



Little Rays Complaints Policy

Purpose:

Little Rays 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 Nursery and will give prompt and serious attention to any concerns about the running of the Nursery. 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 Little Rays to a satisfactory conclusion for all of the parties involved.

Procedure:

Making a complaint

Stage 1

- Any parent who has a concern about an aspect of the Nursery provision talks over his or her concerns with the Nursery Manager.
- Most complaints should be resolved amicably and informally at this stage.
- We record the issue and how it was resolved in the Complaints Record.

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 Nursery Manager and the owner.
- The Nursery stores written complaints from parents in the Complaint Record. If the complaint involves a detailed investigation, the Nursery Manager may wish to store all information relating to the investigation in a separate file designated for this complaint.
- When the investigation into the complaint is completed, the Nursery Manager 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 Summary Record.



Stage 3

- If the parent is not satisfied with the outcome of the investigation, he or she requests a meeting with the Nursery Manager. The parent should have a friend or partner present if required and the Nursery Manager should have the support of the Nursery Owner present.
- 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 in the meeting sign the record and receive a copy of it.
- This signed record signifies that the procedure was concluded. When the complaint is resolved at this stage, the summative points are logged in the Complaints Record.

Stage 4

- If at the stage three meeting the parent and Nursery cannot reach agreement, an external mediator is invited to help to settle the complaint. This person should be acceptable to both parties, 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 (Nursery Manager and owner) 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.
- Staff or volunteers within Surrey County Council are appropriate persons to be invited to act as mediators.

Stage 5

- When the mediator has concluded her/his investigations, a final meeting between the parent, the Nursery Manager and the owner 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.

The role of the Office for Standards in Education, Early Years Directorate (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

- 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.

Records

- A record of complaints against our setting and/or the children and/or the adults working in our Nursery 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 Record which is available for parents and Ofsted inspectors on request.

Linked Policies and Forms

Complaints Record

Created:	01/10/2018
Updated by:	Mairead Cheeseman
Checked	12/12/2022
	20/03/2024