



## MANAGING SERIAL AND UNREASONABLE COMPLAINTS POLICY

<b>Author/Person Responsible</b>	<i>Lee Wakeman</i>
<b>Date of Ratification</b>	<i>February 2023</i>
<b>Review Group</b>	<i>FGB</i>
<b>Ratification Group</b>	<i>FGB</i>
<b>Review Frequency</b>	<i>Every 3 years</i>
<b>Review Date</b>	<i>February 2026</i>
<b>Previous Review Amendments/Notes</b>	
<b>Related Policies</b>	Behaviour and Discipline; Child Protection; Code of Conduct; Confidentiality; Equal Opportunities; E-Safety; Medical needs; Physical interventions; Risk Management; Stress & Wellbeing; Managing Serial & Unreasonable Complaints
<b>Chair of Governor's Signature</b>	



# Equality Impact Assessment (EIA) Part 1: EIA Screening

<b>Policies, Procedures or Practices:</b>	Serial & Unreasonable complaints	<b>DATE:</b>	7 <sup>th</sup> February 2023
<b>EIA CARRIED OUT BY:</b>	Katherine Marks	<b>EIA APPROVED BY:</b>	

## Groups that may be affected:

<b>Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)</b>	Existing or potential adverse impact	Existing or potential for a positive impact
<b>Age</b> (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		X
<b>Disability</b> (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		X
<b>Gender reassignment</b>		X
<b>Marriage and civil partnership</b>		X
<b>Pregnancy and maternity</b>		X
<b>Race</b>		X
<b>Religion and belief</b> (practices of worship, religious or cultural observance, including non-belief)		X
<b>Gender identity</b>		X
<b>Sexual orientation</b>		x

Any adverse impacts are explored in a Full Impact Assessment.



# MANAGING SERIAL AND UNREASONABLE COMPLAINTS POLICY

Frenchay Primary is committed to dealing with all complaints fairly and impartially, and to providing a high quality service to those who complain. We will not normally limit the contact complainants have with our school. However, we do not expect our staff to tolerate unacceptable behaviour and will take action to protect staff from that behaviour, including that which is abusive, offensive or threatening.

Frenchay Primary defines unreasonable behaviour as that which hinders our consideration of complaints because of the frequency or nature of the complainant's contact with the school, such as, if the complainant:

- refuses to articulate their complaint or specify the grounds of a complaint or the outcomes sought by raising the complaint, despite offers of assistance
- refuses to co-operate with the complaints investigation process
- refuses to accept that certain issues are not within the scope of the complaints procedure
- insists on the complaint being dealt with in ways which are incompatible with the complaints procedure or with good practice
- introduces trivial or irrelevant information which they expect to be taken into account and commented on
- raises large numbers of detailed but unimportant questions, and insists they are fully answered, often immediately and to their own timescales
- makes unjustified complaints about staff who are trying to deal with the issues, and seeks to have them replaced
- changes the basis of the complaint as the investigation proceeds
- repeatedly makes the same complaint (despite previous investigations or responses concluding that the complaint is groundless or has been addressed)
- refuses to accept the findings of the investigation into that complaint where the school's complaint procedure has been fully and properly implemented and completed including referral to the Department for Education
- seeks an unrealistic outcome
- makes excessive demands on school time by frequent, lengthy and complicated contact with staff regarding the complaint in person, in writing, by email and by telephone while



the complaint is being dealt with

- uses threats to intimidate
- uses abusive, offensive or discriminatory language or violence
- knowingly provides falsified information
- publishes unacceptable information on social media or other public forums.

Complainants should try to limit their communication with the school that relates to their complaint, while the complaint is being progressed. It is not helpful if repeated correspondence is sent (either by letter, phone, email or text), as it could delay the outcome being reached.

Whenever possible, the Headteacher or Chair of Governors will discuss any concerns with the complainant informally before applying an '*unreasonable*' marking.

If the behaviour continues, the Headteacher will write to the complainant explaining that their behaviour is unreasonable and ask them to change it. For complainants who excessively contact Frenchay Primary causing a significant level of disruption, we may specify methods of communication and limit the number of contacts in a communication plan. This will be reviewed after six months.

In response to any serious incident of aggression or violence, we will immediately inform the police and communicate our actions in writing. This may include barring an individual from Frenchay Primary School.



**Frenchay**

C of E Primary School

Believe • Belong • Become

**Believe - Belong - Become**

Taken from Hebrews 10:24-25

'And let us consider how we may spur one another on toward love and good deeds.'