs (if appropriate) to ensure the smooth running of the complaint's procedure
- be aware of issues regarding:
 - sharing third party information
 - additional support. This may be needed by complainants when making a complaint including interpretation support or where the complainant is a child or young person
- keep records.

Clerk to the Executive Board:

The Clerk is the contact point for the complainant and the committee and should:

- ensure that all people involved in the complaint procedure are aware of their legal rights and duties, including any under legislation relating to Initial Teacher Training complaints, 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 1 paperwork, Kirklees and Calderdale SCITT 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 that:

- both parties are asked (via the Clerk) 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
- complainants who may not be used to speaking at such a meeting are put at ease. This is particularly important if the complainant is a child/young person
- the remit of the committee is explained to the complainant
- 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 give everyone the opportunity to consider and comment upon it; this may require a short adjournment of the meeting

- both the complainant and the Kirklees and Calderdale SCITT are given the opportunity to make their case and seek clarity, either through written submissions ahead of the meeting or verbally in the meeting itself
- the issues are addressed
- key findings of fact are made
- the committee is open-minded and acts independently
- 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
- the meeting is minuted
- they liaise with the Clerk (and complaints co-ordinator, if the Kirklees and Calderdale SCITT has one).

Committee Member:

Committee members should be aware that:

- the meeting must be independent and impartial, and should be seen to be so

No member may sit on the committee if they have had a prior involvement in the complaint or in the circumstances surrounding it.

- the aim of the meeting should be to resolve the complaint and achieve reconciliation between the Kirklees and Calderdale SCITT 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
- extra care needs to be taken when the complainant is a young person and present during all or part of the meeting

Careful consideration of the atmosphere and proceedings should ensure that the young person does not feel intimidated.

The committee should respect the views of the young person and give them equal consideration to those of adults.

If the young person is the complainant, the committee should ask in advance if any support is needed to help them present their complaint. Where the young person's parent is the complainant, the committee should give the parent the opportunity to say which parts of the meeting, if any, the young person needs to attend.

However, the parent should be advised that agreement might not always be possible if the parent wishes the young person to attend a part of the meeting that the committee considers is not in the young person's best interests.

- the welfare of the young person is paramount.

