

Compliments & Complaints

At **Hipperholme & Lightcliffe Day Nurseries Limited** we believe that parents are entitled to expect courtesy, prompt and careful attention to their individual needs and wishes. We hope that at all times parents are happy with the service provided and we encourage parents to voice their appreciation to the staff concerned.

We also believe parents are part of a mutual relationship and they too should at all times be courteous in their dealings with all our staff. We will never tolerate any threatening or aggressive behaviour towards our staff.

We record all compliments and share these with staff.

We welcome any suggestions from parents on how we can improve our services, and will give prompt and serious attention to any concerns that parents may have. Any concerns will be dealt with professionally and promptly to ensure that any issues arising from them are handled effectively and to ensure the welfare of all children, enable ongoing cooperative partnership with parents and to continually improve the quality of the nursery.

We have a formal procedure for dealing with complaints where we are not able to resolve a concern. Where any concern or complaint relates to child protection, we follow our Safeguarding Policy.

Internal complaints procedure

Stage 1

If any parent should have cause for concern or any queries regarding the care or early learning provided by the nursery, they should in the first instance take it up with the child's **key person** or the **Nursery Manager**, Alice Imeson or the Deputy Manager, Lauren Knight.

Stage 2

If the issue remains unresolved or parents feel they have received an unsatisfactory outcome, then they must present their concerns in writing as a formal complaint to one of the Directors. A Director will then investigate the complaint and report back to the parent within **28 days**. The Director will document the complaint fully and the actions taken in relation to it in the complaints file. Most complaints are resolved informally at stage 1 or 2.

Stage 3

If the matter is still not resolved, the Director will hold a Formal Meeting with the parent to ensure that it is dealt with comprehensively. The nursery will make a record of the meeting and document any actions. All parties present at the meeting will review the accuracy of the record, and be asked to sign to agree it and receive a copy. This will signify the conclusion of the procedure.

Stage 4

If the matter cannot be resolved to their satisfaction, then parents have the right to raise the matter with Ofsted. Parents are made aware that they can contact Ofsted at any time should they have a concern, including at all stages of the complaints procedure, and are given information on how to contact Ofsted.

Ofsted is the registering authority for nurseries in England and investigates all complaints that suggest a provider may not be meeting the requirements of the nursery's registration. It risk assesses all complaints made and may visit the nursery to carry out a full inspection where it believes requirements are not met.

A record of complaints will be kept in the nursery. The record will include the name of the complainant, the nature of the complaint, date and time complaint received, action(s) taken, result of any investigations and any information given to the complainant including a dated response.

Parents will be able to access this record if they wish; however, all personal details relating to any complaint will be stored confidentially and will be only accessible by the parties involved. Ofsted inspectors will have access to this record at any time during visits to ensure actions have been met appropriately.

Contact details for Ofsted:

Email: enquiries@ofsted.gov.uk

Telephone: **0300 123 1231**

By post:
Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

Parents will also be informed if the nursery becomes aware that they are going to be inspected and after inspection the nursery will provide a copy of the report to parents and/or carers of children attending on a regular basis.

Finally, should a parent act in a threatening or aggressive way then we will involve the Police. Also, if parents make any defamatory comments or malicious complaint we will have no hesitation to involve our solicitors, Chadwick Lawrence, who will assist us in seeking legal redress through the Courts.

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>1 September 2019</i>	<i>R Roebuck, Director</i>	<i>31 August 2020</i>