



# COMPLAINTS PROCEDURE

*This procedure refers to both Wellington Senior School and Wellington Prep School*

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Date Reviewed	February 2025
Date of Next Review	February 2026
Website	Yes

## 1. Introduction

Wellington School prides itself on the quality of the teaching and pastoral care provided to its 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 Complaints Procedure.

Wellington School makes its Complaints Procedure available to all parents of pupils and of prospective pupils on the School's website and in the School office during the school day. The School 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, and of the number of complaints registered under the formal procedure during the preceding school year.

In accordance with paragraph 32(1)(b) of Schedule 1 to the Education (Independent School Standards) Regulations 2014, Wellington School will also make available, on request, to Ofsted, the Department for Education (DE) or the Independent Schools Inspectorate (ISI), details of this Complaints Procedure and the number of complaints registered under the formal procedure during the preceding school year.

Although this Procedure is made available to parents of prospective pupils, it is not available for use by them and may only be used by the parents of current pupils.

Complaints by parents of former pupils will be dealt with under this Complaints Procedure only where the complaint was initially raised when the pupil to which the complaint relates was still registered as a pupil at the School.

**Appeals against exclusions are dealt with in accordance with the School's Exclusions Policy, which is published on the School website and available on request from the School Office.**

The School will be mindful of its obligations under the Equality Act 2010 in the application of this policy.

"Parent(s)" means the holder(s) of parental responsibility for a current pupil to whom the complaint relates.

## 2. 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.

***Correspondence, statements and records relating to individual complaints are to 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. There may also be other circumstances in which the School is required to share information relating to a concern or complaint in order to comply with its legal or regulatory obligations.***

***Parents can be assured that all no child or parent will be penalised for a complaint that is raised in good faith.***

### **3. The Three-Stage Complaints Procedure**

#### **Stage 1 - Informal Resolution**

- It is hoped that most complaints and concerns will be resolved quickly and informally.

#### **Senior School:**

- If parents have a complaint, they should normally contact their child's Tutor. Parents of boarders will usually speak first to their Head of House. Staff email addresses can be found in the termly calendar.
- If you are not sure who to contact, please contact the School Office on 01823 668800 or enquiries@wellington-school.org.uk. Please remember that teachers will have a full programme of teaching and activities and may not be able to get back to you on the same day. They will endeavour to do so within 24 hours.
- The Tutor (or Head of House) will inform the Head's PA of all concerns and complaints and the Head's PA will make a written record of the complaint and the date on which they were received.
- Should the matter not be resolved within **10 working** days, or in the event that the Tutor (or Head of House) 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 Complaints Procedure
- Complaints made directly to a Head of Department, a Head of Section, a Deputy Head or the Head, whether verbally or in writing, will usually be referred to the relevant Tutor (or Head of House) unless the Head of Department, Head of Section, Deputy Head or, on rare occasions, the Head, deems it appropriate for them to deal with the matter personally.
- If the complaint is against the Head, parents should make their complaint directly to the Chair of Governors, whose contact details are available from the School Office on request.

#### **Prep School:**

- If parents have a complaint, they should normally contact their child's Class Teacher. Email addresses for Prep teachers can be found in the termly calendar. All Prep School staff can also be contacted via wpsoffice@wellington-school.org.uk. If you are not sure who to contact, please contact the Prep School Office on 01823 668700. Please remember that teachers will have a full programme of teaching and activities and may not be able to get back to you on the same day. They will endeavour to do so within 24 hours.

- The Class Teacher will inform the Prep Head's PA of the complaint and the Prep Head's PA will then make a written record of the complaint and the date on which they were received.
- Should the matter not be resolved within 10 working days or in the event that the 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 Complaints Procedure.
- In most cases, the matter will be resolved straight away to the parents' satisfaction. However, if the Class Teacher cannot resolve the matter, it may be necessary for them to consult the Prep Head.
- Complaints made directly to the Prep Head will usually be referred to the relevant Class Teacher unless the Head deems it appropriate for them to deal with the matter personally.
- If the complaint is against the Prep School Head, parents should make their complaint directly to the Head of the Senior School, who can be contacted by writing to the School address or by email to [headsoffice@wellington-school.org.uk](mailto:headsoffice@wellington-school.org.uk).

## **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 Head. The Head may require further information from the parents to help clarify the scope and nature of their concerns. The Head may, in some circumstances, deem it appropriate to nominate a staff member to hear the complaint and manage the Stage 2 complaint process. The Head (or their nominee) will decide, after considering the complaint, the appropriate course of action to take.
- In most cases the Head (or their nominee) will meet/speak to the parents concerned, **within 10 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 further investigations to be carried out. The Head (or their nominee) will determine who should carry out any investigation and this may be someone external to the School.
- **Written records** will be kept of all meetings and interviews held in relation to the complaint.
- Once the Head (or their nominee) 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 Head (or their nominee) will also give reasons for their decision. In most cases, the Head (or their nominee) will make their decision and provide the parents with reasons within 20 working days of the complaint being put in writing (or following the provision of any further clarificatory information about the complaint to the Head, if so requested).
- If the complaint is against the Head, the complaint should be made to the Chair of Governors by writing c/o the Clerk to the Governors at the School address or by email to [clerktogovernors@wellington-school.org.uk](mailto:clerktogovernors@wellington-school.org.uk), stating clearly that they are making a complaint. The Clerk to Governors will

acknowledge the complaint in writing within 5 working days of receipt. The Chair of Governors will nominate someone to determine the complaint. The Stage 2 process described above will then be followed as if the references to the Head (or their nominee) is to the individual nominated by the Chair of Governors to determine the complaint against the Head.

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

### **Stage 3 – Panel Hearing**

- If parents seek to invoke Stage 3 (following a failure to reach an earlier resolution), they should do so in writing to the Clerk to the Governors within 10 working days of receiving the decision at Stage 2, setting out their grounds of appeal. Any supporting evidence which the parents wish to rely on should also be provided with their grounds of appeal. To the extent the parents are unable to provide their complaint within the time period stipulated due to extenuating circumstances which have impeded the parents from taking action, the parents should request an extension in writing. Such a request should be made to the Clerk to Governors in advance of the original deadline, setting out the further time period requested and the reason for this. This will be considered. In the event the parents are unable to provide their complaint within the time period stipulated (including to the extent applicable any extensions agreed) the School reserves the right to conclude the complaint process and not progress the matter to Stage 3.
- The Clerk to the Governors, who has been appointed by the Governors to call hearings of the Complaints Panel, will then refer the appeal to the Complaints Panel for consideration. The Panel will consist of 3 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 Chair of Governors will appoint one of the Panel members to act as the Chair of the Panel.
- The Clerk to the Governors, on behalf of the Panel, will then acknowledge the complaint within 5 working days and schedule a hearing to take place as soon as reasonably practicable and, where possible, within 20 working days.
- If the Panel or Clerk to the Governors deems it necessary, they may require that further particulars of the complaint or any related matter be supplied in advance of the hearing or further investigation be carried out. 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 Panel hearing and be accompanied by one other person if they wish.** The Head (or Stage 2 decision-taker) shall also be entitled to be accompanied to the hearing by one other person if they wish. This may be a relative, teacher or friend. Legal representation will not be appropriate and the companion should not be a lawyer. The identity of the companions should be confirmed to the Clerk to the Governors as soon as possible and by no later than 2 working days before the hearing. The Panel will decide whether it would be helpful for witnesses to attend.

- A note-taker will attend the hearing to take a note. This will not be a verbatim note but an accurate reflection of what was discussed. Notes of the hearing will be shared with attendees as soon as practicable after the hearing. To the extent there is any disagreement about the content of those notes or further comments from the parties, these will be considered by and, where possible, resolved by the Chair. A copy of any comments on the notes will be appended to the notes.
- The remit of the Panel shall be at the discretion of the Chair of Governors and the manner in which the hearing is conducted shall be at the discretion of the Panel.
- 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 the merits of the complaint and all facts they consider relevant, **the Panel will make findings as to whether or not the Stage 2 decision was a reasonable one and decide whether to:**
  - dismiss the complaint(s) in whole or in part;
  - uphold the complaint(s) in whole or in part; and
  - 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 to the parents by electronic mail or otherwise given to the parents, and, where relevant, the person complained about as well as the Chair of Governors and the Stage 2 decision-taker. A copy of the Panel's findings and recommendations (if any) will also be available for inspection on the School premises by the Chair of Governors and the Head.

#### **4. Timeframe for Dealing with Complaints**

All complaints will be handled seriously, sensitively and within clear and reasonable timescales.

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, excluding bank holidays and half term. This means that during School holidays it may take longer to resolve a complaint although the School will do what is reasonably practicable to avoid undue delay. It may also take longer to resolve a complaint during periods of significant disruption to School life or as a consequence of unavoidable staff absence. However, deviation from the normal timescale for resolving a complaint during term time will only occur on an exceptional basis, and the

School will take all reasonable steps to limit any such delay. The School expects parents to engage in the process in a reasonable, constructive and responsive manner to help ensure matters can be dealt with in a timely way and in line with the targets set out in this Procedure.

## **5. Persistent Correspondence**

Where repeated attempts are made by a parent to raise the same complaint after it has been considered at all 3 stages, this may be regarded by the School as vexatious and outside the scope of this procedure.

## **6. Recording Complaints and use of personal data**

**Following resolution of a complaint, the School will keep a written record of all complaints, whether they are resolved at the informal stage (Stage 1), the formal stage (Stage 2) or proceed to a Panel hearing (Stage3) and any action taken by the School as a result of the complaint (regardless of whether the complaint is upheld).**

The School processes data in accordance with its Privacy Notice, which is available in the Policies section of the School website (<https://www.wellington-school.org.uk/senior/information/policies>) When dealing with complaints the School (including any Panel member appointed under the Stage 3 process) may process a range of information, which is likely to include the following:

- 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 and contact details 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)
- Notes/minutes of the hearing; and
- The Panel's written decision

This may include 'special category personal data (as further detailed in the School's Privacy Notice, but potentially including, for instance, information relating to physical or mental health) where this is necessary owing to the nature of the complaint. This data will be processed in accordance with the School's Data Protection Policy.

The School will keep records of formal complaints and Complaints Panel hearings, as required by regulation. It will do so in accordance with its Privacy Notice, Data Protection Policy and Retention of Records Policy. All records relating to complaints shall be treated as confidential. In addition to where requested by the Secretary of State or an inspector (see above), there may be other circumstances where disclosure of the substance of a

complaint or particular confidential records relating to it is required, for example, where there is a legal, regulatory, safeguarding or data protection obligation (e.g. in response to a subject access request) which prevails over the requirement to maintain the records as confidential.

Parents of EYFS pupils should follow the three stages of this Complaints Procedure. If parents remain dissatisfied and their complaint is about the School's fulfilment of the EYFS requirements, then parents may take their complaint to the ISI or Ofsted.

Wellington 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 in accordance with its Privacy Notice and Retention of Records Policy.

Parents may complain directly to Ofsted or to ISI if they believe the provider is not meeting the EYFS requirements.

- ISI may be contacted on 020 7600 0100 or by email: [info@isi.net](mailto:info@isi.net).  
ISI, CAP House, 9-12 Long Lane, London EC1A 9HA
- Ofsted may be contacted on 0300 123 1231 or by email: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD