



## **Complaints Policy**

### **1. Introduction**

Bury Defence Academy 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.

Our 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 Bury Defence Academy knows what to do if a complaint is received.
- To make sure all 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.

### **2. Definition of a Complaint**

A complaint is any expression of dissatisfaction, whether justified or not, about any aspect of Bury Defence Academy.

### **3. Where Complaints Come From**

Complaints may come from any individual, volunteer or organisation who has a legitimate interest in Bury Defence Academy, including the general public if something is perceived to be improper. A complaint can be received verbally, by phone, by email or in writing. This policy does not cover complaints from staff, who should refer to Bury Defence Academy's internal policy on such matters.

### **4. Confidentiality**

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

### **5. Responsibility**

Overall responsibility for this policy and its implementation lies with the board of trustees of Bury Defence Academy.

### **6. Review**

This policy is reviewed annually and updated as required.



## 7. Complaints Procedure of Bury Defence Academy

Written complaints may be sent to Bury Defence Academy, Lord Street, Bury, BL9 0RE or by e-mail to [info@buryacademy.co.uk](mailto:info@buryacademy.co.uk).

Verbal complaints may be made by phone to 07787 852892 or in person to any of Bury Defence Academy's trustees at the same address as above.

The person who receives a phone or in person complaint should:

- Write down the facts of the complaint.
- Take the complainant's name, address and contact number.
- Note down the relationship of the complainant to Bury Defence Academy, e.g. donor, volunteer, service user, external partner, parent etc.
- Tell the complainant that we have a complaints procedure. Tell the complainant what will happen next and how long it will take.
- Where appropriate, ask the complainant to send a written account by post or by email so that the complaint is recorded in the complainant's own words.

## 8. Resolving Complaints

### Stage One

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 Bury Defence Academy Chairman within three days. On receiving the complaint, the Chairman records it in the complaints folder. If it has not already been resolved, they 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 three 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 one 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 justified 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.

### Stage Two

If the complainant feels that the problem has not been satisfactorily resolved at Stage One, 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 three 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 One.

The person who dealt with the original complaint at Stage One 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.

## 9. External Stage

As Bury Defence Academy is a registered charity, the complainant can complain to the Charity Commission if they are not satisfied with our response or they can go to the Charity Commission first if there is justification for doing so.

## 10. Monitoring and Learning from Complaints

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

Dates	Name	Signed
Introduced 01/06/2023	Ifti Ahmed (Chairman)	
Review date 1/6/2024		