



## **Christian Brothers, European Province, Complaints Policy (Christian Brothers resident in England)**

### **Policy Purpose**

The Christian Brothers, European Province seeks to uphold respect for the dignity of all people. To achieve this the Christian Brothers Congregation (England) encourages open communication and listens seriously to complaints. These procedures lay out the mechanisms the Christian Brothers Congregation (England) has in place for the resolution of complaints.

The Christian Brothers Congregation welcomes complaints being raised from any individual, group of individuals, or organisation who wants to make it aware of concerns about The Christian Brothers workforce (post-holders, paid employees, volunteers or third-party contractors working on its behalf) or activities of an organisation that the Christian Brothers work with, for example, partner organisations who implement its programmes.

The Christian Brothers Congregation (England) also welcomes complaints being raised by individuals on behalf of another person, if asked to do so for reasons such as a fear of repercussions, safety concerns or language barriers.

1. This procedure is intended for complaints made by members of the public or organisations with whom the Christian Brothers, its Trustees, brothers, employees or volunteers come into contact with, in the course of their work.
2. This policy is not intended for the Christian Brothers as Brothers, employees or contracted employees. These should use other relevant policies.
3. If the complaint relates to a safeguarding issue these should be raised under safeguarding procedures. These are available at <https://www.catholicsafeguarding.org.uk/>.

The Christian Brothers Congregation (England) 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.

### *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 all Christian Brothers know what to do if a complaint is received
- To make sure that 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 the Christian Brothers based in England. This could include administration, a staff member, process or service – resulting from the Christian Brothers Congregation (England) failure to meet the individual's expectations.

An individual may make a complaint if they feel the Christian Brothers have:

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

This Policy does not cover complaints from staff, who should refer to the Christian Brothers Grievance Policy.

### **Concern or Complaint**

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.

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

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

This Policy only covers complaints about the administration, staff, systems, processes or service of the Christian Brothers. If your complaint is about another organisation that works with the Brothers your complaint is to be directed to them and we can help you do this.

This Policy does not cover safeguarding concerns. Any safeguarding concerns brought to our attention will be attended to by our Safeguarding Lead in accordance with *Safeguarding Children and Adults at Risk of Abuse Policy Document, 2026* (for Christian Brothers based in England). He will be responsible for any further action required. The complaints procedure does however cover the event of you thinking your concern was not handled in a satisfactory way.

### **Confidentiality**

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

### **Complaints Procedure**

We want to make it easy for you to contact us and to provide feedback or make a complaint. These are the ways you can get in touch with us:

1. You can call us on 0035318073300 and your complaint will be documented.
2. You can email us on: [safeguarding@edmundrice.eu](mailto:safeguarding@edmundrice.eu)
3. You can write to us at our Province Centre at:-

Christian Brothers, European Province, Province Centre, Griffith Avenue, Marino, Dublin 9 D09X983, Republic of Ireland.

In all instances where a complaint is made using the above means, we will contact you within three working days of receiving the complaint. If you provide us with a telephone number and/or email address, we will contact you by either of those means to discuss the matter further and to record officially all necessary details. Hopefully, we can resolve the matter immediately.

However, if the issue is more complex and an investigation is required, we will do the following:

- The person who receives the complaint will:
  - Record full details of your complaint
  - Record the complaint in our Complaints Register
  - Note down the relationship of the complainant to the Christian Brothers, e.g. Brother, Religious, Safeguarding Lead, victim/survivor etc.
  - Take all necessary steps to investigate the matter

- Contact you again within fifteen working days of receiving the complaint to advise you of our findings or to give you an update on progress
- Continue to keep you informed until the matter is resolved to your satisfaction or until all appropriate steps (in the Christian Brothers reasonable opinion) to resolve the matter have been taken
- The Christian Brothers Province Leadership Team (PLT) will handle all complaints and if necessary, will escalate them to the Trustee Board, depending on the complexity or seriousness of the issue

## **Resolving Complaints**

Our commitment to you is to address each complaint in a sensitive, fair, transparent, equitable, professional and unbiased manner, through our complaints-handling process.

We will operate at all times from the premise that any person is entitled to express their views on our services and that those views should be taken seriously and investigated when needed.

There are three stages to the Christian Brothers complaints procedure:

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

### *Stage 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 SLT within five working days.

On receiving the complaint, if not already resolved, the SLT will 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 further opportunity to respond.

Complaints should be acknowledged by the person handling the complaint within five working days. 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 fifteen working days. If this is not possible, for example, an investigation has not been fully completed, a progress report should be sent to the complainant with an indication of when a full reply will be given.

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 2*

If the complainant feels that the problem has not been satisfactorily resolved at Stage 1, they can request that the complaint is reviewed at Trustee Board level.

At this stage, the complaint will be passed to the Trustee Board. The request for Board level review should be acknowledged within five working days of receiving it. The acknowledgement should say who will deal with the case and when the complainant can expect a reply.

The Board may investigate the facts of the case themselves or delegate a suitably senior person within the Christian Brothers to do so. This may involve reviewing the paperwork of the case and speaking with the person who dealt with the complaint at Stage 1. The person who dealt with the original complaint at Stage 1 should be kept informed of what is happening.

If the complaint relates to a specific person, they should be informed and given a further opportunity to respond. Ideally complainants should receive a definitive reply within a month. 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 Board decides it is appropriate to seek external assistance with resolution.

### **External Assistance**

If both stages have been exhausted but a satisfactory resolution hasn't been reached, the Christian Brothers may decide to seek external assistance. However, the Christian Brothers will only take this step if appropriate to do so, for example the complaint is of a serious nature or there is a valid conflict of interest.

### **Withdrawal of the Complaint**

At any time during the process, a complainant may withdraw a complaint by notice in writing to the person responsible for handling their complaint. Upon such withdrawal, consideration of the complaint will normally be discontinued, unless the consequences of not following the procedure may result in harm to the individual or the Christian Brothers organisation.

### **Confidentiality and Whistleblowing**

To enable a full investigation to take place, it will be necessary for a complainant to provide their name and contact details. However, in some instances, a complainant may wish to remain anonymous.

Whilst we will endeavor to keep a whistle-blower's identity confidential when asked to do so, this cannot be always guaranteed. There may be situations where we have a duty to disclose an identity, for example to:

- The police, fraud prevention agencies, or other law enforcement agencies (to investigate or prevent crime, including fraud)
- The courts (court proceedings)
- Relevant authorities where there are safeguarding concerns
- Members of the Christian Brothers who are a party of any investigations into issues around qualification delivery
- Other third parties, e.g., Regulators

### **Data Protection**

To process a complaint, the Christian Brothers 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 in line with our current retention policy 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 is applied, or allegations are made which involve the conduct of third parties.

### **How to Contact the Regulators**

If after the Christian Brothers have been through both 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 Christian Brothers, but they can approach any of the following agencies for advice:

- A solicitor - [Home | The Law Society](#)
- Citizens Advice Bureau - [Citizens Advice](#)
- The Charity Commission - <https://www.gov.uk/complain-about-charity>

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

### **Variation of the Complaints Procedure**

The Trustee Board 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 and/or Trustee member involved as a person leading a Stage 2 review.

### **Review of this Policy and Complaints Received**

This Policy will be reviewed by the Trustee Board every 3 years and all complaints received (and compliments) will be brought before the Board for review at our regular meetings. Through this process of regular review, we aim to improve our services to you and to ensure that any lessons learned are implemented, within our organisation

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