

# Complaints & Appeals Policy - Candidates

## Document Control

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*Author:* **Quality Assurance Team**

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### Change History

Version	Date	Reason for change	Change by
0.1	21 <sup>st</sup> May 2019	First draft	
1.0	11 <sup>th</sup> January 2020	Company Review	Quality Assurance Team
1.1	15 <sup>th</sup> March 2021	Company Review	Quality Assurance Team
1.2	08 <sup>th</sup> April 2021	Review of Document	On Behalf of QAT
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1.5	15 <sup>th</sup> January 2024	Review of Document	SSA /MOSS

### Education Careers Responsibilities:

- We are committed to providing a high-quality service for our staff, trainer, learners, clients, delegate and the community we serve.
- We will deal with legitimate complaints in a fair, prompt and objective manner.
- Complaints will be dealt with without recrimination and learners will not be disadvantaged by raising a complaint.
- We will be fair in the treatment of all those who complain irrespective of age, gender, ethnicity and disability. Complaints will be dealt with promptly and constructively. All complaints will be dealt

with in confidence but shared with any person who may be the subject of a complaint. The outcomes of any complaint will be shared with the complainant and any staff involved.

- Complaints made which, on investigation turn out to be malicious, may result in disciplinary action.
- The Director of Administration will be responsible for the management of the Complaints Policy.
- **Please Note - This document will be communicated during candidates induction and a hard copy will be issued upon request**

### **Scope of Complaints Procedure**

#### **The Procedure deals with complaints arising from:**

- a) Delivery/non delivery of services for education and training including teaching, course content, tutoring, assessment, feedback on progress and learner support during learning programs.
- b) Incorrect or misleading information about services provided by the College.
- c) Delivery/non delivery or support services provided by the College including administration of fees, enrolment processes, College accommodation, health and safety and learner resource services.
- d) Unacceptable actions or behavior by College staff and/or other learners in the College

#### **Separate procedures exist for:**

1. Learner discipline
2. Assessment appeals

### **How to complain**

Support will be made available if required for anyone involved in a complaint which will include:

- 1 Representation: parent, guardian, friend or supporter
- 2 Help with completing the Written Complaint Induction will be given support upon request

### **Informal resolution of complaints**

Most complaints should be able to be resolved by discussion between the complainant and the appropriate member of staff. The initial complaint may be made orally or in writing and the member of staff receiving the complaint should make a response within 10 working days, orally or in writing. It is expected that staff are tactful and courteous in dealing with a complaint. If the complainant is dissatisfied with the response received, they should then be guided by the member of staff to using the formal procedure.

Note – the member of staff must inform their line Manager immediately

### **Formal procedure**

A formal complaint should be made in writing within 10 working days of an incident or action from which the complaint arises, or from the date when the complainant received an oral or written reply to an informal complaint (see above).

In exceptional circumstances, a longer period will be considered. The complaint should be sent to the Head of the College. If the complaint involves the Director of Administration an alternative senior manager will be appointed to manage the process. The complaint will be logged and its receipt will be acknowledged to the complainant within 5 working days.

The Director of Administration will carry out an initial assessment of the complaint within 5 working days. In most cases, complaints will be referred to the appropriate staff for investigation and report. More serious or unusual complaints will be investigated personally by the Head of College.

An appropriate College manager will carry out an investigation of the complaint and interview the complainant; the respondent; witnesses to the matter or events; and anyone they believe may have a role in establishing or disproving the complaint, as necessary. They will prepare a summary and report back to the Director of Administration within 10 working days of the initial assessment.

The Director of Administration will record the outcome of the complaint and either arranges a meeting to deliver the outcome or notify all those involved in writing as appropriate. All outcomes will be confirmed in writing to all those involved.

If the complaint involves a learner, they will be offered support at the meeting. All learners will be advised on how to bring a supporter to the interview.

Vulnerable Adults and those under 16 years of age will have the support of their visiting school teacher, or a person of their choice, who can act as their advocate and the Director of Administration must be informed.

The formal complaint should be resolved within 25 working days of the receipt of the original formal complaint. If it appears that a decision will not be reached within the due period, those involved will be advised of the need for a longer period.

The decision made will be final but this does not affect an individual's legal rights.

### **Final Appeal Procedure**

If the student/candidate is not satisfied they can raise the matter with the exam board/regulating body/CITB and information on the next steps will be supplied by the relevant person in charge of the appeal

Once all the above options have been exhausted and they are still not satisfied with the decision, they can appeal to CITB who in return will ask the training organisation for their conclusion to the case prior to commencing their own review. If no satisfactory resolution to the case, then the dispute should be put in writing to:

Approval and Compliance Manager,  
CITB Quality Assurance Team,  
Sand Martin House,  
Peterborough,  
PE2 – 8TY

### **Review of the Complaints Policy and Practice**

Once a year or sooner the College's Senior Management Team will review the

Complaints Policy and Practice to include:

- 1) Number of complaints of each type
- 2) Time taken to process complaints
- 3) List of outstanding complaints
- 4) Outcomes to complaints
- 5) Results of appeals
- 6) Analysis of complaints and outcomes by age, gender and ethnicity of complainant

A record of all complaints will be stored for 3 years and made available to the relevant authorities for audit purposes.

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