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Complaints & Whistleblowing Procedure

Acacia Training takes all complaints received seriously and aims to resolve complaints to a satisfactory outcome as quickly as possible.

Acacia Training aims to resolve all complaints on an informal basis but where this is not possible/appropriate this procedure applies.

A complaint can concern any area of the business where the complainant feels an action is unsatisfactory or unacceptable.

If a complaint is received by any employee within Acacia Training, the complaint should be reported to the Human Resources Manager.

The Human Resources Manager will respond to the complainant within 24 hours and explain the complaints procedure. The Human Resources Manager, ideally details of the complaint will be put in writing at which point the Human Resource Manager, will either

- deal with the complaint directly
- notify the most appropriate manager (if they are not already aware as above) with regards to the details, if deemed more appropriate.

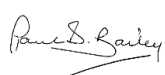
Where a more appropriate manager has been identified they will then be responsible for handling the complaint and any investigations from there on.

The Human Resources Manager will record the complaint in the complaints log and maintain the complaints log until the complaint is closed. The individual Manager will keep the Human Resources Manager informed at all stages of the complaint to allow this process to take place.

The complainant will be presented with the evidence and conclusion either by meeting or telephone discussion. Acacia Training aims to resolve the complaint within 5 working days. However, where circumstances dictate this time span can be extended but will be no longer than 15 working days.

If the complaint is resolved or actions agreed to resolve, then the Manager who has dealt with the complaint will then follow up the complainant within an agreed timeframe with the complainant to aim for a satisfactory outcome.

If there is not satisfactory resolution at this point then the full details and investigation of the complaint will be forwarded to the Chief Operations Officer, who will review the information

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Reviewed by: Paul Bailey	Changes made: Yes
Issued: September 2021	Next review date: September 2022
Signed by: (Name & role) Paul Bailey – HR Manager	Signature: 



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collated to date. If there is still no satisfactory resolution then the complaint will be recorded as unresolved.

If necessary, Acacia Training will lodge the complaint/concern with regulatory bodies, for example if safeguarding issues or Prevent.

All complaints will be discussed at the monthly Management meeting and an action plan devised to ensure the same complaint does not arise in the future.

Contact details of the Human Resources Manager:

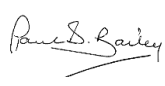
Name: Paul Bailey

Email: paulb@acaciatraining.co.uk

Tel: 01782 646346

ESFA Contact details

Contact Details 3 - ESFA	
Organisation	Education & Skills Funding Agency (ESFA)
Website Address	https://www.gov.uk/government/publications/complaints-about-post-16-education-and-training-provision-funded-by-esfa/complaints-about-post-16-education-and-training-provision-funded-by-esfa
E-mail address	complaints.esfa@education.gov.uk
Phone Number	Telephone: 0800 015 0400 - 8am to 10pm, 7 days a week

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Flow Chart of Complaints Procedure

Complaint received and reported to Human Resources Manager, who will then record.



Human Resources Manager will contact complainant to confirm receipt of complaint within **one working day**. Or will identify a more suitable Manager to investigate.



Appropriate Manager investigates complaint **within 5 working days** and keeps Human Resources Manager up dated. Complainant to be contacted if investigation will exceed this timeframe with explanation.



Complainant to be presented with findings and seek resolution. Aim for actions to be put in place towards a resolution.



If no satisfactory result, OD is informed to review.



Complainant contacted within agreed time frame. Log completed by Human Resources Manager.

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