



LORD LAWSON OF BEAMISH ACADEMY

COMPLAINTS POLICY

Originator: James Pedlingham

Revision: 003

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Introduction

Lord Lawson of Beamish Academy endeavours to provide the best education possible for all of its students in an open and transparent environment. We welcome any feedback that we receive from parents, students, visitors and members of our community, and we accept that not all of this will be positive. Where concerns are raised the Academy intends for these to be dealt with:

- Fairly
- Openly
- Promptly
- Without Prejudice

In order to do so, the governing body of Lord Lawson of Beamish Academy has approved the following procedure which explains what you should do if you have any concerns about the Academy. All members of staff will be familiar with the procedure and will be able to assist you.

Which procedure do I need?

Sometimes, when concerns are more specific, there are alternative and more appropriate policies for dealing with them. The following list details specific topics of complaints, and the correct policy to refer to. You can access these policies on the Academy website or ask for a copy from the Academy reception.

- Student admissions; please see the Academy's Admissions Policy;
- Student Exclusions; please see the Academy's Behaviour and Exclusions Policy;
- Where the complaint concerns a third party used by the Academy, please complain directly to the third party themselves;
- Anonymous complaints – please refer to the Whistleblowing Policy; and
- Subject Access requests and Freedom of Information Requests – please see the Academy's Data Protection and Freedom of Information Policy.

Raising concerns

The majority of concerns can be dealt with without resorting to this formal complaints' procedure. Where you have a concern about any aspect of the Academy or your child's education or wellbeing, raise this with your child's class teacher via email, the phone or in person. Ideally, they will be able to address your concerns there and then, or can arrange a meeting with you to discuss the issue.

All concerns will be dealt with confidentially, although a staff member may need to take notes if they feel that the matter may need to be taken further or it may arise again in the future. Any such notes will be kept in accordance with the principles of



the Data Protection Act 2018. However, such notes would be able to be used to as evidence if further investigation was required, or if the concern became a formal complaint.

Safeguarding

Wherever a complaint indicates that a child's wellbeing or safety is at risk, the Academy is under a duty to report this immediately to the local authority. Any action taken will be in accordance with the Academy's Safeguarding Policy.

Social Media

In order for complaints to be resolved as quickly and fairly as possible, the Academy asks that complainants do not discuss complaints publicly via social media such as Facebook and Twitter. This can cause extreme distress and may prejudice our ability to properly and fairly investigate matters. Complaints will be dealt with confidentially for those involved, and we expect complainants to observe confidentiality also.

Complaints that result in staff capability or disciplinary

If at any formal stage of the complaint it is determined that staff disciplinary or capability proceedings are necessary in order to resolve the issue, the details of this action will remain confidential to the Principal and/or the individual's line manager. The complainant is entitled to be informed that action is being taken and the eventual outcome of any such action, but they are not entitled to participate in the proceedings or receive any detail about them.

Procedure

If you need to raise an issue in the first instance, please do so with the relevant member of staff who will be happy to talk to you and seek to establish a solution. If you are not satisfied and with this response and believe the issue has not been resolved, please use the following procedure as detailed below.

Timeline

Raising concerns	Informal and immediate addressing of issues by relevant staff member	5 working days
Stage 1	Informal investigation by member of staff <i>Where dissatisfied with outcomes, progress to Stage 2</i>	10 working days
Stage 2	Formal investigation by Principal <i>Where dissatisfied with the outcome progress to Stage 3</i>	15 working days
Stage 3	Formal appeal to panel of governors <i>This is the final stage of the school's complaints procedure. Where dissatisfied with outcomes, contact the Education and Skills Funding Agency (ESFA)</i>	20 working days



Timeframes

The Academy will endeavour to abide by timeframes stated under each stage but acknowledges that, in rare circumstances, this is not always possible.

If it becomes apparent that it is not possible to complete any stage of the complaints procedure within a given timeframe, the individual responsible for handling the complaint will contact the complainant as soon as possible and come to an agreed timeframe that works for all parties involved.

Time Limit on Complaints

The Academy reserves the right not to investigate complaints that have been made three months after the subject of the complaint took place, except in exceptional circumstances.

What is meant by exceptional circumstances is where new evidence has come to light, where the complaint is of an exceptionally serious matter or where there is reasonable justification for why the complainant has been unable to raise the complaint before this time. The Principal will review the situation and decide whether or not to enact the complaints procedure, informing the Chair of Governors of the decision.

Complaints about the Principal or the Governors

Where a complaint regards the Principal, the complainant should first directly approach the Principal in an attempt to resolve the issue informally. If the complainant is not satisfied with this outcome they should contact the Chair of Governors. The Stage 2 process will then commence, but with the Chair of Governors as the individual responsible for the investigation rather than the Principal.

Where a complaint regards a Governor, the complainant should first directly approach the Governor concerned in an attempt to resolve the issue informally. If the complainant is not satisfied with this outcome they should contact the Chair of Governors. The Stage 2 process will then commence, but with the Chair of governors as the individual responsible for the investigation.

Where a complaint concerns the Chair of Governors, the individual should contact the Clerk to the Governors, Kim Ashford at KimAshford@gateshead.gov.uk. Informal resolution will be sought, but where this fails, the complaints procedure at Stage 3 will take immediate effect. A Vice Chair or an independent investigator will mediate any proceedings.



Record Keeping - confidentiality.

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 2008 Act requests access to these records.

Stages of the Complaint

Stage 1: Informal investigation by a member of staff nominated by the Principal

Where as a result of raising a concern the complainant still feels that the issue has not been addressed, or where the outcome has been that the complaint needs further investigation than can be resolved briefly, they may progress it by making an informal complaint. In doing so, the following steps will be followed:

1. Complainant contacts the Principal who will nominate an appropriate member of staff to complete Stage 1 of the process.
2. The complainant must explain in writing
 - An overview of the complaint so far;
 - who has been involved;
 - why the complaint remains unresolved; and
 - action they would like to be taken to put things right.
3. The staff member will respond within 3 working days (*excluding those which fall in the school holidays*) to acknowledge having received the written complaint. They will explain what action they intend to take.
4. Where the complaint is about a member of staff or a governor, an informal mediation meeting between the two parties will usually be arranged, if appropriate, to see if a resolution can be reached. This should take place within 10 working days of the complaint having been made.
5. The staff member will provide a written confirmation of the outcome of their investigation within 10 working days (excluding those which fall in the school holidays) of the complaint having been made or 5 working days if an informal mediation meeting took place. Where the complainant is not satisfied with the outcome, or if at any stage the Principal considers Stage 1 is not appropriate, they are able to



progress to Stage 2 of the complaints process, and launch a formal written complaint.

Stage 2: Formal investigation by the Principal

1. The complainant may submit a formal complaint form to the Principal.

See the end of this policy for the Principal's contact details and for a copy of this form.

2. The Principal will respond in writing within 5 working days (excluding those that fall in the school holidays) of the date of receipt of the complaint to acknowledge receipt of the complaint and explain what action will be taken, giving clear timeframes.
3. A written record of all correspondence in relation to the complaint will be kept in accordance with the Data Protection Principles. The records will include whether the complaint has been resolved following a formal procedure or proceeded to a panel hearing. In addition the record needs to include the action taken by the academy because of the complaint (regardless of whether the complaint is upheld).
4. The Principal will consider all relevant evidence; this may include but is not limited to:
 - a statement from the complainant,
 - where relevant a statement from an individual who is the subject of the complaint;
 - where relevant a statement from other witnesses;
 - any previous correspondence regarding the complaint;
 - any supporting documents in either case; and
 - interview with anyone related to the complaint.
5. The Principal may decide to have a meeting with the complainant (and where relevant, the subject of the complaint) if they feel that it would be appropriate for the investigation.
6. After considering the available evidence, the Principal can:
 - Uphold the complaint and direct that certain action be taken to resolve it;
 - Reject the complaint and provide the complainant with details of the Stage 3 appeals process; or
 - Uphold the complaint in part: in other words, the Principal may find one aspect of the complaint to be valid, but not another aspect. They



may direct for certain action to be taken to resolve the aspect that they find in favour of the complainant.

The Principal must inform the complainant of their decision in writing within 15 working days (excluding those that fall in the school holidays) of having issued written acknowledgement of the receipt of the complaint. They must explain clearly why they have come to the decision that they made. They must detail any agreed actions as a result of the complaint. Finally, they must provide the complainant with details of how to progress the complaint to Stage 3 if they are not satisfied, providing them with the contact details of the Chair of Governors (see the end of the procedure for these).

Stage 3: Appeal – Review by a Panel of the Governing Body

1. If the complainant wishes to appeal a decision by the Principal at **Stage 2** of the procedure, or they are not satisfied with the action that the Principal took in relation to the complaint, the complainant is able to appeal this decision.
2. They must write to the Chair of Governors (*see the contact details at the end of the procedure*) as soon as possible after receiving notice of the Principal's decision, but in any case, **within 20 working days** of having received it, briefly outlining the content of the complaint and requesting that a complaints appeal panel is convened.
3. The Chair of Governors or their delegate will fulfil the role of organising the time and date of the appeal hearing, inviting all the attendees, collating all the relevant documentation and distributing this at least 5 working days in advance of the meeting, recording the proceedings in the form of minutes, and circulating these and the outcome of the meeting.
4. A request to appeal the Principal's Stage 2 decision will not be considered where such request is received more than 20 working days after the complainant received the Principal's decision except for in exceptional circumstances.

Stage 3 Timescale

On receipt of valid written notification from the complainant that they wish to appeal the Stage 2 decision, the following steps will be followed:

1. The Chair of Governors or her delegate will write to the complainant within five working days (not including the school holidays) to confirm receipt of the appeal request and detail further action to be taken.



2. The Chair of Governors or their delegate will convene a panel of two governors and one independent member. All three panel members will have no prior knowledge of the content of the complaint.
3. The appeal hearing will take place within 20 working days (excluding those which fall in the school holidays) of receipt of a valid letter from the complainant requesting the appeal.
4. In addition to the panel, the following parties will be invited, where applicable:
 - the complainant;
 - the Principal or person who dealt with the complaint at Stage 2; and
 - where the complaint regards a member of staff, the staff member who is the subject of the complaint.

The complainant is also able to bring a companion with them to the hearing if they wish. Where the subject of the complaint is a member of staff, that staff member is also able to bring a companion with them. Parties must inform the Chair of Governors in advance if they intend to bring someone with them.

The companion will be a friend or a colleague. Neither party is able to bring legal representation with them. If after the hearing any party feels that legal action is necessary, please see the contact details at the end of the procedure.

5. If the attendance of any students is required at the hearing, parental permission will be sought if they are under the age of 18. Extra care will be taken to consider the vulnerability of children where they are present at a complaints hearing.
6. Where the complaint is about a governor/trustee, the complainant may request that the appeal is heard by an entirely independent panel. This is at the complete discretion of Academy Trust who will notify the Chair of Governors of their decision. Where an entirely independent panel is required, timescales may be affected while the Academy sources appropriate individuals for the review.
7. The panel can make the following decisions:
 - Dismiss the complaint in whole or in part;
 - Uphold the complaint in whole or in part;
 - Decide on the appropriate action to be taken to resolve the complaint; and
 - Recommend changes to the Academy's systems or procedures to ensure that problems of a similar nature do not recur.



8. All parties who attended the meeting will be informed in writing of the outcome of the appeal by the complaint panel chair or the Chair of Trustees within 5 working days (excluding those which fall in the school holidays).
9. A copy of the panel findings and recommendations will be made available to the complainant and, where relevant, the person complained about. The findings and recommendations should be made available in the premises by the proprietor and Principal.

This is the final stage at which the Academy will consider the complaint. If the complainant remains dissatisfied and wishes to take the complaint further, please see the contact details at the end of the document. The Academy will not consider the complaint beyond this.

Unreasonable, Vexatious or Malicious Complaints

Where a complainant raises an issue that has already been dealt with via the Academy's complaints procedure, and that procedure has been exhausted, the Academy will not reinvestigate the complaint except in exceptional circumstances, for example where new evidence has come to light.

If a complainant persists in raising the same issue, the Principal will write to them explaining that the matter has been dealt with fully in line with the Academy complaints procedure, and therefore the case is now closed. The complainant will be provided with the contact details of the Department for Education (see the end of this document) if they wish to take the matter further.

Unreasonable, vexatious or malicious complaints may include the following scenarios:

- The complainant refuses to co-operate with the school's relevant procedures;
- The complainant changes the basis of the complaint as the complaint progresses;
- The complainant seeks an unrealistic or disproportionate outcome;
- Excessive demands are made on the time of staff and governors and it is clearly intended to aggravate;
- The complainant acts in a way that is abusive or offensive; or
- The complaint appears motivated by malice or a breakdown in relations between the complainant and the Academy which cannot reasonably be resolved through the complaint's procedure.

The Principal will use their discretion to choose not to investigate these complaints. Where they decide to take this course of action, they must inform the Chair of Governors that they have done so, explaining the nature of the complaint and why



they have chosen not to investigate. If the Chair deems it appropriate to, they can redirect the Principal to investigate the complaint. The full complaints procedure will commence from Stage 1 on this direction.

If the Chair upholds the Principal's decision not to look into the complaint and the complainant deems this decision to be so unreasonable that no other rational body in the same position would have made that decision, then the complainant may write to the Department for Education.

If the complainant feels that the governing board acted 'unreasonably' in the handling of the complaint, they can complain to the Education Funding Agency after the complaint's procedure has been exhausted. Please note that unreasonable is used in a legal sense and means acting in a way that no reasonable school or authority would act in the same circumstances.

Ofsted will also consider complaints about schools.

Academy Contact Details

Principal – Dr Andrew Fowler
Lord Lawson of Beamish Academy
Birtley Lane
Birtley
Co. Durham
DH3 2LP
E: afowler@lordlawson.academy
T: 0191 433 4026

Company Secretary – Mrs Samantha Wakefield
E: swakefield1@lordlawson.academy
T: 0191 433 4026 Ext. 209

Chair of Governors – Mr Guy Currey
E: gcurrey@lordlawson.academy
T: 0191 433 4026

External Contacts

Education and Skills Funding Agency (ESFA)
Piccadilly Gate
Store Street
Manchester
M1 2WD



Via the Department for Education's school complaints form - www.gov.uk/complain-about-school/state-schools

Relevant legislation and guidance

The Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/contents>

The Data Protection Act 2018
<http://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>

The Education (Independent School Standards) Regulations 2014
<http://www.legislation.gov.uk/uksi/2014/3283/contents/made>

Education Act 2002 <http://www.legislation.gov.uk/ukpga/2002/32/contents>

The Department for Education *Best Practice advice for school complaints procedures* <https://www.gov.uk/government/publications/school-complaints-procedures>



Lord Lawson of Beamish Academy Stage 2 Formal Complaints Form

Name	
Name of student, year group and your relationship to them (where applicable)	
Contact address	
Contact telephone day	
Contact telephone mobile	
Contact email address	
Details of the complaint	
Action taken so far (including staff member who has dealt with it so far) or solutions offered	
The reason that this was not a satisfactory resolution for you	
What action would you like to be taken to resolve the problem?	

Signed:

Date: