



COMPLAINTS POLICY

Reviewed by Trustees: 09/04/2020

Cambridge Cycling Campaign (Camcycle) aims at all times to undertake our work in a way which is professional, practical, and positive. Trustees will act to ensure that the charity works with integrity and fairness in all its dealings.

This complaints procedure sets out our processes for handling complaints.

We view 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, where this is well-founded.

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 Camcycle 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 formally-expressed case of expression of dissatisfaction, whether justified or not, about any aspect of Camcycle.

A difference of view on a policy matter is not considered a complaint.

Where Complaints Come From

Complaints may come from members, volunteers, donors, sponsors or any person or organisation who has a legitimate interest in Camcycle.

A complaint can be received verbally, by phone, by e-mail or in writing.

This policy does not cover complaints by staff, who should use Camcycle's Discipline and Grievance policies.

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 Trustees.

The Trustees will act at all times with fairness and objectivity.

The Trustees will exercise their responsibility to defend the charity in the event of any vexatious complaints.

Trustees will, where necessary, take advice from the Charity Commission, CCVS, and any other appropriate bodies, at any stage of handling a complaint.

Review

This policy is reviewed regularly and updated as required.

Complaints Procedure of Camcycle

Publicised Contact Details for Complaints:

Written complaints may be sent to: Camcycle, 140 Cowley Road, CB4 0DL, or by e-mail at contact@camcycle.org.uk.

Verbal complaints may be made by phone to (01223) 690718 or in person to any of Camcycle's staff or trustees.

A record of complaints shall be maintained in a Complaints Log.

Receiving Complaints

Complaints may arrive through the above channels publicised for that purpose or through any other contact details or opportunities the complainant may have.

Complaints received by telephone or in person 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
- Note down the relationship of the complainant to Camcycle (for example: client, member)
- Tell the complainant that we have a complaints procedure
- Tell the complainant what will happen next and how long it will take
- Where appropriate, ask the complainant to send a written account by post or by e-mail so that the complaint is recorded in the complainant's own words.

For further guidelines about handling verbal complaints, see **Appendix 1**.

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 the Executive Director within one week.

On receiving the complaint, the Executive Director records it in the Complaints Log. If it has not already been resolved, they delegate an appropriate person to investigate it 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 within four weeks with an indication of when a full reply will be given. Additional updates will be sent each four weeks (or less) during the investigation as required.

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 Trustee level. At this stage, the complaint will be passed the Chair of the Trustees.

The request for Trustee 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 the 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 within four weeks with an indication of when a full reply will be given. Additional updates will be sent each four weeks during the investigation as required.

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 Trustees decides it is appropriate to seek external assistance with resolution.

External Stage

The complainant retains their right to 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: <https://www.gov.uk/government/publications/complaints-about-charities>

Variation of the Complaints Procedure

The Trustees may vary the procedure where there is 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. Replies to the complainant should describe any variation from this procedure, together with the reason why.

Monitoring and Learning from Complaints

The Complaint Log is 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
- Wherever appropriate, inform the person about the available avenues of review or appeal