

Student Complaint Procedure (the Procedure)

1. Glossary of key terms

1.1. In this Procedure the following terms shall have the meanings set out below:

Case Handler: The relevant individual, defined in Table 1, who determines whether a complaint is eligible to be investigated and who conducts any subsequent investigation under the Formal Resolution stage

Complainant: The Student who has made a complaint under this Procedure

Complaint Officer: The relevant individual, defined in Table 1, who decides whether a complaint is upheld or dismissed under the Former Resolution stage

Completion: A letter that confirms the end of the Hall's internal Procedures Letter proceedings following which, in applicable situations, a student may be able to raise a complaint with the Office of the Independent Adjudicator.

Reviewer: The relevant individual, defined in Table 1, who decides whether a complaint is upheld or dismissed under the Review Stage.

Scope and Principles

2.1 This Procedure applies where a student member of the Hall, or of the Federation, wishes to make a complaint against the Hall, a junior or senior member of the Hall, or a member of the Hall staff.

2.2 Where a complaint relates to a Placement outside of the Hall, or to a College within the Federation, a junior or senior member of another College within the Federation or a member of staff of another College within the Federation, the student member of the Hall will be supported by the Academic Dean to make their complaint via the relevant procedure operated by the Placement or College.

2.3 It is anticipated that where a student member of the Federation brings a complaint under this procedure, they will be provided with relevant support from their Tutor from their own constituent College. References to the complainant being accompanied by Hall staff should be read as referring to the student's College Formational Tutor or equivalent.

2.4 This Procedure has three stages: Informal Resolution, Formal Resolution and Review.

2.5 This Procedure cannot be used to make a complaint relating to the following:

a) University provision, for which the student should consult the relevant University complaint Procedures (www.studentcomplaints.admin.cam.ac.uk);

b) A decision made by an academic body regarding student progression, academic assessment or awards; or under the processes covering Respect and Dignity at Study, or Fitness to Study, for which the student should consult the relevant Hall Procedures.

c) Complaints relating to harassment or sexual misconduct perpetrated by other students, which with the Complainant's permission must be handled under the Cambridge Theological Federation Procedure for the handling of student cases of harassment and sexual misconduct or under the Hall's own analogous policy as appropriate.

d) In the event of a complaint of harassment or sexual misconduct against a senior member of the Hall (Principal, Vice Principal, Academic Dean or Domestic Bursar), this procedure should be followed. It is anticipated that the investigation shall seek to align as closely as possible with the principles and procedures of the Hall's policy on harassment and sexual misconduct.

2.6 Before making a complaint, Complainants should read this Procedure. All Complainants are encouraged to seek support from a Hall Tutor, a member of the Students' Unions' Advice Service, or other advisor of the student's choosing.

2.7 A Complainant may be invited to attend a meeting under paragraph 3.2, 4.8 and 4.11 as part of this Procedure. A Complainant who is invited to attend a meeting will be entitled to choose whether or not to attend the meeting, noting that non-attendance may affect the acceptance of grounds for a Review of any formal complaint decision on the basis of

incomplete evidence. The Complainant is also entitled to be accompanied by a current senior member of Hall or of the Hall staff of the Complainant's choosing, providing that such attendance is notified in advance of the meeting. During any meeting, the Complainant is entitled to ask for breaks to allow a reasonable opportunity for the Complainant to consult such an accompanying person in private.

2.8 This Procedure is an internal process and does not have the same degree of formality as a court of law. It is not necessary or appropriate for Complainants or the Hall to be legally represented at any meetings that form part of the Procedure, except in exceptional circumstances.

2.9 This Procedure can only be used by a student who has been affected by the subject matter of the complaint. Complaints should be presented by Complainants themselves in order to ensure their views are accurately represented, unless a compelling case is made to demonstrate that the Complainant cannot act on their own behalf, and the Hall has received a statement in writing that the Complainant is prepared for the third party to act on their behalf in full. In this circumstance, the Hall will communicate only with the authorised representative and therefore any reference in this Procedure about communication to or from a Complainant refers instead to the Complainant's authorised representative.

2.10 Group complaints can be submitted, but a single group representative must be identified with whom the Hall will correspond and who will be responsible for liaising with the other Complainants. In such cases, references in this Procedure to the 'Complainant' shall be construed as referring to more than one person. The Hall may separate group complaints where it considers that the issues raised impact Complainants differently or where Complainants are seeking different remedies.

2.11 The Hall reserves the right to make a judgement on whether or not to accept formal complaints that are made anonymously. Anonymous complaints will not normally be accepted, as this may limit the investigation and communication of the outcome. Exceptionally, an anonymous complaint may be considered if there is a compelling case, supported by evidence, for the matter to be investigated.

2.12 The Hall will act reasonably in considering complaints under this Procedure and decisions will be made fairly and transparently. Case Handlers will be appointed by the relevant individual, defined in Table 1. The Case Handler, Complaint Officer and Reviewer will have had no material involvement in the matters raised as part of the complaint or in the earlier stages of the Procedure and will be independent and impartial. The Complainant will be advised of who will take on these roles and be given the opportunity to raise any concerns with the person making the appointment relating to real or potential conflicts of interest. Within the terms envisaged under 2.14 and 2.15 below, the Case Handler shall take all reasonable steps to ensure that Complainants will not be disadvantaged for the fact of raising a valid complaint.

2.13 Any reference in this Procedure to a named role includes a deputy appointed by that officer or role-holder to exercise the functions assigned to that officer under this Procedure.

2.14 Complainants are required to raise a complaint as soon as possible and within the required timeframe (see paragraph 3.1, 4.1 and 5.1), to ensure effective remedies can be provided without further disadvantage to the Complainant. Complaints or evidence submitted outside this timeframe will not be accepted unless there is a valid reason for delay, supported by evidence, which will be judged on a case-by-case basis by the Case Handler, Complaint Officer or Reviewer, as appropriate. For the avoidance of doubt, revising or studying will not normally be accepted as a valid reason for delay.

2.15 The Hall aims to process any formal complaint through Formal Resolution and any Review within 90 calendar days. The 90 calendar day timeframe requires Complainants to comply with any timescales set down in this Procedure. There will occasionally be circumstances when, for good reasons, the Hall will need to extend the timeframe and in these circumstances the Complainant will be notified and kept updated as to the progress of their complaint.

2.16 The Hall will only share the information and evidence submitted in a complaint where it is strictly necessary in order to process, investigate and consider the complaint. All information received from a Complainant will be handled sensitively and in accordance

with the Policy on the use of personal information under the Student Complaint Procedure. [See the Appendix to this document]

2.17 The Case Handler, Complaint Officer or the Reviewer may terminate consideration of a complaint if it is considered to be frivolous or vexatious. Examples of vexatious complaints are those which are obsessive, harassing or repetitive; insist on pursuing unrealistic or unreasonable outcomes and/or complaints which are designed to cause disruption or annoyance. If a complaint is terminated then the Complainant will be issued with a Completion of Procedures letter.

2.18 Complainants and their advisors are required to communicate respectfully and reasonably at all times whilst using the Procedure. Abusive or threatening behaviour and language including unreasonable persistence, unreasonable demands, lack of co-operation or any aggression or threat of aggression will not be tolerated. If, following a warning, a Complainant behaves in an unacceptable manner; the Case Handler, Complaint Officer or the Reviewer may terminate the complaint without further consideration and, in exceptional circumstances may trigger disciplinary procedures. If a complaint is terminated then the Complainant will be issued with a Completion of Procedures letter.

2.19 When using this Procedure, Complainants are encouraged to provide details and evidence of any disability and/or any reasonable adjustments which may be appropriate in light of their disability. Where it may be helpful and following the consent of the Complainant, an appropriately trained staff member may be asked to provide a decision regarding reasonable adjustments. When notified of a disability, the Hall will always consider whether reasonable adjustments to the Procedure are required, based on the needs of the individual.

3. Informal Resolution

3.1. Complainants should raise complaints, in writing or in person, usually with their Tutor, as soon as possible and normally within 28 days of the matter occurring, to ensure that the matter can be investigated properly. If the Tutor is the subject of the complaint, the Complainant should raise the matter with the Vice Principal.

3.2 Having been informed of a complaint, the Tutor will support the student in efforts to secure an informal resolution. Where such an informal resolution cannot be achieved within 21 calendar days the Tutor will write to the Complainant to inform them of the fact.

4. Formal Resolution

4.1 Where Informal Resolution cannot be achieved or where the issues raised are serious or systemic, the Complainant can raise a complaint under Formal Resolution. Complainants should raise a complaint by putting the complaint in writing to the relevant individual, defined in Table 1, normally within 28 days of either (a) the Tutor's informal response to the complaint; or (b) the matter of complaint first arising, where the Complainant reasonably considers Informal Resolution is inappropriate.

4.2 On receipt of the formal request the relevant individual, defined in Table 1, shall appoint a Complaint Officer, Case Handler and Reviewer. The Case Handler shall determine on a case-by-case basis whether the period of 28 calendar days should run from a later date in recognition of a Complainant's further reasonable attempts at Informal Resolution; or whether it is reasonable for the Complainant not to have attempted Informal Resolution.

4.3 The complaint should set out the Complainant's concerns clearly and succinctly and provide all relevant evidence to substantiate the issues raised. The Complainant should also outline what in their view would constitute a suitable outcome and remedy for their complaint. At this point they should produce in writing any relevant evidence.

4.4 A Case Handler will consider the submitted Complaint and evidence and will make one or more of the following determinations: a) the complaint in whole or in part is eligible to be investigated using this Procedure; b) the complaint in whole or in part should be referred for consideration under an alternative Procedure; c) the complaint in whole or in part is ineligible to be considered by the Hall, for example because it is out of time, is not a matter that can be resolved by the Hall, lacks substantive content, or is considered malicious, vexatious or frivolous; d) the Complainant should attempt Informal Resolution before investigation of the complaint under this stage of the Procedure.

4.5 Where a determination is made under paragraphs (b)-(d), the reasons for this and information about the options available to the Complainant will be provided in writing to within 7 calendar days. If the Complainant disagrees with the determination under paragraph 4.4, the reasons for the disagreement should be provided by the Complainant, in writing and within 7 calendar days of receiving the decision, to the Vice Principal, as appropriate under 2.9 who will review the determination within a further 14 calendar days. Where a complaint cannot be considered further by the Hall a Completion of Procedures letter will be issued. Where matters raised within the complaint would be more appropriately considered under alternative Hall Procedures, the Case Handler will inform the Complainant about which matters will be considered under which Procedure. In some circumstances, it may be necessary to suspend one Procedure pending the completion of another.

4.6 Some complaints may require the Hall to take swift action, for example where the issues raised have detrimental consequences for the Complainant's or another Hall member's health and safety (including mental health) or where external time limits apply for example, in meeting regulatory requirements for the completion of courses. If this is the case, this Procedure may be expedited.

4.7 Where a determination is made under paragraph 4.4(a) the Complainant will be informed and the Case Handler will conduct an investigation, requiring written statements and evidence from witnesses and Institutions concerning the events and applicable Procedures, as appropriate.

4.8 A Case Handler may or may not meet individually with the Complainant, the Tutor who attempted informally to resolve the complaint or witnesses as part of the investigation, or collect further evidence, at the Case Handler's discretion and where the Case Handler believes it to be beneficial to do so. Where a meeting does take place a note-taker will be present. The Case Handler may, with the express permission of all parties, have the notetaker record proceedings for the purpose of producing a transcript. No other recording or broadcast of proceedings may be made on any device. The written notes taken will be presented to those in attendance at the meeting for factual clarification, following which the notes will become the formal record of the meeting.

4.9 The Case Handler shall prepare a report containing the process that they have followed, the information they have gathered, the conclusions that have been drawn and any recommendations. The Case Handler should also consider whether mediation or conciliation might be effective at this stage.

4.10 Following investigation, the Case Handler will provide all of the materials to the Complaint Officer and the Complainant. The latter shall be entitled to respond within 7 calendar days.

4.11 The Complaint Officer will consider all of the materials provided. In exceptional circumstances the Complaint Officer may request further written statements, or hold a meeting with any individual involved in the complaint, or hold a hearing. The Complainant will receive any additional materials considered by the Complaint Officer at least 7 calendar days in advance of any meeting or hearing.

4.12 Following consideration, the Complaint Officer will have the power to make one or more of the following decisions: a) that further steps should be taken to resolve the complaint informally (for example, through mediation with the agreement of both parties); b) to uphold a complaint in whole or in part and where appropriate require such remedies as necessary; c) to dismiss a complaint in whole or in part.

4.13 The Complainant will receive confirmation in writing of the Complaint Officer's decision, along with the reasons for the decision at the conclusion of the investigation.

4.14 Regardless of the decision made, the Complaint Officer may make observations and recommendations to the Hall for consideration following the outcome of a complaint.

5. Review

5.1 The Complainant should confirm to the Complaint Officer whether they accept the outcomes of the formal complaint or whether they remain dissatisfied. If a Complainant is dissatisfied following the Formal Resolution decision, the Complainant can submit a written request for a Review to the Case Handler within 14 calendar days of the Formal Resolution decision and any reasons being provided to them. Alternatively, if the Complainant is dissatisfied with the decision but does not believe the reasons for the

dissatisfaction would meet the grounds for a Review, the Complainant can indicate that they will not proceed and, where applicable, request a Completion of Procedure letter.

5.2 The Review will not usually consider issues afresh or involve a further investigation. A Review can only be requested on the following grounds: a) procedural irregularities that occurred during Formal Resolution, which were material or potentially material to the decision reached; and/or b) the Formal Resolution decision is unreasonable, in that no reasonable person could have reached the same decision on the available evidence; and/or c) the availability of new evidence, which materially impacts the complaint outcome and which, for valid reasons, could not have been submitted at an earlier stage.

5.3 A Review of the Complaint is a two-stage process. On receipt of a request for Review, the Complaint Officer will ask the Reviewer appointed under 2.9 to consider whether there are grounds for a Review, based on a consideration of the request and the evidence provided. If the Reviewer does not consider that the request is eligible for Review, the Reviewer will inform the Complainant of that and the Hall will, where applicable, issue a Completion of Procedures letter.

5.4 If the Reviewer accepts there are valid grounds for Review, they will then consider in detail the Complainant's Request, the information considered during Formal Resolution, the decision and any new information. The Reviewer may request further information.

5.5 Following investigation, the Reviewer will have the power to either: a) uphold the complaint in whole or in part and require such remedies as necessary; or b) dismiss the request for Review and confirm the Complaint Officer's decision.

5.6 The Complainant will receive the Reviewer's decision and the reasons for the decision, in writing, normally within 28 calendar days of submitting the Request for Review form. This is the final stage of the Hall's internal process and therefore, where applicable, the Complainant will be issued with a Completion of Procedures letter. If a Complainant is eligible, and chooses, to raise a complaint with the OIA, the Reviewer's decision will still be enacted unless a review outcome from the OIA recommends otherwise.

Table 1

Person against whom complaint is made	Individual to whom complaint should be submitted	Case handler	Complaint Officer	Reviewer
A fellow student member of the Hall	Vice Principal	Domestic Bursar or Academic Dean	Vice Principal	Principal
Non-academic staff member of the Hall	Vice Principal	Domestic Bursar	Vice Principal	Principal
Academic staff member of the Hall	Vice Principal	Academic Dean	Vice Principal	Principal
Academic Dean or Domestic Bursar	Principal	Vice Principal	Principal	Member of the Board of Trustees
Vice Principal or Principal	Vice Chair of Trustees	Member of the Board of Trustees	Vice Chair of Trustees	Chair of Trustees

Appendix: Policy on the use of personal information under the Student Complaint Procedure

A copy is to be provided to the Complainant at the earliest contact. This should also be read in conjunction with the Hall's Data Protection Statement, which can be found at <https://www.ridley.cam.ac.uk/policies-reports/data-protection>

1. In order to deal with a Complainant's request it will be necessary for the Hall to process a Complainant's personal data in accordance with this policy. The overall purpose of processing personal data in the context of the investigation and resolution of student complaints is to decide what steps can appropriately be taken in response to such complaints. Personal data will be disclosed only to those persons who need to see such data for the purposes of conducting an investigation, responding as part of an investigation, determining or recommending a resolution, or deciding what other steps can appropriately be taken. No person will be told any more about the investigation than is strictly necessary in order to obtain the information required from them. Such persons may include: • staff handling, investigating and considering the complaint; • individuals named or involved in the complaint, such as students, staff or external bodies; • authorised representatives of other external bodies involved in the complaint; • the Hall's legal advisors; • relevant staff in the University; and • a Complainant's authorised representative. Documentation generated in the course of an investigation under the Procedure will be disclosed in full to the Complainant except where information relates to an individual who has not explicitly consented to the disclosure of personal data. 2. The Hall will seek the Complainant's written consent before notifying the Complainant's Hall Tutor that a complaint has been submitted so that they are aware of the complaint and able to assist in providing support.

3. The Hall will seek the Complainant's explicit written consent before liaising with appropriate staff members, regarding support and any reasonable adjustments for disabled students.

4. Following completion of the Procedure, the complaint, the documentation generated in the course of the investigation and the decisions made under the Procedure, will be retained securely by the Hall for one year after the completion of the Complainant's studies or those of the person or persons complained of, in the event that the complaint has been upheld. This information will be used for the purposes of responding to any complaints regarding the application of this Procedure as well as for compiling anonymous statistics regarding its use. Further, where any complaint is subsequently submitted under this Procedure by the same Complainant, this information may be taken into account by the Case Handler, in reaching a decision under paragraph 2.14 or 4.4 of the Procedure. The information may also be used if relevant for the purposes of conducting disciplinary proceedings or referral for consideration under another Procedure under paragraph 2.14 or 4.4 of this Procedure.

5. Nothing in this policy is intended to prejudice any rights of access to personal data which any person may have under data protection legislation as applicable at the time or otherwise.

6. Any questions or concerns about this policy should be directed to the Vice Principal in the first instance.