



Complaints Policy and Procedure 2026-2027

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Introduction:

NINE Training Limited (the centre) committed to providing excellence in all aspects of our learning provision and services. However, it is recognised that sometimes things can go wrong. The views of our learners, employers and other stakeholders, whether positive or constructive are an important part of learning, adapting and improving to provide a better service.

NINE's complaints procedure is not designed to apportion blame but ensures that the company is able to continuously improve its services and levels of customer service and satisfaction. NINE ensures that there are sufficient platforms to facilitate complaints and that the process is easy to follow, fair and sensitive to both staff and the complainant.

All formal complaints will be centrally evaluated to inform continuous improvement of the organisation's undertakings. Due to the size of the centre, complaints are managed through separation of roles rather than separation of personnel to ensure fairness and impartiality.

Scope of Policy:

This procedure applies to complaints arising from any activities and services undertaken by NINE Training Limited.

Impact on the Learner:

The implementation of this policy will ensure that all learners are able to raise concerns related to their learning programmes in a safe environment.

Definitions:

- A complaint is defined as a statement that something is perceived as unsatisfactory or unacceptable.
- A complaint may be informal or formal and may vary in nature and severity.

Complaints may be about:

- A failure to provide a service or an inadequate quality or standard of service.
- A request for a service or for information which has not been actioned or answered.
- Policies and procedures not being available or followed correctly.
- Incorrect information being provided.
- The quality and availability of facilities and learning resources.
- Accessibility of buildings or services
- Staff or learner conduct
- Treatment by, or attitude of, a staff member or a learner



A complaint is ***not***:

- A routine first time request for a service.
- A request for information or an explanation of a policy or practice.
- A disagreement with an assessment decision.
- A claim for compensation from the provider.
- Issues that are in court or have already been heard by a court or tribunal.
- A request for information under the Data Protection and Freedom of Information Acts.
- A grievance by a member of staff

A separate procedure for dealing with appeals against assessment decisions is in place, details of which can be found in the learner handbook, or a hard copy can be made available upon request.

The NINE's Complaints Procedure is supported by further policies and procedures for matter of public interest and serious concerns:

- NINE Malpractice and Maladministration Policy
- NINE Whistleblowing Policy

Anonymous Complaints:

All feedback is valued, and all complaints will be investigated and actioned as appropriate, including those made anonymously, when possible, based on the information provided. Where insufficient information is provided such complaints will be recorded but marked as no further action to be taken.

Vexatious Complaints:

A complaint may be vexatious if it is deemed to have been made with the sole purpose of causing inconvenience, harassment, or expense to the organisation. A vexatious complaint is an unjustified, inappropriate, or improper use of formal procedure.

For example, a vexatious complaint may be:

- Where there is evidence which indicates that the complainant has a personal grudge and correspondence is targeted towards a particular member of staff.
- Where a complainant is unreasonably persistent in attempting to reopen an issue which has already concluded.
- Where a complainant is using abusive or aggressive language which is beyond the level of criticism that could be reasonably expected.



Quality:

Quality has a suitable level of authority to ensure that the correct complaints process is followed and to appoint an investigating officer.

Quality will ensure that complaints are resolved as soon as possible in line with this policy. Quality may allow reasonable extension of timescales in exceptional circumstance to ensure full and fair investigation but must ensure the complainant is advised in writing should this be required,

Quality will act with impartiality throughout the complaints process.

All complaints records, investigation notes and outcomes are stored within the central SharePoint Corporate/Management folder and, where relevant, the learner's SharePoint file.

Procedure:

Complaints are not defined by the process through which they are reported but by the severity of their nature. Complaints can be made verbally in person or by phone or in writing by email or letter. Complaints may be made in Welsh or English and will be treated equally.

Stage One – Informal Complaints (Non-serious, low risk, low profile):

Every effort is made to resolve a complaint as quickly and easily as possible. Depending on the severity of the complaint it may be possible to address the matter informally through discussion with a member or staff. Any member or staff will be happy to discuss any concerns and will act accordingly.

Anyone making a complaint should be made to feel comfortable in doing so, without fear that it may have an adverse impact on their learning or relationship with NINE Training Limited. Complaints will be handled sensitively and, where possible, confidentially. Individuals raising concerns in good faith will not suffer victimisation, discrimination or unfair treatment as a result of making a complaint.

Whilst learners are encouraged to discuss any informal complaints with their trainer coach, should any learner feel unable to do so they will be supported to speak to an appropriate manager.

Stage One complaints not requiring investigation will be addressed within 5 working days. Full details, including outcome, are to be communicated to the Head of Operations.

Stage Two – Formal Complaints (More serious, high risk, high profile):

If it is felt that a complaint has not been addressed fully at stage one, or if the nature of the complaint is sufficiently serious it may be more appropriate to make a formal complaint in writing, support in doing so can be provided on request and complaints are welcome in Welsh and English.



A complaint which may be high risk or high profile could include:

- An allegation of corruption against an employee
- An allegation of fraud or other illegal activity
- A claim of dereliction of duty
- A potentially significant risk to the organisation's operations
- A claim of personal injury
- A claim of discrimination in relation to the protected characteristics as set out in the Equality Act 2010
- An allegation of significant harm or abuse, or where there is a suspicion that someone may suffer significant harm.
- A serious failure in service delivery such as major delays or repeated failures
- Significant and ongoing press interest

Investigation of the complaint will commence within 5 working days of receipt and the complaint will be acknowledged, in writing, within 2 working days by the organisation's Head of Operations.

The Head of Operations will appoint an Investigating Officer (IO) who will record the details of the complaint on the NINE Complaints Record Form and undertake investigations as appropriate.

Stage 3 – Formal Complaints:

The complaint will be investigated, and contact will be made with all relevant parties to gather information and supporting evidence. The IO will advise the complainant and Head of Operations of progress at each stage.

Stage 4 – Formal Complaints:

Within 15 working days the complainant will receive written notification of the outcome of the complaint or details of any ongoing investigations as appropriate by the Head of Operations.

Stage 5 – Formal Complaints:

If it has been necessary for the investigation period to be extended beyond 15 working days, the complainant will receive written notification of the outcome within 6 weeks. This outcome will be the final decision unless the complainant chooses to appeal.

To learn from all complaints, even if it is something that can be addressed informally, the member of staff to whom the complaint was reported will complete the NINE Complaints Record to record the nature of the matter and how it has been resolved. This will be submitted for central evaluation to determine whether changes need to be made to prevent re-occurrence.

For analytical and evaluation purposes all, formal complaints will be recorded and categorised as in the table below.



Nature	Health and Safety
1. Equal Opportunities 2. Staff Conduct 3. Resources 4. Teaching and learning	5. Support 6. Welsh Language 7. Other
Severity	Source
A. Very serious B. Serious C. Minor	S. Stakeholder L. Learner E. Employer

Appeals

If the complainant is unsatisfied with the outcome of their complaint, they have the right to appeal. An appeal may be made on the grounds of the resulting decision or the improper application of process.

In the first instance, an appeal should be made in writing to NINE Training Limited. If NINE are implicated in the complaint, the appeal should be made in writing to the Director(s).

Appeals must be submitted within 15 working days of receiving the written complaint investigation outcome.

Appeals will be acknowledged in writing within 5 working days of receipt and resolved within 15 days of receipt. The complainant will be advised of the outcome in writing.

If required, an appeals meeting will take place within 15 working days of receipt of an appeal. This will take place at a mutually convenient time, and the complainant will be given one week's notice and will be allowed to bring someone with them such as a line manager, colleague, or family member. However, **legal representation will not be permitted**. The complainant will then be advised of the outcome within 10 working days of the meeting.

Should the complainant not attend an appeal the appeal may still be addressed in their absence, and the complainant advised of the outcome in writing.

NINE Training Limited will endeavour to work supportively and constructively to resolve complaints to the satisfaction of the complainant.



Should difficulties arise in the amicable resolution of a complaint, mediation may be utilised to support the complaint process for the benefit of all concerned.

Responsibilities

Directors

- Ensuring NINE Training Limited fully meet associated legal requirements.
- Ensuring this policy meets the requirements of relevant legislation and regulations.
- Ensuring effective implementation and monitoring of this policy.
- The Director(s) includes summary information on complaint trends within the annual Self- Assessment Report.

Head of Operations

- Ensuring that this policy is fully supported by their organisation.
- Creating an open culture which values complaints as an opportunity to improve provision and services.
- Supporting Quality in undertaking actions as part of this policy.
- Working with the Head of Operations to understand complaint trends and themes and the identification of areas for improvement.
- Monitoring the number and type of complaints and identifying and responding to any themes arising from complaints.
- Monitoring and reporting to the Directors in relation to the nature of the complaint and actions taken.
- Raising awareness of the complaints process across their organisation.
- Ensuring that appropriate complaints records are maintained including the complaints log spreadsheet.

Staff

- Ensuring that straightforward complaints are addressed appropriately and promptly where possible and reported/recorded.
- Escalating complaints to an appropriate manager and/or the organisation's Head of Operations.
- Co-operating fully with the Head of Operations and those investigating a complaint.

Communication:

This policy is available bilingually and may be provided in large print on request. Reasonable support and adjustments will be provided where required to enable individuals to access and engage with the complaints process.

Employers and learners will be provided with access to this procedure in electronic or hard copy formats at the start of the training programme and it will also be accessible through contact with the centre.



Monitoring and Review Processes:

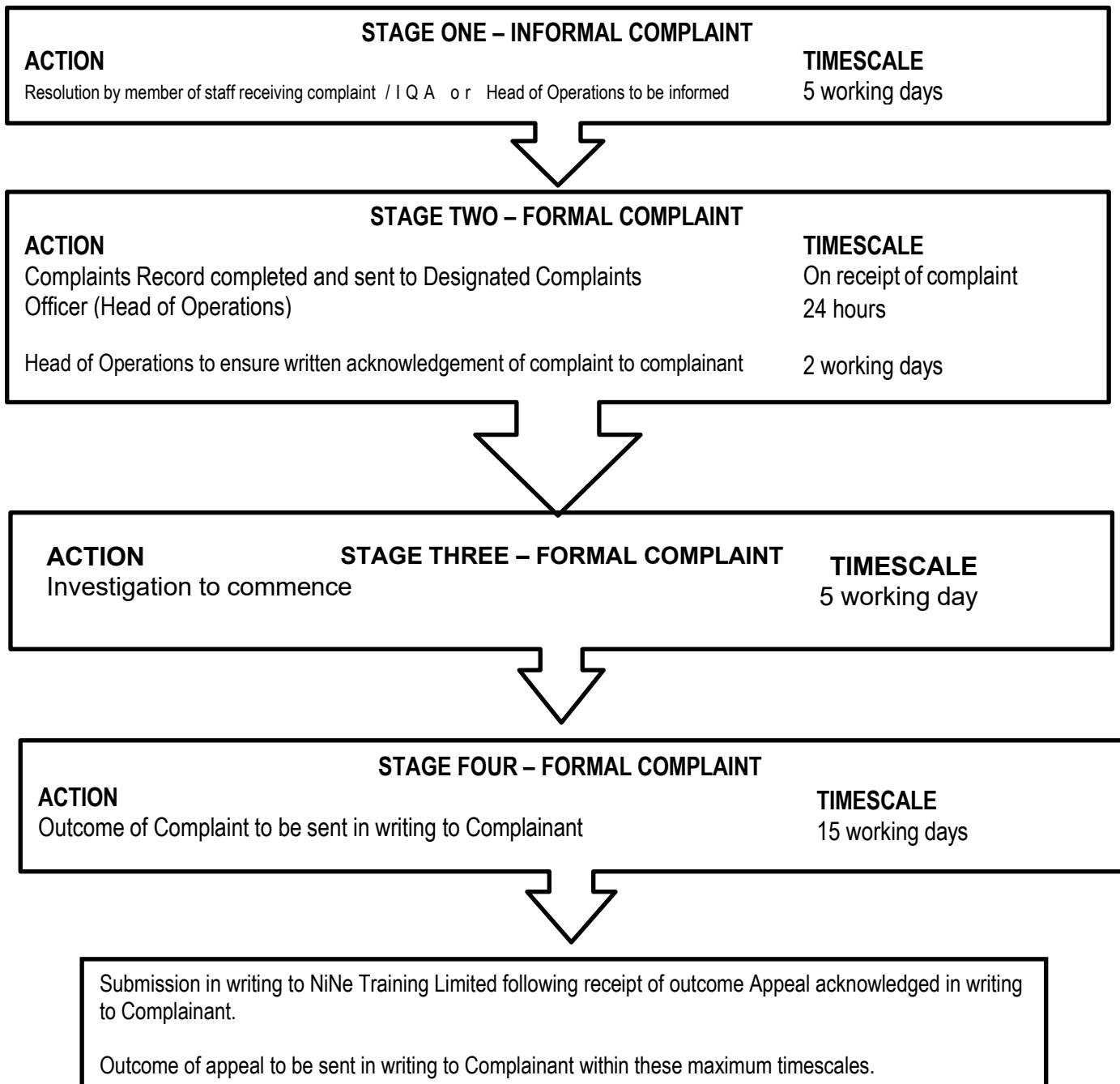
All complaints will be monitored by the Head of Operations and discussed with the Directors if applicable. Outcomes of complaints will be held centrally within SharePoint and will be reviewed on an annual basis through the electronic central Complaints Log.

This procedure will be reviewed on an annual basis to ensure it continues to meet the needs of the organisation and its stakeholders. The review will be conducted by the NINE.

All complaints records, investigation notes and outcomes are stored within the central SharePoint Corporate/Management folder and, where relevant, the learner's SharePoint file.



Overview of NINE Complaints Procedure





Appendix 1 NINE Complaints Record

Complainant name:					
Complaint number:					
Address:					
Telephone number:					
E-mail address:					
Date of complaint:					
Organisation:					
Investigator name:					
Date complaint acknowledged in writing:					
Details of the complaint:					
Complaint categorisation:					
Nature:	1. Equal Opps	2. Staff Conduct	3. Resources	4. Teaching & Learning	
	5. Health & Safety	6. Support	7. Welsh Language	8. Other	
Severity:	A. VERY SERIOUS		B. SERIOUS		C. MINOR
Source:	L. Learner		S. Stakeholder		E. Employer
Actions taken:					
Further action required:					
Supporting documentation:					
Outcome:					
Date complaint resolved internally:					
Date complainant notified of outcome in writing:					
Details of appeal (if applicable):					
Investigator Name:		Signature:		Date:	
Director (if applicable):		Signature:		Date:	