



Complaints and Concerns Procedure

Statement of intent

Little Pips Pre School believes that children and parents are entitled to expect courtesy and prompt, careful attention to their needs and wishes. We welcome suggestions on how to improve our setting and will give prompt and serious attention to any concerns about the running of the setting. We anticipate that most concerns will be resolved quickly by an informal approach to the appropriate member of staff. If this does not achieve the desired result, we have a set of procedures for dealing with concerns.

Aim

We aim to bring all concerns about the running of our setting to a satisfactory conclusion for all of the parties involved.

Methods

To achieve this, we operate the following complaints procedure. All settings are required to keep a 'summary log' of all complaints that reach stage 2 or beyond. This is to be made available to parents as well as to Ofsted inspectors. A full procedure is set out in the Pre-school Learning Alliance publication 'Complaints Summary Record'. This publication acts as the 'summary log' for this purpose.

Making a complaint

Stage 1

- Any parent who has a concern about an aspect of the setting's provision talks over, first of all, his/her worries and anxieties with the setting leader.
- Most complaints should be resolved amicably and informally at this stage.

Stage 2

- If this does not have a satisfactory outcome, or if the problem recurs, the parent moves to Stage 2 of the procedure by putting the concerns or complaint in writing to the setting leader and the Chairperson of the Management Committee.
- For parents who are not comfortable with making written complaints, there is a template form for recording complaints in the above-mentioned publication; the form may be completed with the setting leader and signed by the parent.
- The setting stores written complaints from parents in the child's personal file. However, if the complaint involves a detailed investigation, the setting leader may wish to store all information relating to the investigation in a separate file designated for this complaint.
- When the investigation is completed the complainant will receive a written report of the findings. The setting leader meets with the parent to discuss the outcome.
- The investigation should be concluded within 28 days.
- When the complaint is resolved at this stage, the summative points are logged in the Complaints Summary Record.

Stage 3

- If the parent is not satisfied with the outcome of the investigation, he or she must notify the setting in writing and request a meeting with the setting leader and the Chairperson of the Management Committee. The parent should have a friend or partner present, and the setting leader should have the support of the Chairperson of the Management Committee.
- The meeting should take place no later than 7 days after receipt of this notification.
- An agreed written record of the discussion is made as well as any decision or action to take as a result. All of the parties present at the meeting sign the record and receive a copy of it within 5 days.
- When the complaint is resolved at this stage, the summative points are logged in the Complaints Summary Record. The signed record signifies that the procedure has concluded.
- When the complaint is not resolved at this stage the signed written record will be taken as notification that the complainant wishes to move to stage four of the procedure.

Stage 4

- If at the Stage 3 meeting the parent and setting cannot reach agreement, an external mediator is invited to help to settle the complaint. This person should be acceptable to both parties, listen to both sides and offer advice. A mediator has no legal powers but can help to define the problem, review the action so far and suggest further ways in which it might be resolved.

- Staff or volunteers within the Pre-school Learning Alliance are appropriate persons to be invited to act as mediators.
- The mediator keeps all discussion confidential. S/he can hold separate meetings with the setting personnel (setting leader and/or Chairperson of the Management Committee) and the parent, if this is decided to be helpful. The mediator keeps an agreed written record of any meetings that are held and of any advice s/he gives.
- The initial meeting between the complainant and the mediator should be held within 14 days after the agreed written record of Stage 3 has been signed and dated by all parties.

Stage 5

- When the mediator has concluded her/his investigations, a final meeting between the parent, the setting leader, the Chairperson of the Management Committee and the mediator is held. This will be done within 14 days of the completion of Stage 4. The purpose of this meeting is to reach a decision on the action to be taken to deal with the complaint. The mediator's advice is used to reach this conclusion.
- A record of this meeting, including the decision on the action to be taken, is made. Everyone present at the meeting signs the record and receives a copy of it. This signed record signifies that the procedure has concluded.

The role of the Office for Standards in Education, Early Years Directorate (Ofsted) and the Local Safeguarding Children Board:

Parents may approach Ofsted directly at any stage of this complaints procedure. In addition, where there seems to be a possible breach of the setting's registration requirements, it is essential to involve Ofsted as the registering and inspection body with a duty to ensure the Statutory Framework for the Early Years Foundation Stage is adhered to.

- The address and telephone number of Ofsted is:

OFSTED, Piccadilly Gate, 6th Floor, Store Street, Manchester M1 2WD

Tel. No: 0300 123 1231

- These details are displayed on our setting's notice board.
- If a child appears to be at risk, our setting follows the procedure of the Local Safeguarding Children Board in our local authority.
- In these cases, both the parent and setting are informed and the setting leader works with Ofsted or the Area Safeguarding Children Committee to ensure a proper investigation of the complaint, followed by appropriate action.

Records

- A record of complaints against our setting and/or the children and/or the adults working in our setting is kept, including the date, the circumstances of the complaint and how the complaint was managed.
- The outcome of all complaints is recorded in the Complaints Summary Record which is available for parents and Ofsted inspectors on request.
- All records are kept in accordance with General Data Protection Regulations and will be disposed of one year after the resolution date.

This policy was adopted at a meeting
of Little Pips Pre School

Held on (date)

Signed on behalf of the Management Committee

Chairperson

Review date:

June 2019