

Complaints Policy

Introduction

RE:geon recognises that valuable lessons can be learned from critical feedback from stakeholders. Feedback about programmes and services offered by RE:geon is encouraged and used to inform plans for improvement. The definition of a complaint is a statement expressing dissatisfaction made to a manager or other person in authority within RE:geon Ltd that requires action or response.

Aim of Policy

To provide a framework and guidance for RE:geon staff on the handling of complaints. To outline the procedures to be followed when a complaint is received to ensure all complaints are responded to in a timely and appropriate manner. RE:geon will treat every complaint seriously and aim to resolve any complaint effectively and efficiently and to find ways to eliminate areas of dissatisfaction.

Principles

- When a complaint is received by a member of staff, that individual must immediately inform the Directors by e-mail, including details of the nature of the complaint.
- RE:geon will not usually accept anonymous complaints, possible exceptions include where matters may involve allegations of safeguarding including Prevent, Equality and Diversity or bribery.
- Complaints will be responded to immediately, by the relevant operational manager, copying in the Director of Operations advising that the complaint will be investigated, confirming when they will be contacted again with further information/update.
- Staff will ensure they have no conflict of interest or bias, excusing themselves from the investigation of the complaint where this is the case.
- Confidentiality will be respected within the constraints of investigation.
- All e-mail correspondence relating to the complaint must be sent with 'request delivery receipt' and 'request a read receipt' notifications attached.

Policy Statement

RE:geon is committed to providing a safe and effective learning and working environment for all learners, staff, and associates. RE:geon views complaints as an opportunity to review and improve its policies and practices, to gain an insight into levels of satisfaction. We will respond to a complaint in a prompt and efficient manner.

Roles and Responsibilities

The responsibility for implementing this procedure shall lie with the Director of Operations.

Informal Stage

In the first instance the member of staff involved should attempt to resolve the problem informally by talking with the complainant. If the complaint cannot be resolved informally to the satisfaction of the complainant then the formal procedure should be followed.

Formal Stage

- A The complaint will be notified to the Senior Leadership Team as soon as possible upon receipt of the complaint, in writing via e-mail, with a brief overview or a copy of the complaint.
- B The Operational Manager for that aspect of provision will liaise with the recipient of the complaint, to establish the nature and seriousness of the complaint and to ensure that information has been captured accurately and thoroughly. The Director of Operations must be informed throughout of progress
- C The Director of Operations will log the complaint for monitoring purposes, in the RE:geon central record for complaints and chase up progress to encourage a timely and mutually agreeable resolution for all parties.
- D The Director of Operations will keep the Senior Leadership Team advised of the progress of the investigation into the complaint to ensure that adequate resources and support are in place to carry out a full investigation into the matter.
- E The Director of Operations will also ensure that the manager/member of staff involved is keeping the individuals/learner(s) advised on progress of the investigation so that they are confident that their complaint is being addressed
- F When the Senior Leadership Team is satisfied that the complaint has been investigated to a satisfactory conclusion and that everything possible has been done to investigate and resolve the issue, the Director of Operations will formally close the complaint on the central record.
- G The Director of Operations will make recommendations for the implementation of improvements to prevent re-occurrence of any similar complaint.

- H The Director of Operations will record recommended improvements on the Quality Improvement Plan as appropriate

- I If the complaint is not resolved at this stage the complainant has the right of appeal.

Appeal

- Upon receipt of a notice of appeal by a complainant against a decision made at the Formal Stage, the staff member/manager shall inform the Director of Operations immediately, who will then notify the Senior Leadership Team.
- The Senior Leadership Team shall consider the appeal and reply within 10 working days.
- Should the complaint not be resolved at this stage the Senior Leadership Team will provide the complainant with information on any further steps which may be taken.

Time Scales

Unless the complaint goes to an appeal the complainant should be informed within 20 working days of the result of the complaint.

Follow Up

If the complainant does not write to appeal against the response within 4 weeks of receiving a reply, we will assume that the complainant is happy with the response and close the complaint.

Records of Complaints

The Director of Operations shall ensure that records of every formal complaint are kept securely.

Policy Scope

This policy applies to complaints made by any learner, parent, employer or other stakeholder accessing the services of RE:geon.

This policy does not over-ride the candidate appeals procedure which would normally be followed in relation to appeals against assessment decisions.

Internal complaints, such as RE:geon staff wishing to complain of unfair treatment at work will be dealt with through RE:geon's internal grievance procedure, the details of which are contained in the staff Personnel Rules.

Complaints about staff and Senior Leaders

Where a complainant wishes to make a complaint about a member of staff, then this will be reviewed by the Director of Operations and follow the same process as above. If the complaint is about the Director of Operations the complaint will be reviewed by the Managing Director, RE:geon Training Limited, RE:GEN House, 3 Azure Court, Doxford Park, Sunderland, SR3 3BE.

This policy will be reviewed on an annual basis or earlier if required due to changes in

legislation, best practice or following the Plan being evoked.