

FCJ Primary School



Serial and Unreasonable Complaints Policy

Mission Statement

Teach the children with all the kindness and gentleness possible.

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Article 3: Acting in the best interest of the children in our care.

The FCJ Governors are committed to safeguarding and promoting the welfare of children and young people at every opportunity and expect all staff and volunteers to share this commitment.



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Note:

This policy can also be adapted to manage unreasonable or persistent contact not directly associated with, or resulting from, formal complaints.

1. Introduction and guiding principles

FCJ Primary School Primary School 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.

2. Defining unreasonable behaviour

FCJ Primary School 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:

- 2.1 refuses to articulate their complaint or specify the grounds of a complaint or the outcomes sought by raising the complaint, despite offers of assistance
- 2.2 refuses to cooperate with the complaints investigation process
- 2.3 refuses to accept that certain issues are not within the scope of the complaints procedure
- 2.4 insists on the complaint being dealt with in ways which are incompatible with the complaints procedure or with good practice
- 2.5 introduces trivial or irrelevant information which they expect to be taken into account and commented on
- 2.6 raises large numbers of detailed but unimportant questions, and insists they are fully answered, often immediately and to their own timescales
- 2.7 makes unjustified complaints about staff who are trying to deal with the issues, and seeks to have them replaced
- 2.8 changes the basis of the complaint as the investigation proceeds
- 2.9 repeatedly makes the same complaint (despite previous investigations or responses concluding that the complaint is groundless or has been addressed)
- 2.10 refuses to accept the findings of the investigation into that complaint where the school's complaint procedure has been fully and properly implemented.
- 2.11 seeks an unrealistic outcome



- 2.12 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
- 2.13 uses threats to intimidate
- 2.14 uses abusive, offensive or discriminatory language or violence
- 2.15 knowingly provides falsified information
- 2.16 publishes unacceptable information on social media or other public forums.

3. Communication

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.

4. Continual Behaviour

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 FCJ Primary School 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.

5. Serious Incident

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 FCJ Primary School.