

Complaints Policy and Procedures

PsyCare UK views complaints as an opportunity to learn and improve for the future, as well as a chance to put things right for the person or organisation that has made the complaint.

PsyCare UK's policy is:

- to provide a fair complaints procedure which is clear and easy to use for anyone wishing to make a complaint;
- to publicise the existence of our complaints procedure so that people know how to contact us to make a complaint;
- to make sure everyone at PsyCare UK knows what to do if a complaint is received;
- to make sure that complaints are investigated fairly and in a timely way;
- to make sure that complaints are, wherever possible, resolved and that relationships are repaired;
- to gather information which helps us to improve what we do.

Definition of a complaint

A complaint is any expression of dissatisfaction, whether justified or not, about any aspect of PsyCare UK's operations.

Confidentiality

All complaint information will be handled sensitively, telling only those who need to know and following any relevant data protection requirements.

Complaints Handling Procedure

Informal Complaints

You should, in the first instance, make your concerns known to a member of staff. They will try to resolve the matter immediately and informally, but if this is not possible, you will be asked if you wish to make a formal complaint. If it is not appropriate for any reason to approach a particular member of staff, please ask to speak to an event coordinator or a member of the senior management team who will assist you.

Formal Complaints

If your complaint cannot be resolved informally, you will need to put your complaint into writing. Please use our dedicated online form to submit a formal complaint - <https://www.psycareuk.org/feedback-concerns>. The form can be completed anonymously. If you are having difficulty accessing or using the form, please contact info@psycareuk.org for support, or speak with a member of staff who will help you to put your complaint in writing.

In all instances where a formal complaint is made, we will contact you within 7 days of receiving the complaint. If you provide us with a telephone number and/or email address we will contact you by either of those means to discuss the matter further and to officially record all necessary details. Hopefully we



can resolve the matter immediately. However, if the issue is more complex and an investigation is required, we will do the following:

The person who receives a complaint will:

- Record the complaint in our Complaints Register.
- Note down the relationship of the complainant to PsyCare UK, eg, donor, service user, volunteer.

PsyCare UK's Senior Management Team (SMT) will handle all complaints and if necessary will escalate these to the board of trustees depending on the complexity or seriousness of the issue

A member of the SMT will:

- Contact you again within 28 days of receiving the complaint to advise you of our findings or to give you an update on progress.
- Continue to keep you informed until the matter is resolved to your satisfaction or until all appropriate steps (in PsyCare UK's reasonable opinion) to resolve the matter have been taken.

Resolving complaints

Our commitment to you is to address each complaint in a sensitive, fair, transparent, equitable, professional and unbiased manner through the complaints handling process.

We will operate at all times from the premise that any person is entitled to express his or her views on our services and that those views should be taken seriously where this is warranted. We will not, however, tolerate any abusive or discriminatory language or behaviour towards any of our staff, and may decline to investigate a complaint further in such circumstances.

Stage 1

In many cases a complaint is best resolved by the person responsible for the issue being complained about. If the complaint has been received by that person, they may be able to resolve it swiftly and should do so if possible and appropriate. Whether or not the complaint has been resolved, the complaint information should be passed to the SMT within five working days.

On receiving the complaint, if not already resolved, the SMT will delegate an appropriate person to investigate it and to take appropriate action. If the complaint relates to a specific person, they should be informed and given a fair opportunity to respond.

Complaints should be acknowledged by the person handling the complaint within five working days. The acknowledgement should say who is dealing with the complaint and when the person complaining can expect a reply. A copy of this complaints procedure should be attached. Ideally complainants should receive a definitive reply within 28 days. If this is not possible because for example, an investigation has not been fully completed, a progress report should be sent with an indication of when a full reply will be given.

Whether the complaint is justified or not, the reply to the complainant should describe the action taken to investigate the complaint, the conclusions from the investigation, and (subject to the terms of PsyCare UK's Privacy Policy) any action taken as a result of the complaint.

Stage 2



If the complainant feels that the problem has not been satisfactorily resolved at Stage 1, they can request that the complaint is reviewed at Board level.

At this stage, the complaint will be passed to the Board of Trustees. The request for Board level review should be acknowledged within five working days of receiving it. The acknowledgement should say who will deal with the case and when the complainant can expect a reply.

The Board of Trustees may investigate the facts of the case themselves or delegate a suitably senior person to do so. This may involve reviewing the paperwork of the case and speaking with the person who dealt with the complaint at Stage 1. The person who dealt with the original complaint at Stage 1 should be kept informed of what is happening.

If the complaint relates to a specific person, they should be informed and given a further opportunity to respond. Ideally complainants should receive a definitive reply within a month. If this is not possible because for example, an investigation has not been fully completed, a progress report should be sent with an indication of when a full reply will be given. Whether the complaint is upheld or not, the reply to the complainant should describe the action taken to investigate the complaint, the conclusions from the investigation, and any action taken as a result of the complaint. The decision taken at this stage is final, unless the Board decides it is appropriate to seek external assistance with resolution.

External Stage

As PsyCare UK is a registered charity, the complainant can complain to the Charity Commission Regulator at any stage. Information about the kind of complaints the Charity Commission can involve itself in can be found on their website at: <https://www.gov.uk/complain-about-charity>.

Variation of the Complaints Procedure

The Board may vary the procedure for good reason. This may be necessary to avoid a conflict of interest, for example, a complaint about a Chair or trustee should not also have the Chair and/or trustee involved as a person leading a Stage 2 review.

Monitoring and Learning from Complaints

Complaints are reviewed annually to identify any trends which may indicate a need to take further action.

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