

Complaints Policy

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Background:

The Flowhession Foundation is committed to providing its service users with high quality services which will be managed efficiently, and which will be publicised with clarity and precision. We strive to deal with all service users in a manner which is fair, efficient and courteous, and within the letter and spirit of the policy.

However, there will be rare occasions where a service user feels that their expectations have not been met. In these circumstances you are entitled to give feedback or make a complaint about the department or service in question. The below procedure outlines how to go about doing this.

Please be aware that this procedure outlines the correct process for providing feedback or for making a complaint about a particular service you have received from the Foundation.

While we welcome the contribution of staff to wider ideas for improving policies and practices, if you do wish to submit such an idea you are asked to use the appropriate consultative processes for doing so.

Complaints relating to disciplinary issues, harassment issues, staff complaints, misconduct or whistleblowing.

These complaints each have their own particular policies. Please consult the following policies if considering making complaints of this nature:

Disciplinary Procedures - these deal with misconduct which interferes with the proper functioning or activities of The Foundation, with those who work at The Foundation, or which otherwise may damage The Foundation.

Dignity at Work Policy - evidence of harassment and bullying is defined as unacceptable behaviour as perceived by the employee, which subjects an individual or group to unwelcome attention, intimidation, humiliation or ridicule, or violating an employee's dignity. The behaviour or treatment may relate to a person's gender, disability, race, religion, sexual orientation, age or any other reason.

Whistleblowing Policy- this makes provision for staff contractually connected with the Foundation to raise concerns about serious malpractice within the Foundation and to do so with the knowledge that their action will be viewed positively and that they will be protected from victimisation.

If you are uncertain as to whether your particular complaint falls under one of the above, you should consult your manager.

What you need to know about submitting a complaint or providing feedback

- Don't be afraid to give feedback or make a complaint. We are committed to ensuring we deliver the best service possible, and your comments help us to do that.
- Members of staff are advised to contact their manager before making a formal complaint.
- Please ensure that you follow the route for complaints or feedback outlined above. Occasionally the nature of your complaint may mean that it will require the immediate attention of the CEO. However, in most cases your complaint will be dealt with more quickly if it is first directed to the relevant member of staff.
- Please be patient. We take all feedback seriously and complaints. You should expect a prompt initial response to any complaint, but where a complaint requires investigation, it may take more than a few days.
- Complaints from members of staff, and cases of whistleblowing have separate processes for appeal or independent review and the applicable policy or procedure should be consulted for details.

What you can expect from the complaints and feedback process

- Feedback will be used as part of an ongoing process of improvement.
- All complaints will be taken seriously, and every effort will be made to resolve the complaint to your satisfaction at an early stage.
- Whoever receives and handles the complaint, you should expect a response within a reasonable time frame and for your contact with the Foundation to be always characterised by courtesy and respect.
- Where a formal written complaint is made to the CEO, you should receive an acknowledgment normally within five working days of receipt.
- Where a complaint is made, you should expect to be kept informed as to the steps taken and progress made in resolving the issue that gave rise to the complaint.
- Where a particularly serious complaint is made, e.g. harassment, you should expect that the matter will receive the utmost attention and be handled with sensitivity and that your confidentiality will be respected - if at any stage in the complaints process it becomes necessary to reveal your identity to progress the matter further, your permission will be sought.

Complaints Policy Statement

The Flowhession Foundation

- is committed to providing a good standard of quality services to service users, other agencies and organisations
- will take seriously any concern or complaint and will investigate it promptly, for resolution as quickly as possible
- recognises that all service users, agencies and organisations
 - have the right to raise concerns or complaints about our services
 - have access to clear information on how to voice complaints and concerns
- concerns and complaints procedure are open to everyone who receives or requests a service from The Foundation and people acting on their behalf
- will deal with complaints in line with this policy
- will keep a register of all complaints, which will be reviewed regularly by the Board of Trustees
- complaints procedure will be part of the process of monitoring the quality, effectiveness and non-discriminatory nature of its services
- All staff, volunteers and Board of Trustees members are required to read, understand and comply with this policy and its procedures.

Introduction

2.1. The Flowhession Foundations strives for high standards in service delivery and welcomes feedback from individuals, users of our services, stakeholders, funding bodies and anyone who works with us, on all aspects of our services. Such feedback is invaluable in helping us evaluate and improve our work.

2.2. The objectives of The Flowhession Foundations complaints policy and procedures are to:

- Ensure everyone knows how to make a complaint and how a complaint will be handled
- Ensure that complaints are dealt with consistently, fairly and sensitively within clear time frames
- Provide individuals with a fair and effective way to complain about our work
- Ensure that complaints are monitored to improve our services

2.3. The Flowhession Foundation will ensure that we:

- Listen carefully to complaints and treat complaints as confidential, where possible

- Record, store and manage all complaints accurately and in accordance with the Data protection Act
- Investigate the complaint fully, objectively and within the stated time frame
- Notify the complainant of the results of the investigation and any right of appeal
- Inform the complainant of any action that will be implemented to ensure that there is no re-occurrence
- Report on an annual basis, the number of complaints received, the outcomes and any actions taken.

3. Definition of a complaint

3.1 A complaint is any expression of dissatisfaction by an individual, whether justified or not.

3.2 An individual may make a complaint if they feel The Flowhesion Foundation has:

- Failed to provide a service or an acceptable standard of service or made a mistake in the way the service was provided
- Failed to act in a proper way
- Provided an unfair service

3.3 This policy and procedure relates only to complaints received about The Flowhesion Foundation and its services.

4. Concern or Complaint

4.1 It is important to establish the difference between a concern and a complaint. Taking informal concerns seriously at the earliest stage will reduce the likelihood of their developing into formal complaints.

4.2 If you have any concerns about our work, please tell a staff worker or their manager as soon as possible, so they can quickly understand your concerns and try to put things right.

4.3 If you are not happy with the response to your concern and/or want to make a formal complaint please follow the procedure below.

5. Complaints Procedure

5.1 The Flowhesion Foundation aims to settle most complaints quickly and satisfactorily by the member of staff who provides the service. The complaint may be resolved quickly by way of an apology or by an acceptable explanation to the individual.

5.2 There are three stages to the complaint's procedure:

- Stage One – the complaint
- Stage Two – investigation
- Stage Three – appeal

6. Stage One - Complaint

6.1 The complaint can be written or if the individual prefers, they can tell someone at The Flowhesion Foundation or someone else, who will write it down for them. The complainant will need to sign it. A complaint form is available to use at appendix 1

6.2 Individuals wishing to make a complaint should contact the person who provided the service, or their line manager. Alternatively, they can contact us by writing to assurance@flowhesion.org.uk

6.3 The complaint should include the complainants name and address, the nature and date of the complaint and how they want to see it resolved. The complaints form can be requested and can be sent to the complainant or collected by the complainant.

6.4 On receipt, each complaint will be allocated a reference number and logged on the complaints register. Complainants must receive an acknowledgement within 3 working days of receipt of a signed complaint.

7. Stage Two - Investigation

7.1 All complaints at this stage should be dealt with by a manager. If they need to meet with the complainant, they will do so within seven working days of receiving the written complaint.

7.2 Complaints will be fully investigated, and a written response provided to the complainant within ten working days by the investigator.

7.3 The complainant will receive written confirmation of the outcome of any investigation, any recommendations/remedies made, such as reviewing of policies, staff development and training or appropriate improvement to our services.

7.4 Where the complaint is upheld an apology should be offered.

7.5 Occasionally investigations may take longer, particularly if the complaint is complex. Should this be the case a holding letter will be sent after ten working days and a final date given for a conclusion to be reached.

7.6 If an individual remains dissatisfied with the outcome from Stage Two, they can appeal within fourteen working days of the date of the outcome and progress to Stage Three.

7.7 The complaints register will be updated, and any pending complaints flagged so they are followed up

8. Stage Three - Appeal

8.1 If the complaint cannot be resolved to the complainants satisfaction at stage two, or if the manager feels that the complaint is of a very serious nature or concerns a staff member then it will be referred to the Chief Executive.

8.2 If the complaint is about the Chief Executive, then the matter will be discussed with two Trustees.

8.3 The Chief Executive and/or Trustees will acknowledge receipt within three working days, they will review the Stage Two investigation and recommend one of the following actions within ten working days (from the date the complainant stated they wanted to take the complaint to stage 3):

- Uphold the action taken at Stage Two
- Make changes to the Stage Two recommendation/actions

8.4 The complainant should be informed in writing of the outcome of stage three, the decision reached about this complaint will then be final but other options available to the complainant (as listed below) should be detailed in the letter.

8.5 If after The Flowhesion Foundation has been through the three stages and the complainant is still not satisfied with the result, they should be advised that there is no further right of

appeal with The Flowhesion Foundation, but they could approach any of the following agencies for advice:

- A solicitor
- Citizens Advice Bureau

This should be done within one month of receiving the outcome from the appeal.

9. Anonymous complaints

9.1 Complaints received anonymously will be recorded and considered, but action may be limited if further information is required to ensure a full and fair investigation.

10. Data protection

10.1 To process a complaint The Flowhesion Foundation will hold personal data about the complainant, which the individual provides, and which other people give in response to the complaint. We will hold this data securely and only use it to address the complaint. The identity of the person making the complaint will only be known to those who need to consider the complaint and will not be revealed to other people or made public. However, it may not be possible to preserve confidentiality in some circumstances, for example, where relevant legislation applied, or allegations are made which involve the conduct of third parties.

10.2 The Flowhesion Foundation will normally destroy complaints files in a secure manner six years after the complaint has been closed.

11. Monitoring

11.1 Complaints are an important tool which, alongside data provided by exit surveys, stakeholder surveys, user feedback and focus groups, will allow us to learn about the services we provide. They provide a useful source of information about how individuals see our services and how we are serving them. To ensure we can learn from complaints the following data will be collected:

- Name and address
- Name of person dealing with the complaint

- Date of complaint and response
- Nature of complaint
- Action(s) taken/recommendations made in response to the complaint Lessons learnt

11.2 Complaints information will be considered on a regular basis by the Management Team and reported annually to The Flowhesion Foundations board of Trustees. Wherever possible the data will be used to improve and develop the service.

Complaint Information

Customer Name	Customer Phone
Customer Address	Complaint Date
Complaint taken by	
Complaint Details	Corrective Action
Next Steps	
Date	

