



Complaints Policy

September 2026



**St Andrew's CE
Primary School**



**Colwich CE
Primary School**



**St Peter's CE
Primary School**



**Flourish Early
Education**

Document Control Information

Document ID	MT012
Document title	Complaints Policy
Version	1.2
Status	Approved by the CEO
Author	Paul Hayward
Publication date	01.09.2026
Review Cycle	Every 2 Years
Next Review Due	01.09.2028

Version History				
Version	Date	Detail	Author	Key Changes
1.0	06.07.2023	Initial	P Hayward	New policy
1.1	01.12.2023	Updated	P Hayward	Clarification of formal stages
1.2	01.09.2026	Revision	P Hayward	

Approval History			
Version	Approver	Date	Included in the minutes of
1.0	Board	05.10.2023	Mid-Trent MAT Board Meeting
1.1	Board	07.12.2023	Mid-Trent MAT Board Meeting
1.2	CEO	01.09.2026	Leadership Forum Meeting 30.06.2026

Who can make a complaint?

This complaints procedure is not limited to parents or carers of children that are registered at the school. Any person, including members of the public, may make a complaint to a **Mid-Trent MAT school** about any provision of facilities or services that we provide. Unless complaints are dealt with under separate statutory procedures (such as appeals relating to exclusions or admissions), 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 complaints procedure. Each Trust school takes 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 headteacher, will refer you to another staff member. Similarly, if the member of staff directly involved feels unable to deal with a concern, the headteacher 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, the 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. 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.

Complaints against school staff (except the head teacher) should be made in the first instance, to the head teacher via the school office. Please mark them as private and confidential.

Complaints that involve or are about the head teacher should be addressed to the Local Academy Committee Chair of Governors, via the school’s office. Please mark them as private and confidential.

Complaints about the Local Academy Committee Chair of Governors, any individual governor or the whole governing body should be addressed to the Chair of Directors via the Trust office (Colwich CE Primary School). Please mark them as private and confidential.

Complaints about the Chief Executive Officer (CEO) or a director of the Trust, should be addressed to the Chair of Directors, via the Trust office (Colwich CE Primary School). 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 school office. You can also ask a third-party organisation for example 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 will not normally investigate anonymous complaints. However, the head teacher, chair of governors or chair of directors, if appropriate, will determine whether the complaint warrants an investigation.

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 school day after the holiday period.

Scope of this complaints procedure

This procedure covers all complaints about any provision of community facilities or services by the school, other than complaints that are dealt with under other statutory procedures, including those listed below.

Exceptions	Who to contact
• Admissions to schools	Concerns about admissions should be handled through a separate process – either through the appeals process or via the local authority.
• Matters likely to require a child protection investigation	Complaints about child protection matters are handled under our child protection and safeguarding policy and in accordance with relevant statutory guidance. 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).
• Exclusion of children from school*	Further information about raising concerns about exclusion can be found at: www.gov.uk/school-discipline-exclusions/exclusions .

	*complaints about the application of the behaviour policy can be made through the school's complaints procedure.
Whistleblowing	We have an internal whistleblowing procedure for all our employees, including temporary staff and contractors. 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: www.education.gov.uk/contactus. Volunteer staff who have concerns about our school should complain through the school's complaints procedure. You may also be able to complain direct to the LA or the Department for Education (see link above), depending on the substance of your complaint.
Staff grievances	Complaints from staff will be dealt with under the school's internal grievance procedures.
Staff conduct	Complaints about staff will be dealt with under the school's internal disciplinary procedures, if appropriate. 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.

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 this happens, the complainant will be informed of a proposed new timescale.

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

Resolving complaints

At each stage in the procedure, the school or the Trust 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 Trust school 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 one – informal complaints

It is to be hoped that most concerns can be expressed and resolved on an informal basis.

Concerns should be raised with the class teacher in the first instance. The vast majority of concerns will be resolved at this stage. The class teacher will look into matter raised and will respond within an agreed time frame.

At this stage, the head teacher may be involved informally.

Complainants should not approach individual governors or directors 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 or three of the procedure.

If the issue remains unresolved, the next step is to make a formal complaint.

Stage two – formal complaints

Stage two formal complaints must be made to the head teacher if it is about a member of school staff; to the chair of the local academy committee if it is about the head teacher or to the chair of directors if it is about a chair of the local academy committee or other governors. This should be done in writing (preferably on the complaint form). If help is required completing the form, then the school office staff will assist.

If a complainant wishes to complain directly about the Trust, then the complaint should be sent to the CEO to be investigated.

All stage two formal complaints should go through the school office if it is addressed to the head teacher or chair of the local academy committee and the Trust's office (Colwich CE Primary School) if it is addressed to the chair of directors or the CEO.

Once received, the date of the complaint will be recorded and the complainant will receive an acknowledgement of the complaint in writing (either by letter or email) within **5** school days.

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

Note: Depending on the investigator (head teacher, chair of the local academy committee or director) the investigator may delegate the investigation to another member of the school's senior leadership team, the local academy committee (governing board) or board of directors but not the decision to be taken.

During the investigation, the 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 investigator will provide a formal written response within **15** school days of the date of receipt of the complaint.

If the investigator 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 the school or Trust will take to resolve the complaint.

The investigator will advise the complainant of how to escalate their complaint should they remain dissatisfied with the outcome of stage two investigation.

If the complaint is about the head teacher a suitably skilled governor will be appointed to complete all the actions at stage two.

If the complaint is about the local academy committee chair of governors or members of the local academy committee governing board a suitably skilled director from the board of directors will be appointed to complete all the actions at stage two.

If the complaint is about the Chief Executive Officer (CEO), the Chief Financial Officer (CFO) or part of the Mid-Trent team not assigned to a single Trust school, a suitably skilled director from the board of directors will be appointed to complete all the actions at stage two.

Complaints about the head teacher, member of the governing body, CEO, CFO or part of the Mid-Trent team not assigned to a single Trust school must be made to the chair of the Trust, via the Trust school office (Colwich CE Primary School).

Stage three – panel hearing

If the complainant is dissatisfied with the outcome of the stage two investigation and wishes to take the matter further, they can escalate the complaint to stage three – a panel hearing consisting of at least three people who were not directly involved in the matters detailed in the complaint, with one panel member who is independent of the management and running of the school or Trust (in the case of a local academy committee panel this can be another governor from a different school in the Trust and in the case of a panel made up of directors, this will be someone from outside of the Trust). This is the final stage of the complaints procedure.

The complaint panel will consist of three members. None of the three members of the complaint panel will have been involved in the incidents or events which led to the complaint, or have been involved in dealing with the complaint in the previous stages, or have any detailed prior knowledge of the complaint.

A request to escalate to stage three must be made to the clerk of the local academy committee via the school office or the clerk of the board of directors via the Trust school office (Colwich CE Primary School) within **10** school days of receipt of the stage two 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** school 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 **20** school days of receipt of the stage three 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.

A complainant may bring someone along to the panel meeting 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 school employee 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 complaints procedure. Complainants will be advised that any staff conduct complaints will be considered under (human resources) staff disciplinary procedures, if appropriate, but outcomes will not be shared with the complainant.

Representatives from the media are not permitted to attend.

At least **10** school days before the stage three panel 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 **7** school days before the meeting.

Any written material will be circulated to all parties at least **5** school days before the date of the stage three panel meeting. The panel will not normally accept, as evidence, recordings of conversations that were obtained covertly and without the informed consent of all parties being recorded.

The panel 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 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 panel will consider the complaint and all the evidence presented. The panel 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 panel will:

- decide on the appropriate action to be taken to resolve the complaint
- where appropriate, recommend changes to the school's or Trust's systems or procedures to prevent similar issues in the future.

The chair of the panel will provide the complainant and the school with a full explanation of their decision and the reason(s) for it, in writing, within **20** school days.

The letter to the complainant will include details of how to contact the Education and Skills Funding Agency (ESFA) if they are dissatisfied with the way their complaint has been handled by the school or Trust.

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 the school or Trust will take to resolve the complaint.

The panel will ensure that those findings and recommendations are sent by electronic mail or otherwise given to the complainant and, where relevant, the person complained about. Furthermore, they will be available for inspection on the school premises by the proprietor and the head teacher.

A written record will be kept of all complaints, and of whether they are resolved at the preliminary stage or proceed to a panel hearing, along with what actions have been taken, regardless of the decision.

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 section 109 of the 2008 Act requests access to them.

Next steps

If the complainant believes the school or Trust 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 ESFA after they have completed stage three.

The ESFA will not normally reinvestigate the substance of complaints or overturn any decisions made by the school. They will consider whether the school has adhered to education legislation and any statutory policies connected with the complaint and whether they have followed [Part 7 of the Education \(Independent School Standards\) Regulations 2014](#).

The complainant can refer their complaint to the ESFA online at www.education.gov.uk/contactus, by telephone on 0370 000 2288, or by writing to:

Academy Complaints and Customer Insight Unit
Education and Skills Funding Agency
Cheylesmore House
5 Quinton Road
Coventry
CV1 2WT

Mid-Trent Multi Academy Trust Complaints Form

Please complete and return to who will acknowledge receipt and explain what action will be taken	
Your Name	
Pupil's Name	
Your relationship to the Pupil	
Address	
Postcode	
Daytime Tel Number	
Evening Tel Number	
Please give details of your complaint here	

What actions, if any have you taken to try and resolve your complaint	
What actions do you feel might resolve the problem?	
Are you attaching any paperwork?	
Signature	
Date	
For Office Use only	
Date acknowledgement sent By Whom Complaint referred to: Date:	