



الأكاديمية الهندية، دبي

The Indian Academy, Dubai

Policy No: TIA 3.4

School Policy on Complaints

Introduced : May 2013
Revised : March 2015

Implemented by : PRINCIPAL

NEED: Schools under the banner of **IQRA EDUCATION** will provide safe environment where the child safety is top priority. This policy will be operational in all schools run by **IQRA EDUCATION**. The Indian Academy, Dubai being one of the schools of **IQRA EDUCATION** will follow a policy on “**Complaints**”.

PROCEDURE:

1. If the parent complains either on phone or in writing to the Principal about a problem,
 - a. The accused person (pupil / teacher / other staff members) is spoken to, by the Principal in the presence of the immediate line manager.
 - b. The matter is resolved as amicably as possible and the parent is intimated in writing.
 - c. Special care is taken to see that the child is not victimized in any way nor feels threatened or frightened because a report has been lodged by the parent.
2. If a parent comes in to meet a Supervisor/ Primary Head / Headmistress / Principal
 - a. The parent is listened to and above all, is given a chance to express his or her point of view.
 - b. If the parent so wishes, the child is sent for, in the presence of the parent to explain as to what happened.
 - c. If the parent does not wish, then the matter is investigated thoroughly after the departure of the parent.
 - d. The child is sent for to the concerned office and his / her side of the story is heard.
 - e. The concerned line manager is usually present. Thereafter, an investigation is conducted to ascertain whether the complaint is genuine, exaggerated etc.
3. If a teacher / member of staff is suspected of being guilty, he / she is sent for again and questioned.
4. If necessary, an IM containing a warning is issued.

5. If the matter is more serious, the concerned party is asked (in writing) to hand in a written explanation to the Principal within 24 / 48 hours as to why further action should not be taken in the matter.
6. The Principal under serious situation will constitute a Committee of five members which include Headmistress, Supervisor, School Counsellor and PRO. This Committee will discuss the concern and decide a best possible solution for the child. The parent needs to be informed in writing and over the phone.
7. If the parent request for the change of section then the committee will decide and if it suites the child then the child can be shifted to other section. In this case, section Supervisor will assure that the child is settling well in his/her new class.
8. If the Principal feels that the matter may be reported to the police / Press, then Corporate Office is informed as well.
9. Once the matter is resolved, the parent is usually called in by the Principal and given details as to what action has been taken.

Note:

- a. At all times, the investigating authority must be polite and confidentiality must be maintained.
- b. Details of all meetings / discussions must be recorded carefully / preferably a witness should be present.
- c. It is imperative that a timely feedback is given to the parent, Director of the School and Corporate Office.
- d. Above all, the well being of the child must always be kept in mind.