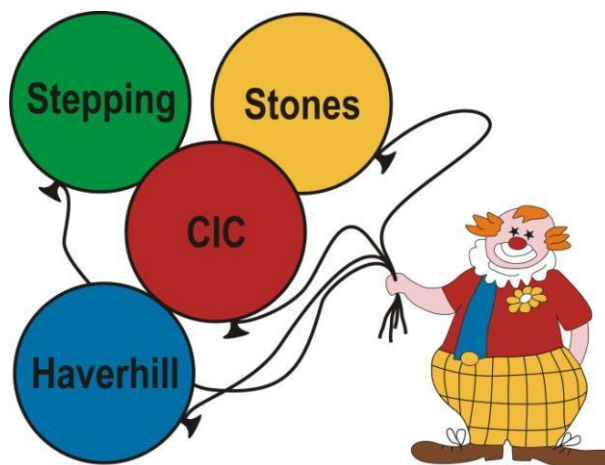


The provider must take necessary steps to safeguard and promote the welfare of children.
 General Welfare Requirement: Safeguarding and Promoting Children's Welfare



Safeguarding children
10. Making a complaint

Policy statement

Our setting believes that children and parents are entitled to expect courtesy and prompt, careful attention to their needs and wishes. We welcome suggestions on how to improve our setting and will give prompt and serious attention to any concerns about the running of the setting. We anticipate that most concerns will be resolved quickly by an informal approach to the appropriate member of staff. If this does not achieve the desired result, we have a set of procedures for dealing with concerns. We aim to bring all concerns about the running of our setting to a satisfactory conclusion for all of the parties involved.

EYFS key themes and commitments

| A Unique Child | Positive Relationships | Enabling Environments | Learning and Development |
|------------------------|--|---|--------------------------|
| 1.2 Inclusive practice | 2.1 Respecting each other 2.2 Parents as partners | 3.2 Supporting every child 3.4 The wider context | |

Procedures

All settings are required to keep a 'summary log' of all complaints that reach stage two or beyond. This is to be made available to parents as well as to Ofsted inspectors.

Making a complaint

Stage 1

- Any parent who has a concern about an aspect of the setting's provision talks over, should firstly talk his/her concerns with the setting leader. Most complaints should be resolved amicably and informally at this stage.

Stage 2

- If this does not have a satisfactory outcome, or if the problem recurs, the parent moves to this stage of the procedure by putting the concerns or complaint in writing to the manager, deputy or session leader
- The setting stores written complaints from parents in the complaints file.
- When the investigation into the complaint is completed, the manager, deputy or session leader meets with the parent to discuss the outcome.
- Parents must be informed of the outcome of the investigation within 28 days of making the complaint.
- When the complaint is resolved at this stage, the summative points are logged in the Complaints File.

Stage 3

- If the parent is not satisfied with the outcome of the investigation, he or she requests a meeting with the manager, deputy or session leader. The parent should have a friend or partner present if required and the staff member should have the support of the manager, deputy or session leader.
- An agreed written record of the discussion is made as well as any decision or action to take as a result. All of the parties present at the meeting sign the record and receive a copy of it.
- This signed record signifies that the procedure has concluded. When the complaint is resolved at this stage, the summative points are logged in the Complaints File.

Stage 4

- If at the stage three meeting the parent and setting cannot reach agreement, an external mediator is invited to help to settle the complaint. This person will listen to both sides and offer advice. A mediator has no legal powers but can help to define the problem, review the action so far and suggest further ways in which it might be resolved.
- The mediator keeps all discussions confidential. S/he can hold separate meetings with the setting personnel (setting manager, deputy or session leader) and the parent, if this is decided to be helpful. The mediator keeps an agreed written record of any meetings that are held and of any advice s/he gives.

Stage 5

- When the mediator has concluded her/his investigations, a final meeting between the parent, the setting (manager, deputy or session leader) is held. The purpose of this meeting is to reach a decision on the action to be taken to deal with the complaint. The mediator's advice is used to reach this conclusion. The mediator is present at the meeting if all parties think this will help a decision to be reached.

- A record of this meeting, including the decision on the action to be taken, is made. Everyone present at the meeting signs the record and receives a copy of it. This signed record signifies that the procedure has concluded.

Records

- A record of complaints against our setting and/or the children and/or the adults working in our setting is kept, including the date, the circumstances of the complaint and how the complaint was managed.
- The outcome of all complaints is recorded in the Complaints File which is available for parents and Ofsted inspectors on request.
- Stepping Stones are members of the Early Years Alliance which support the Early Years settings; they give the setting a 24 hour 'Law Call'

The role of the Office for Standards in Education, Children's Services and Skills (Ofsted) and the Local Safeguarding Children Board

- Parents may approach Ofsted directly at any stage of this complaints procedure. In addition, where there seems to be a possible breach of the setting's registration requirements, it is essential to involve Ofsted as the registering and inspection body with a duty to ensure the Welfare Requirements of the Early Years Foundation Stage are adhered to.
- The number to call Ofsted with regard to a complaint is:

0300 123 1231

- These details are displayed on our setting's notice board.
- If a child appears to be at risk, our setting follows the procedures of the Local Safeguarding Children Board in our local authority.
- In these cases, both the parent and setting are informed and the setting leader works with Ofsted or the Local Safeguarding Children Board to ensure a proper investigation of the complaint, followed by appropriate action.

Please note that all staff should read and be aware of the MASH & LADO posters within the setting.

| | |
|--|---|
| This policy was adopted by | Stepping Stones Childcare & Education CIC |
| on | 28.02.2017 |
| Date reviewed | October 2020 |
| Date to be reviewed | October 2021 |
| Signed on behalf of the management | |
| Name of signatory | ELAINE MCMANUS |
| Role of signatory (e.g. manager/ deputy) | MANAGER |
| Name of signatory | ANNE JESSOP |
| Role of signatory (e.g. manager/ deputy) | DEPUTY |

Review:

This policy is reviewed every year or whenever deemed necessary by the manager in the light of events and changes in the law.

This policy was sent to staff to read on 13/10/2020 and needs to be acknowledged by staff electronically.