



Complaints policy of Alliance Française d'Oxford

Alliance Française Oxford views complaints seriously.

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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 Alliance Française Oxford 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 Alliance Française Oxford.

Where Complaints Come From

Complaints may come from any person or organisation who has a legitimate interest in Alliance Française Oxford. A complaint can be received by email or in writing. This policy does not cover complaints from staff, who should use the Alliance Française Oxford Discipline and Grievance policies

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 Board of trustees and the management.

Review

This policy is reviewed regularly and updated as required.

We are the Alliance Française d'Oxford

the charity whose mission is to promote French language and culture in Oxford



Adopted on 1st September 2015 - Last reviewed 06/08/2025

Complaints Procedure of Alliance Française d’Oxford

Publicised Contact Details for Complaints

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Secretary of the Board of Trustees
trustees@af-oxford.org
Please write “COMPLAINT” in the subject heading

Receiving Complaints

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 Secretary within two weeks. On receiving the complaint, The Secretary will record 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. 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. 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 TWO

If the complainant feels that the problem has not been satisfactorily resolved at Stage One,

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they can request that the complaint is reviewed at Board level. At this stage, the complaint will be passed to the Chairman :

CAITLIN KENNEDY, Chair of the Trustee Board,
caitlinlk@gmail.com
trustees@af-oxford.org

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The request for Board 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 Chairman of the trustees 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 Board decides it is appropriate to seek external assistance with resolution.

The complainant can complain to the Charity Commission at any stage.

Information about the kind of complaints the Commission can involve itself in can be found on their website at: www.charitycommission.gov.uk/publications/cc47.aspx

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