



COMPLAINTS POLICY

Bluebell Care Trust views complaints as an opportunity to learn and improve for the future, as well as a chance to put things right for the person [or organisation] that has made the complaint.

The Purpose of our policy is:

- To provide a fair complaints procedure which is clear and easy to use for anyone wishing to make a complaint.
- To publicise the existence of our complaints procedure so that people know how to contact us to make a complaint.
- To ensure that staff and volunteers at Bluebell Care Trust know what to do if a complaint is received.
 - To ensure that complaints are investigated fairly, and in a timely way.
 - To make sure that complaints are, wherever possible, resolved.
 - To gather information which helps us to improve what we do.

Definition of a Complaint

A complaint is any expression of dissatisfaction, whether justified or not, about any aspect of **Bluebell Care Trust**.

Where Complaints Come From

Complaints may come from parents who have used Bluebell Care's support services, professionals who have referred clients to our services, members of the local community who have had contact with Bluebell staff. A complaint can be received verbally, by phone, by email or in writing.

This policy does not cover complaints from staff, who should use Bluebell Care's Disciplinary and Grievance policies.

Confidentiality

All information regarding a complaint will be handled sensitively, informing only those who need to know, and following data protection procedures.

Overall responsibility for this policy and its implementation lies with the board of trustees.

Review This policy is reviewed regularly and updated as required.

Adopted on:.....

Last reviewed:...April 2022.....

Complaints Procedure for Bluebell Care Trust

Publicised Contact Details for Complaints:

Written complaints may be sent to: hello@bluebellcare.org

Verbal complaints may be made by phone to **0117 922 0746** or in person to any of Bluebell Care's staff.

Receiving Complaints

Formal complaints need to be recorded. The person who receives a phone or in person complaint should:

- Write down the facts of the complaint.
- Take the complainant's name, address and telephone number.
- Record what the relationship of the complainant to Bluebell Care (for example: client, health professional etc)
 - Ensure that the Complainant is aware of Bluebell Care Trusts complaints procedure.
- Inform the complainant what will happen next and how long it will take.
- Where appropriate, ask the complainant to send a written account by email so that the complaint is recorded in the complainant's own words.

Resolving Complaints

Stage One

In many cases, a complaint is best resolved by the person responsible for the issue being complained about. If the complaint has been received by that person, they may be able to resolve it swiftly and should do so if possible and appropriate. Whether or not the complaint has been resolved, the complaint information should be passed to **Ruth Jackson** within one week.

On receiving the complaint, **Ruth Jackson** should record it in the complaints log. If it has not already been resolved, it will be delegate to an appropriate person to investigate, and to take appropriate action.

If the complaint relates to a specific person, they should be informed and given a fair opportunity to respond. Complaints should be acknowledged by the person handling the complaint within a week. The acknowledgement should say who is dealing with the complaint and when the person complaining can expect a reply.

A copy of this complaints procedure should be attached. Ideally complainants should receive a definitive reply within four weeks. If this is not possible because for example, an investigation has not been fully completed, a progress report should be sent with an indication of when a full reply will be given.

Whether the complaint is justified or not, the reply to the complainant should describe the action taken to investigate the complaint, the conclusions from the investigation, and any action taken as a result of the complaint.

Stage Two

If the complainant feels that the problem has not been satisfactorily resolved at Stage One, they can request that the complaint is reviewed at Board level. At this stage, the complaint will be passed to the **Chair of Trustees**.

The request for Board level review should be acknowledged within a week of receiving it. The acknowledgement should say who will deal with the case and when the complainant can expect a reply. The Chair of Trustees may investigate the facts of the case themselves or delegate a suitably senior person to do so. This may involve reviewing the paperwork of the case and speaking with the person who dealt with the complaint at Stage One.

If the complaint relates to a specific person, they should be informed and given a further opportunity to respond. The person who dealt with the original complaint at Stage One should be kept informed of what is happening.

Ideally complainants should receive a definitive reply within four weeks. If this is not possible because for example, an investigation has not been fully completed, a progress report should be sent with an indication of when a full reply will be given.

Whether the complaint is upheld or not, the reply to the complainant should describe the action taken to investigate the complaint, the conclusions from the investigation, and any action taken as a result of the complaint.

The decision taken at this stage is final, unless the Board decides it is appropriate to seek **external** assistance with resolution.

External Stage

The complainant can complain to the **Charity Commission** at any stage. Information about the kind of complaints the Commission can involve itself in can be found on their website at:

www.charitycommission.gov.uk/publications/cc47.aspx]

Variation of the Complaints Procedure

The Board may vary the procedure for good reason. This may be necessary to avoid a conflict of interest, for example, a complaint about the Chair should not also have the Chair as the person leading a Stage Two review.

Monitoring and Learning from Complaints

Complaints are reviewed annually to identify any trends which may indicate a need to take further action.