



SPECIAL FRIENDS CLUB

COMPLAINTS POLICY AND PROCEDURE

Special friends Club 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.

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 make sure everyone at Special Friends Club knows what to do if a complaint is received
- To make sure all complaints are investigated fairly and in a timely way
- To make sure that complaints are, wherever possible, resolved and that relationships are repaired
- 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 Special Friends Club.

Where Complaints Come From

Complaints may come from members, donors, members of the local community, employees of venues Special friends club have attended

A complaint can be received by email or in writing.

Confidentiality

All complaint information will be handled sensitively, telling only those who need to know and following any relevant data protection requirements.

Responsibility

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

Review

This policy is reviewed regularly and updated as required.

Complaints Procedure of Special Friends Club

Publicised Contact Details for Complaints:

Written complaints may be sent to Special friends Club by e-mail to:
admin@specialfriendsclub.org.uk

Receiving Complaints

Complaints received in person need to be recorded.

The person who receives complaint verbally should:

- Tell the complainant that we have a complaints procedure
- Where appropriate, ask the complainant to send a written account by email so that the complaint is recorded in the complainant's own words.
- Tell the complainant what will happen next and how long it will take

Resolving Complaints

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 Special Friend's Club vice chairperson within 1 week

On receiving the complaint, the vice chairperson records it in the complaints log. If it has not already been resolved, they delegate an appropriate trustee to investigate it and to take appropriate action. Complaints may be investigated by a single trustee or by the charity's board of trustees collectively.

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(s) handling the complaint within 2 weeks. The acknowledgement should say who is dealing with the complaint and when the person complaining can expect a reply. A copy of this 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

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

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/

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 taking part in any investigation.

Monitoring and Learning from Complaints

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

Appendix 1 - Practical Guidance for Handling Verbal Complaints

- Remain calm and respectful throughout the conversation
- Listen - allow the person to talk about the complaint in their own words. Sometimes a person just wants to "let off steam"
- Don't debate the facts in the first instance, especially if the person is angry
- Show an interest in what is being said
- Obtain details about the complaint before any personal details
- Ask for clarification wherever necessary
- Show that you have understood the complaint by reflecting back what you have noted down
- Acknowledge the person's feelings (even if you feel that they are being unreasonable) - you can do this without making a comment on the complaint itself or making any admission of fault on behalf of the organisation e.g "I understand that this situation is frustrating for you"
- If you feel that an apology is deserved for something that was the responsibility of your organisation, then apologise
- Ask the person what they would like done to resolve the issue
- Be clear about what you can do, how long it will take and what it will involve.
- Don't promise things you can't deliver
- Give clear and valid reasons why requests cannot be met
- Make sure that the person understands what they have been told.