



Complaints Policy

Document provenance

This Policy was approved by Trustees as follows –

Approver: Full Board

Date of Approval: September 2021

Executive Leadership Team (ELT) Owner:

Date of Review: September 2022

National Director of Governance and Risk

Unless there are legislative or regulatory changes in the interim, this Policy will be reviewed every year. Should no substantive changes be required at that point, the Policy will move to the next review cycle and no changes reported to trustees.

Summary of changes at last review:

- Takes account of the revised process of recording complaints at academy level.
- Enables ownership of oversight and scrutiny to remain with the governance team.
- Enables ambassador involvement in complaint panels as independent panel members if they are from another region and have no prior knowledge or involvement.

Related documents:

- Data Protection Policy
- Grievance Policy and Procedure
- Whistleblowing Policy and Procedure
- Information Records and Retention Policy

Complaints Policy

1. Introduction and Purpose

- 1.1. This policy applies to E-ACT (the Trust) and all of its academies. It may be used by parents/carers or other members of the community to raise a concern or make a complaint to the Trust or any of its academies. If an E-ACT employee has a concern or wishes to raise a complaint they should refer to the E-ACT Grievance Policy.
- 1.2. At E-ACT we understand that feedback from all academy stakeholders is an essential part of improving our organisation, from the education we deliver to the way we communicate with parents and pupils and all stakeholders as part of our organisational strategy. We want to encourage feedback, even when the feedback might be something an individual may not be happy about as we can only resolve complaints if we know about them.
- 1.3. We aim to ensure that any complaint is managed sympathetically, efficiently, quickly and at the appropriate level, and is resolved as soon as possible. We will try to resolve every complaint in a positive way with the aim of putting right a matter which may have gone wrong and, where necessary, we will review our systems and procedures in light of the circumstances of the complaint.
- 1.4. We recognise that a difficulty which is not resolved quickly and fairly can soon become a cause of resentment and so we need to know as soon as possible if there is any cause for dissatisfaction.
- 1.5. Individuals should never feel that a complaint will adversely affect a pupil or staff member, or their opportunities at one of our academies.

2. Scope

- 2.1. This policy can be used by all academy and trust stakeholders to raise a complaint.
- 2.2. This policy does not apply to all complaints made to the Academy or Trust. Certain topics of complaint may mean that the complaint should be paused whilst the content is investigated under a separate E-ACT process. Should this be the case, you will be advised. The following is an indicative list of such topics:
 - Admissions appeals to schools
 - Safeguarding
 - Staff grievances and disciplinary procedures
 - Complaints about services provided by other providers using Academy premises or facilities
 - Whistleblowing
 - Permanent exclusion appeals of pupils from an Academy.

3. Legislation and Regulation

- 3.1. This Policy is written in line with the following legislation and guidance:
 - Education Skills and Funding Agency (ESFA) Guidance.
 - The Education (Independent School Standards) Regulations 2014 Schedule 1, Part 7.

4. Safeguarding

- 4.1. We are committed to safeguarding and promoting the welfare of all pupils. If concerns raised by parents/carers relate to a possible safeguarding issue, the matter may be referred to the Designated Safeguarding Lead (DSL) on the senior leadership team in an Academy. This will be handled in line with our Trust-wide Child Protection and Safeguarding Policy, as well as under this complaints policy.

5. The Data Protection Act 2018 and General Data Protection Regulations 2018

- 5.1. We take data protection seriously and will comply with data confidentiality. For more information on how we handle data, please see our privacy policies. Should your complaint or concern relate to misuse of data, please contact the Data Protection Officer (DPO) for the Trust by email – dpo@e-act.org.uk.

6. Management of complaints

- 6.1. The Trust complaints procedure has three main stages, and one final stage which is a review carried out by the trust's Executive Leadership Team of how the complaint was handled:
- **Stage 1 Informal Complaint:** the informal raising of a concern or difficulty with a member of staff orally or in writing - **at a local level in the Academy.**
 - **Stage 2 Formal Complaint:** a formal complaint in writing having been raised at Stage 1.
 - **Stage 3 Complaint Hearing:** a referral to the complaints panel where the complainant is not satisfied with the response to the complaint Stage 2.
 - **Stage 4 Escalation of complaint to the Executive Leadership Team**
- 6.2. The composition of a complaint hearing panel at stage 3 will include at least one panel member who is independent of the academy. The panel will be a minimum of three people, including at least one independent panel member. The panel clerk will endeavour to find two independent members to form part of the panel as a matter of good practice.
- 6.3. Further details of each of the stages of the complaint process can be found in the procedure in Appendix 1 at the end of this policy document.

7. Confidentiality

- 7.1. A written record will be kept of all complaints along with the outcome for stage 2, stage 3 and stage 4.
- 7.2. The Governance Team will retain a record of complaints, action taken and resolution. This is collated and shared with the Regional Education Director (RED) for further scrutiny at the Governance Review Days. An annual overview is shared with the Executive Leadership Team (ELT) and trustees.
- 7.3. Correspondence, statements and records relating to individual complaints will be kept confidential except where access is requested by the Secretary of State or where disclosure is required in the course of an academy inspection or under other legal authority.
- 7.4. In accordance with data protection legislation principles, details of individual complaints will be kept only for as long as is considered to be reasonably necessary in the circumstances.

8. Anonymous Complaints

8.1. In so far as we are able, we will manage anonymous complaints as we do any other complaint. Anyone considering submitting an anonymous complaint should be aware that there may be instances where our ability to investigate a complaint thoroughly could be hindered by a lack of information – including our ability to speak to the complainant directly about their concerns.

9. Expectations in relation to raising a complaint

9.1. It is hoped that stage 1 complaints raised with academies can be resolved at a local level and on informal basis. Those raising a concern should raise this directly with the headteacher at the academy. The details of the headteacher, address and telephone number will be found in the 'contact us' section of the academy website.

9.2. The Trust and its academies expect that anyone raising a concern to:

- Treat all staff with courtesy and respect;
- Respect the needs and well-being of pupils and staff;
- Avoid any use, or threatened use, of violence to people or property;
- Avoid any aggression, verbal abuse or other intimidating behaviour;
- Ensure that written communications state the facts surrounding the concern without using threatening or unpleasant language;
- Recognise the time constraints under which members of staff in our academies work and allow the Academy a reasonable time to respond;
- Recognise that resolving a specific problem can sometimes take some time.

Should these expectations not be met the trust has the right to reject the complaint.

10. Persistent or unreasonable complainants

10.1. Each complaint will be reviewed individually and responded to, based on the information received. However, E-ACT reserves the right to restrict contact with those who make persistent or unreasonable complaints as defined below.

10.2. For the purpose of this policy, a persistent complainant is someone who complains about issues, either formally or informally, or frequently raises issues that the complainant considers to be within the remit of the trust and/or its academies, and whose behaviour is unreasonable. We set out in Appendix 2 what we deem as persistent and unreasonable behaviour that the trust will not tolerate when handling complaints.

11. Timescales

11.1 You must raise a complaint within three months of the incident or, where a series of associated incidents have occurred, within three months of the last of these incidents. We will consider complaints made outside of this timeframe if exceptional circumstances apply.

12. Complaints received outside of term time

12.1 We will consider complaints made outside of term time to have been received on the first school day after the holiday period.

13. E-ACT Ambassadors

- 13.1 The trust recognises the vital role that our volunteer ambassadors play in sustaining high quality engagement with our communities and stakeholders. This supports the trust and its academies in ensuring that any complaints that are raised with ambassadors must be shared with the headteacher to enable swift resolution in the academy.
- 13.2 Ambassadors will not attempt to resolve issues or concerns. The headteacher will resolve any concerns raised informally with the ambassadors to give assurance to parents or other stakeholders. Academy ambassadors do not investigate complaints.
- 13.3 Ambassadors can choose to attend and receive training in order to sit as a panel member on a stage 3 complaint hearing panel for their academy or another E-ACT academy in their region. On occasions ambassadors may be invited to sit on stage 3 complaint hearing panels outside of their region at the request of the Governance Team.
- 13.4 The Governance Team will work with the REDs, headteachers and chairs of ambassadors to ensure that there are well-trained ambassadors who can be panel members in each Academy. Any ambassador who is involved in stage 3 of the complaints process must be trained to recognise safeguarding concerns and be fully conversant with how to report safeguarding concerns.
- 13.5 When inviting Ambassadors to sit on stage 3 panels the Governance Team and the headteacher must give due consideration to any potential conflicts of interest in relation to the ambassadors' participation. The composition of stage 3 panels is set out in our Scheme of Delegation on our E-ACT website.
- 13.6 Ambassadors are volunteers and can decline invitations to participate on panels. Ambassadors are not required to give a reason for declining.

14. How we monitor and report on complaints internally

- 14.1 In order to understand how we can improve our services and processes and ensure that we are responding to and managing complaints appropriately and consistently across E-ACT, we record all complaints from stage 2 upwards and review termly reports on complaint activity, as follows:
 - Complaints and their resolutions are reviewed at the Governance Review Days (GRDs) by REDs.
- 14.2 Complaints received by the Governance Team are passed to the appropriate ELT member. The ELT member will then either nominate the trust's Investigation Officer to handle the complaint or handle it themselves. The ELT member will report back to ELT on the outcome and work with the Regional Team on any necessary improvements to process.
- 14.3 All investigations of trust complaints will be reported internally to the National Director of Governance and Risk for full oversight. The National Director of Governance and Risk will keep CEO apprised of any Trust complaints and report formally to the Board via the Audit and Risk Committee in the annual reporting cycle.

- 14.4 Please note, in line with data protection and confidentiality, no personal details relating to complaints will be passed on as part of the complaint reports. Personal details will only be shared internally where it essential for responding to and resolving the complaint.

15. Training

- 15.1 The trust will ensure that training is available for staff and volunteers who may be asked to sit on complaints panels. Appropriate training will be offered annually and the Governance Team working with REDs and Regional Operations Directors (RODs), will ensure that in both regions there is a group of staff and volunteers trained to sit on stage 3 complaint panels. On occasion requests may be made to share appropriately trained staff across regions for complaint panels. The Governance Team are responsible for tracking attendance at the training and the quality assurance.

16. Responsibilities

- 16.1 The Trust Board has overall responsibility for the content of the policy and for ensuring the Policy is adhered to. They delegate this responsibility as follows:
- The Executive Leadership Team is responsible for monitoring the regional and national complaints reporting and improvement implemented.
 - The Regional Education Directors and Regional Operations Directors are responsible for ensuring the policy is implemented and adhered to in the regions, including reporting at Governance Review Days.
 - Headteachers are responsible for ensuring academy compliance with this policy.

17. Monitoring and Compliance

- 17.1 This policy will be reviewed annually, or when legislation or regulation alters.

18. Complaints to the Education and Skills Funding Agency (ESFA)

- 18.1 The Education and Skills Funding Agency (ESFA) has a responsibility to ensure that academies comply with their funding agreements.
- 18.2 If the ESFA receives a complaint regarding an E-ACT academy or the trust it will check whether the complaint has been dealt with properly.
- 18.3 ESFA will consider complaints about E-ACT or its academies that fall into any of the following three areas:
- a. where there is undue delay or the trust/academy did not comply with its own complaints procedure when considering a complaint;
 - b. where the trust/academy is in breach of its funding agreement with the Secretary of State
 - c. where the trust/academy has failed to comply with any other legal obligation.
- 18.4 ESFA will not normally reinvestigate the substance of complaints or overturn an academy or our trust's decision about a complaint. However, if ESFA find that an academy or the trust did not deal with a complaint properly they will request the complaint is looked at again and procedures meet the requirements set out in the Regulations:

The complainant can refer their complaint to the ESFA online at www.education.gov.uk/contactus, by telephone on: 0300 000 2288 or by writing to:

Academy Complaints and Customer Insight Unit
Education and Skills Funding Agency
Cheylesmore House
5 Quinton Road
Coventry
CV1 2WT

Appendix 1: E-ACT Complaints Procedure

This procedure supports the implementation of the E-ACT Complaints Policy.

It sets out how someone can make a complaint to the trust or any of its academies and what can be expected at each stage of the process.

The E-ACT Complaints Procedure has three main stages which are:

- **Stage 1: Dealing with concerns informally**
- **Stage 2: Making a formal complaint**
- **Stage 3: Requesting a complaints panel hearing**
- **Stage 4: Escalation of the complaint to the Executive Leadership Team**

Stage 1: Dealing with complaints at Stage 1

Informal resolution of a complaint

We expect that most concerns can be resolved informally. For example, dissatisfaction about some aspect of teaching or pastoral care or a billing error should be able to be resolved by the relevant member of staff in the Academy.

Complaints of discrimination, harassment or victimisation are taken very seriously and should be dealt with at Stage 2.

Disciplinary/behaviour concerns: a problem over any disciplinary action taken or a sanction imposed against a pupil should be raised first of all with the member of staff who imposed it then with the senior leadership team.

Who to contact:

Where appropriate, concerns should initially be raised as follows:

- **Educational issues:** if the matter relates to classroom practice, the curriculum or special educational needs/and disabilities, please speak or write to the relevant form teacher or head of year.
- **Pastoral care:** for concerns relating to matters outside the classroom, please speak or write to the class teacher, head of year or key stage coordinator.

A member of the public wishing to raise a **concern about an academy** should refer their concern to the headteacher. The contact details are available on academy websites.

An individual wishing to raise a **trust concern** (i.e. one that relates to E-ACT Trust or an E-ACT region, rather than an Academy) should contact the Governance Team at Governance.Team@E-ACT.org.uk.

When a concern is raised, we can help quicker if you, the complainant, provide information which makes it clear what the main issue is and explains how you wish the trust/academy to help resolve the concern.

A stage 1 complaint which has not been resolved by informal means within 15 working days should be notified in writing as a formal complaint using the procedure set out in stage 2.

If you are not satisfied with the outcome of stage 1, an individual may make a formal complaint within ten working days of the trust/academy's decision about the complaint raised at stage 1.

Stage 2: Making a formal complaint

How to make a formal complaint?

If you are dissatisfied with the response to the concern raised under stage 1, or the complaint requires investigation or involves dissatisfaction with some aspect of the trust/academy policies or management, the complaint must be made under stage 2.

Academy complaints

The full details of the complaint should be set out in writing and sent with all the relevant documents and full contact details to the headteacher.

The headteacher's PA/academy administrator will ensure that the complaint is:

- a. Logged with the date and time of receipt as part of the s complaints tracking process and the PA/administrator will acknowledge receipt of the complaint
- b. Passed to the academy headteacher or, in the event the complaint is about the headteacher, passed to the Regional Education Director.

The headteacher's PA/administrator is the first point of contact for all complaints. Complaints are shared with the Governance Team to aid consistency and ensure that high standards are delivered.

Trust complaints

Individuals making a formal complaint regarding the trust, rather than an academy, should send their complaint to the Governance Manager at Governance.Team@E-ACT.org.uk

All formal complaints will be acknowledged by email within two working days during term time, indicating what action is being taken and the likely timescale.

Investigation

Academy complaints

The headteacher may ask a senior member of staff to act as investigator for the academy complaint at stage 2. The Regional Education Director or Regional Operations Director reserve the right to appoint an investigator in the rare occurrence where they may not agree with the choice made by the headteacher.

On occasion the headteacher may also ask for additional support and expertise from the extended executive leadership team with the Regional Education Director.

All stage 2 complaints received by the academy must be shared with the Regional Education Director within one working day of receipt and entered onto the complaints' tracker.

If the complaint is about the headteacher, the Regional Education Director may ask a member of the educational or operational regional team to undertake the investigation. This must be of senior status in the region. They can also request a Regional Education Director or Regional Operations Director from another region undertake the investigation.

Trust complaints

A member of the Executive Leadership Team will investigate the complaint or appoint the trust's Investigation Officer to act as investigator.

The investigator(s) may request additional information from you, the complainant, and will probably wish to speak to you personally and to others who have knowledge of the circumstances.

Written records will be kept of all meetings and interviews held in relation to the complaint.

The investigator(s) will prepare a report on the investigation which may be considered by another member of ELT or the trustees if appropriate.

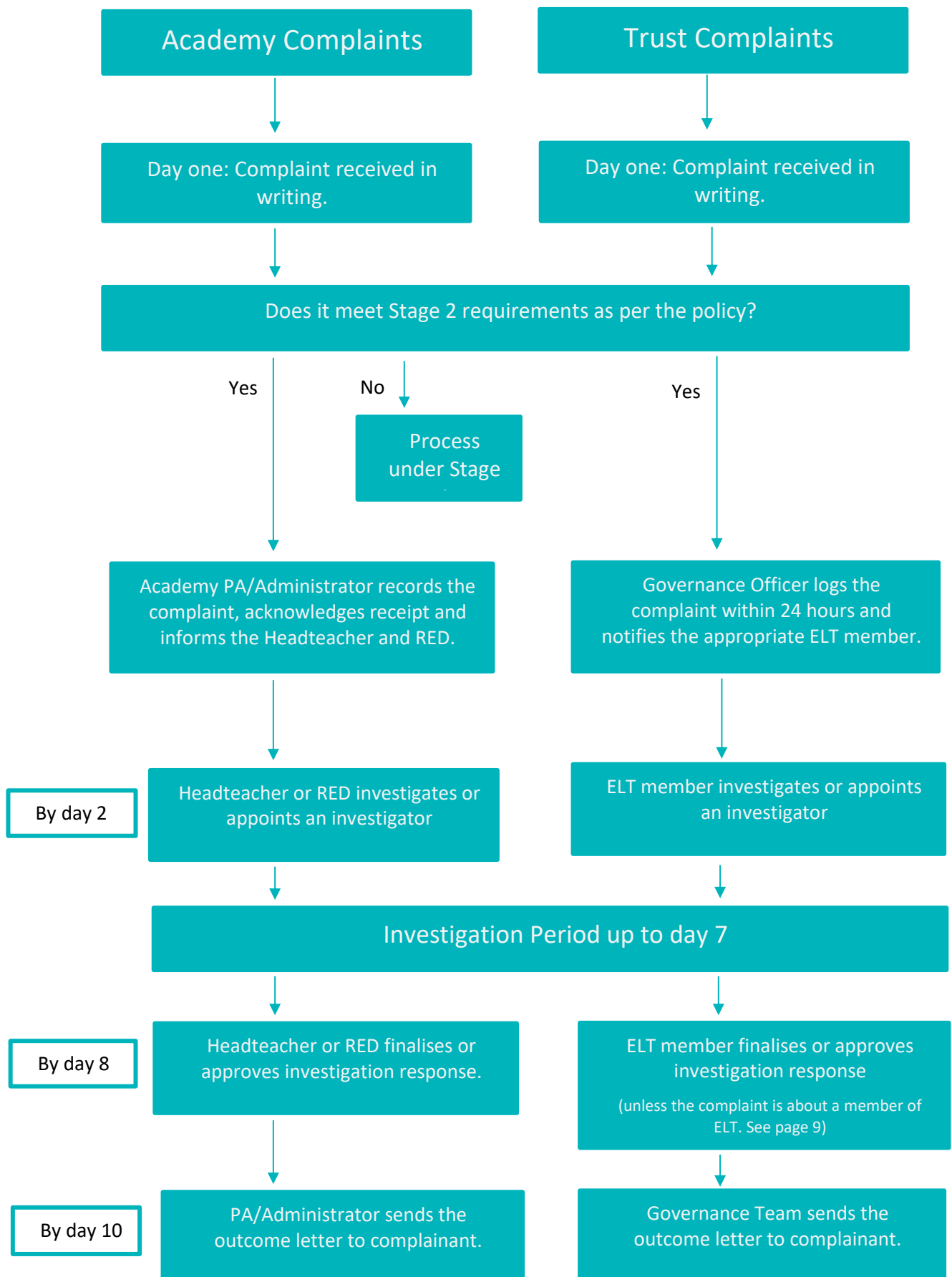
Decision

The headteacher/RED/ELT member will then notify you by, email of their decision and the reasons for it within 10 working days from the receipt of the complaint. Where there are exceptional circumstances resulting in a delay, you will be notified of this and informed of the new timescales as soon as possible.

Any complaint received within one week of the end of a term or half term is likely to take longer to resolve owing to the academy holidays and the unavailability of personnel required for the investigation to be undertaken properly. **We will consider complaints made outside of term time to have been received on the first school day after the holiday period.**

***Please note:** Where a complaint is made by a parent in the EYFS setting, the complaint will be investigated in accordance with this procedure and you will be notified of the outcome within 28 days of the complaint being received.*

STAGE 2



Stage 3: Requesting a complaints panel hearing

What is a complaints panel hearing?

If you, as the complainant, are not satisfied with the outcome of your complaint at Stage 2, you may escalate your complaint to Stage 3 of the procedure.

This means that a panel can complete a review of the decision taken after investigation of the complaint at Stage 2.

The panel will not consider any new areas of complaint which have not been previously raised at Stage 1 and Stage 2 of the complaint procedure.

The role of the panel is to establish the facts surrounding the complaint(s) that have been made and to reach a decision, on the balance of probability, as to whether the complaint has been handled properly by considering:

- the documents provided by both parties; and
- any representations made by you, and the Academy/Trust.

It is not within the powers of the hearing panel to make any financial award, nor to impose sanctions on staff, pupils or parents.

The hearing panel may make recommendations on these matters or any other issues to the Headteacher and / or to the Regional Education Director, as appropriate.

How to request a complaints panel hearing:

A request for a hearing before a complaints panel must be put in writing to the headteacher's PA/administrator (academy complaints) or Governance Team (trust complaints) within ten working days of the Stage 2 decision being communicated.

The written request should include:

- a copy of all relevant documents and full contact details;
- details of all the grounds of the complaint and the outcome desired;
- a list of the documents which the parents believe to be in the trust/academy's possession and wish the panel to see; and
- whether you wish to be accompanied to the hearing as outlined below.

If assistance with the request to attend and be accompanied at the panel is required, for example because of a disability, please inform the Governance Officer /Governance Manager who will be happy to make appropriate arrangements.

You have the right to attend the panel hearing and may be accompanied by another person, for example a relative, teacher or friend.

The Governance Officer will acknowledge the request for a hearing in writing within two working days of receipt.

Every effort will be made to enable the hearing to take place within 15 working days of receipt of the request. However, note that the panel will not sit during half terms or academy holidays.

Planning the hearing

A panel clerk will be appointed (usually a member of the Governance Team to arrange the hearing, including coordination of all paperwork and taking minutes at the hearing.

As soon as reasonably practicable, and in any event at least ten working days before the hearing, the panel clerk will send written notification to each party of the date, time and place of the hearing.

Copies of any additional documents you wish the panel to consider should be sent to the panel clerk to be received at least five working days prior to the hearing.

You may be accompanied to the hearing by another person, for example a relative, teacher or friend. The panel hearing is not a legal proceeding and so legal representation is not usually necessary.

The panel clerk will circulate a copy of the bundle of documents to be considered by the panel to all parties at least three working days prior to the hearing.

Composition of the Panel

The panel for either Academy or Trust complaints will normally comprise a minimum of three individuals who have no detailed prior knowledge of the circumstances of the complaint.

The composition of the panel and the role of the Chair is set out in E-ACT's Scheme of Delegation.

For Academy complaints relating to Academy senior leadership (or roles below this), the panel must include at least one independent member who has no connection with the academy. This must not be a member of the academy ambassador' group.

Although the minimum required is at least one independent member, the panel clerk must endeavor to find two independent members to form part of the panel as a matter of good practice.

The second panel member may be another academy ambassador, a member of staff from another E-ACT Academy or even a member of staff or governor from another school in the borough. If it is not possible to find a second independent panel member the reasons why must be recorded in the hearing documentation.

You may ask the panel clerk to tell them who has been appointed to sit on the panel ahead of the hearing. The panel clerk must consult the trust's Scheme of Delegation to ensure that the panel composition is correct based on whom the complaint is about.

The Panel hearing: All those present at the hearing shall have the opportunity to ask questions and make comments in an appropriate manner. The hearing is not a legal proceeding and the panel shall be under no obligation to hear oral evidence from witnesses but may do so and/or may take written statements into account.

At the hearing, the panel may, in general:

- Explain the purpose of the hearing and the procedure;
- Invite you to explain your complaint and ask you further questions;
- Invite the investigator and stage 2 lead to explain how they handled the complaint;
- Question any witnesses.

All statements made at the hearing will be unsworn. All present will be entitled, should they wish, to write their own notes for reference purposes.

All those attending the hearing are expected to show courtesy, restraint and good manners or, after due warning, the hearing may be adjourned or terminated at the discretion of the Chair. If terminated, the original decision will stand. Any person who is dissatisfied with any aspect of the way the hearing is conducted must say so before the proceedings go any further and their comment will be minuted.

The Chair may, at their discretion, adjourn the hearing for further investigation of any relevant issue. This may include an adjournment to take legal advice.

A hearing before the complaint's panel is a private proceeding. No notes or other records or oral statements about any matter discussed in or arising from the proceeding shall be made available directly or indirectly to the press or other media.

The decision

The panel will reach a decision on a balance of probabilities unless there is an agreed position.

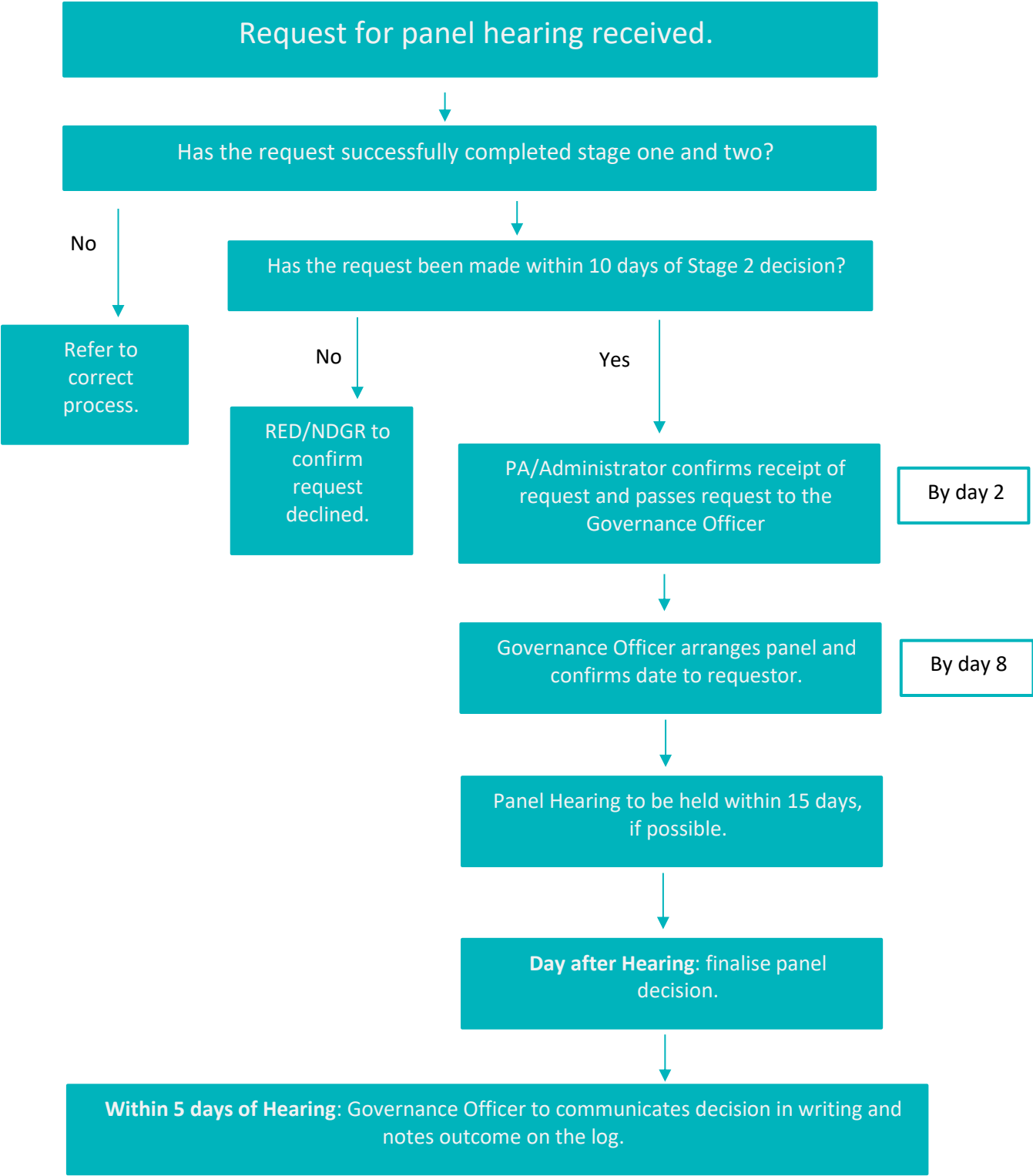
The decision, findings and any recommendations will be provided to the complainant, and where relevant the person complained about, in writing by electronic mail, normally within five working days of the hearing.

If you do not wish to receive the decision by electronic mail, please inform the panel clerk of this and a copy will be given or couriered to you.

The Regional Education Director reviews findings and recommendations as part of quality assurance work to ensure that lessons learned from complaints can inform the work in our regions. They will work with the Governance Team to ensure that the written record is retained of all outcomes of all complaints and their formal resolution at 2 and 3 and ensure that action is taken by an academy whether a complaint is upheld or not.

The decisions, findings and any recommendations will also be available for inspection by the Board of Trustees, the Executive Leadership Team, and the Regional Team.

STAGE 3



STAGE 4

In very rare instances a complainant may judge that the findings of a stage 3 panel hearing have not resolved their complaint on matters of procedure set out according to this Policy or in exceptional circumstances the conduct in relation to the panel hearing.

In these rare instances a complaint can be escalated to the Executive Leadership Team via the Governance Manager and National Director of Governance and Risk. This should be in writing and within five working days of the letter setting out the outcome of the stage 3 hearing panel.

Requests received outside of this time frame will only be considered if exceptional circumstances apply with written supporting evidence provided.

The Director of Governance and Risk will write to the complainant acknowledging the complaint within five working days of the date that the written request was received.

The acknowledgement will confirm that the complaint will now be reviewed under stage 4 of the trust's Complaints Policy and will confirm the date for providing a response to the complainant.

The complaint will be delegated to a member of the Executive Leadership Team to review the findings from the stage 3 panel hearing and whether or not due process was followed according to the Trust policy. On occasion the Executive Leadership Team may decide to appoint an investigating officer who will then be required to report back their findings to ELT.

At stage 4, the Executive Leadership Team will not consider any new complaints or consider evidence unrelated to the initial complaint to be included. Any new complaint must be dealt with from stage 2 of the procedure in the academy.

Following the investigation, the member of the Executive Leadership Team will write to the complainant confirming the outcome within 20 working days of the date that the letter was received. If this time limit cannot be met, the Director of Governance and Risk will write to the complainant explaining the reason for the delay and providing a revised date.

This represents the conclusion of the E-ACT's complaints procedure.

If the complainant remains dissatisfied with the outcome of the stage 4 process and the way the complaint has been handled, they may choose to contact the Education and Skills Funding Agency, as set out in Section 18 of this Complaints Policy.

APPENDIX 2 - Persistent or unreasonable complainants

We will not tolerate any behaviour by complainants that may be characterised by:

- Actions which are obsessive, persistent, harassing, prolific, repetitious;
- Prolific correspondence or excessive e-mail or telephone contact about a concern or complaint;
- An insistence upon pursuing unsubstantial complaints and/or unrealistic or unreasonable outcomes;
- An insistence upon pursuing complaints in an unreasonable manner;
- An insistence on only dealing with the headteacher or senior member of the regional or national team on all occasions irrespective of the issue and the level of delegation in the academy to deal with such matters;
- An insistence upon repeatedly pursuing a complaint when the outcome is not satisfactory to the complainant but cannot be changed, for example, if the desired outcome is beyond the remit of the trust or its academies because it is unlawful.

For the purpose of this policy, unreasonable is those who, because of the frequency or nature of their contacts with the academy, hinder consideration of their or other people's complaints, for example:

- Refusing to articulate a complaint or specify the grounds of a complaint or the outcomes sought, despite offers of assistance;
- Raising large numbers of detailed but unimportant questions;
- Making unjustified complaints about staff who are trying to deal with the issues;
- Changing the basis of the complaint as the investigation proceeds.

For the purpose of this policy, harassment is the unreasonable pursuit of such actions detailed above in such a way that they:

- Appear to be targeted over a significant period of time on one or more members of E-ACT staff, trustees or E-ACT ambassadors, and/or
- Cause on-going distress to individual member(s) of academy staff, and/or
- Have a significant adverse effect on the whole/parts of the academy community; and/or
- Are pursued in a manner which can be perceived as intimidating and oppressive by the recipient. This could include situations where persistent demands and criticisms, whilst not particularly taxing or serious when viewed in isolation, have a cumulative effect over time of undermining confidence, well-being, physical and mental health.

The Academy's actions in cases of persistent complaints or harassment.

In the first instance the trust/academy will communicate either in writing or verbally (confirmed with a letter) to inform the complainant that their behaviour is considered to be becoming unreasonable/unacceptable and, if it is not modified, action may be taken in accordance with this policy.

If the behaviour is not modified the trust/academy will take some or all of the following actions as necessary, having regard to the nature of the complainant's behaviour and the effect of this on the Academy community:

- a. Inform the complainant in writing that their behaviour is now considered by the trust/academy to be unreasonable/unacceptable
- b. Inform the complainant that all meetings with a member of staff will be conducted with a second person present and that notes of meetings may be taken in the interests of all parties;

- c. Inform the complainant that, except in emergencies, all routine communication with the complainant to the trust/academy should be by letter only;
- d. In the case of physical, or verbal aggression or other forms of intimidating behaviour, take appropriate advice and consider warning the complainant about being banned from the academy site; or proceed straight to a temporary ban;
- e. Consider taking appropriate advice on pursuing a case under anti-harassment legislation;
- f. Consider taking advice from legal services about putting in place a specific procedure for dealing with complaints from the complainant, i.e. the complainant will not be able to deal directly with the headteacher but only with a third person, to be identified by the Regional Education Director (RED), who will investigate, determine whether or not the concern/complaint is reasonable and then advise the headteacher accordingly.

In the event of extreme situations or events, the trust/academy may take the decision to move to implement one of the above steps immediately. In this situation the complainant will be informed in writing.

The headteacher will keep the RED informed at all times regarding any cases of persistent or unreasonable complaints or harassment.

Advice should be sought from the Director of Governance and Risk or Governance Manger who will ensure that the appropriate legal advice is received. If a complainant's persistent complaining/harassing behaviour is modified and is then resumed at a later date within a reasonable period of time, the trust/academy may resume the process identified above at an appropriate level. In these circumstances, advice may be sought from the legal services that the trust subscribes to.