



# Complaints Policy



The Besom in Camberley is a Christian organisation committed to social justice and opposed to discrimination in society. We are committed to providing services to those who need them on a fair and equitable basis, regardless of race, ethnicity, religion, lifestyle, sex, sexuality, physical or mental disability or any offending background.

The Besom in Camberley aims to provide its members and service users with the best possible service. However, we recognise that from time to time there may be occasions when users of our services feel that the quality or level of service provided falls short of what they could reasonably expect.

Your continued goodwill is greatly valued by us and we would expect to resolve any day to day difficulties or complaints informally and as quickly as possible. In the first instance we would expect you to raise any complaint directly with the member of staff concerned.

The more formal procedure outlined below is intended for use by members and other users of our services, where informal communication has not resolved the problem.

## This is what you should do:

The complaint should be made either in person, or by telephone or email to the Project Leader who will acknowledge, in writing within ten working days, the receipt of any complaint. If the complaint is about the Project Leader the complaint should be addressed to the Chair (marked '*confidential*'). At this, and any subsequent stage, the complainant may be accompanied or supported by a friend, but not a legal representative.

## This is what The Besom in Camberley will do:

The Project Leader (or Chair) will investigate the circumstances leading to the complaint and will communicate the results of the investigation to the complainant within a reasonable time – normally within 20 working days of the complaint being received. If the complaint is found to be justified, the Project Leader (or Chair) will agree any necessary further action with the complainant.

The complainant will have the right – if dissatisfied with the results of the enquiry – to put their case, in writing, to an appeal panel of two Trustee Board members, which will include at least one vice-chair.

If the appeal is found to be justified, the appeal panel will agree any necessary further action with the complainant. The decision of the appeal panel is final and no further appeal is possible.

The Project Leader (or Chair) will keep the Trustee Board informed of the number and nature of complaints, and the outcomes. They will report to the Board on this at least annually.



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If you have a complaint, contact:

The Project Leader (or Chair)

Project Leader - Karen Kendall on 07931 336511 Email: [karen.kendall.home@gmail.com](mailto:karen.kendall.home@gmail.com)

Chair of Trustees - Neil Lyddiatt on 07756 874181 Email: [Neil.lyddiatt@btinternet.com](mailto:Neil.lyddiatt@btinternet.com)

Please also let us know if you are happy with The Besom in Camberley's services.