



# **Loughton AC Complaints Procedure**

## **Complaints Procedure for Members and Non-Members**

### **Why Have a Complaints Policy and Procedure?**

'An effective complaints management system is a proven way of maintaining and building relationships with the people on whom the club depends.'

### **Handling complaints well:**

- Demonstrates your commitment to your members and other stakeholders
- Demonstrates your commitment to providing the best possible service
- Helps you to find out about things that have gone wrong so you can fix them
- Helps you to prevent things going wrong again in future

The policy assumes that complaints are likely to be handled by the Committee, unless there is a senior volunteer who manages complaints in a professional capacity and who is better placed to field initial complaints – at which point this policy can then be amended accordingly.

Due to the size and nature of Loughton AC and the fact we do not have a permanent or head office, careful consideration should be given to the address given out for correspondence of written complaints. Where possible email may be a preferred option.

Because the nature of complaints can be quite varied, Loughton AC will try to maintain as much flexibility as possible when dealing with them.

Loughton AC views complaints as an opportunity to learn and improve for the future, as well as a chance to put things right for the person that has made the complaint. The club is run entirely by volunteers, so that should also be borne in mind by the Committee and complainants alike.

### **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 Loughton AC 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 Loughton AC.

## **Where Complaints Come From**

Complaints may come from any person or organisation who has a legitimate interest in Loughton AC. A complaint can be received verbally, by phone, 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 Chair and the committee.

## **Review**

This policy is reviewed regularly and updated as required.

## **Complaints Procedure of Loughton AC**

### **Publicised Contact Details for Complaints:**

Written complaints may be sent to any member of the Loughton AC committee or the website enquiry and will be passed on to the relevant members of the committee to deal with the complaint. This will generally be the Chair and two other members of the committee as requested and agreed by the Chair at the time of the complaint and based on the initial knowledge of the complaint.

Verbal complaints may be made by phone or in person to any of Loughton AC's officials or committee members.

## **Receiving Complaints**

Complaints may arrive through 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 do the following:

- Write down the facts of the complaint
- Take the complainant's name, address and telephone number
- Note down the relationship of the complainant to the Athletic Club)
- 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 email so that the complaint is recorded in the complainant's own words.

## 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 Chair within one week.

On receiving the complaint, The Chair 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, referring to point 13 of the Loughton Athletic Club Rules and the England Athletics guidance document where necessary [ea-club-discipline-process-2020-v1.pdf \(england-athletics-prod-assets-bucket.s3.amazonaws.com\)](#).

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.

## 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 Committee level. At this stage, the complaint will be passed to the Committee and the Chair.

The request for Committee 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 person who receives Stage Two complaints 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 Committee decides it is appropriate to seek external assistance with resolution.

## **Variation of the Complaints Procedure**

The Committee 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.

## **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

Next review due June 2022