

THE DU BOISSON DANCE FOUNDATION

COMPLAINTS HANDLING POLICY

1 Introduction

The Du Boisson Dance Foundation (the **Foundation**) 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. The Foundation's complaints handling policy (the **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 the Foundation 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; and
- to gather information which helps us to improve what we do.

2 Definition of a complaint

2.1 A complaint is any expression of dissatisfaction, whether justified or not, about any aspect of the Foundation.

2.2 Complaints may come from donors and other individuals who we contact about our work, or any other person or organisation with an interest in the Foundation and its activities.

2.3 A complaint can be received verbally, by phone, by email or in writing.

3 Confidentiality

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

4 Responsibility

Overall responsibility for this policy and its implementation lies with the trustees of the Foundation (the **Trustees**).

5 Review

This policy is reviewed regularly and updated as required.

6 Complaints procedure

6.1 Written complaints may be sent to the Foundation at 58 Bulwer Street, London W12 8AP or by e-mail to admin@duboissondance.org.

6.2 Verbal complaints may be made by phone to Clerk to 020 8743 3856 or in person to any of the Foundation's staff or Trustees.

6.3 Complaints can also be made directly to the Charity Commission for England and Wales (**Charity Commission**) or, if the complaint relates to the use of the complainant's personal information by the Foundation, to the Information Commissioner's Office (the **ICO**) (see paragraph 11).

7 Receiving complaints

7.1 Complaints may arrive through channels publicised for that purpose as set out in paragraph 6 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 the Foundation;
- tell the complainant that we have a complaints procedure;
- tell the complainant what will happen next and how long it will take; and
- 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.

7.2 For further guidelines about handling verbal complaints, see the Appendix.

8 Resolving complaints – Stage One

8.1 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 Clerk to the Trustees within one week of being received by the Foundation.

- 8.2 On receiving the complaint, the Clerk to the Trustees shall make a record in the complaints log. If it has not already been resolved, they will delegate an appropriate person to investigate it and to take appropriate action.
- 8.3 If the complaint relates to a specific person, they should be informed and given a fair opportunity to respond.
- 8.4 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.
- 8.5 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.
- 8.6 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.

9 Resolving complaints – Stage Two

- 9.1 If the complainant feels that the problem has not been satisfactorily resolved at Stage One, they can request that the complaint is reviewed at Board level. At this stage, the complaint will be passed to the Chair.
- 9.2 The request for Board level review should be acknowledged within a week of receiving it. The acknowledgement should say who will deal with the complaint and when the complainant can expect a reply.
- 9.3 The Chair may investigate the facts of the case or delegate a suitably senior person to do so. This may involve reviewing the paperwork of the complaint and speaking with the person who dealt with the complaint at Stage One.
- 9.4 If the complaint relates to a specific person, they should be informed and given a further opportunity to respond.
- 9.5 The person who dealt with the original complaint at Stage One should be kept informed of what is happening.
- 9.6 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.
- 9.7 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.

9.8 The decision taken at this stage is final, unless the Trustees decide it is appropriate to seek external assistance with resolution.

10 Variation of the complaints procedure

The Trustees may vary this procedure if they have good reason for doing so, such as a conflict of interest. For example, if the complaint was about the Chair, it would not be appropriate for the Chair to conduct a Stage Two review.

11 Complaints to a regulator

11.1 A complainant can complain to the Charity Commission at any stage. Information about the kind of complaints the Charity Commission can involve itself in can be found on its [website](#).

11.2 If the complaint relates to the use of the complainant's personal information by the Foundation the complainant may complain to the ICO. Information about the kind of complaints the ICO can involve itself in and how it deals with complaints can be found on its [website](#).

11.3 In the event a regulator receives a complaint in relation to the Foundation, the Foundation will cooperate with that regulator as appropriate.

12 Monitoring and learning from complaints

The complaints log is reviewed annually to identify any trends which may indicate a need to take further action.

Last reviewed by the Trustees: 16 August 2022

APPENDIX - FOR INTERNAL USE ONLY

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.

11 March 2025