

Guideline Leaflet C18: Church Complaints Policy and Procedure

Churches are not immune from challenge and complaints. A church charity should seek to be open, transparent and accountable in its ministry and activities. It is beneficial for churches to have a well-publicised complaints policy, so the charity trustees can ensure that complaints are handled constructively, effectively and in a timely manner.

This Guideline Leaflet is regularly reviewed and updated. To ensure that you are using the most up to date version, please download the leaflet from the BUGB website at www.baptist.org.uk/resources

The date on which the leaflet was last updated can be found on the download page.

C18: Church Complaints Policy and Procedure

These notes are offered as guidelines by the Legal and Operations Team to provide information for Baptist churches.

The legal services undertaken by the Legal & Operations Team of the Baptist Union of Great Britain are carried out and/or supervised by a Solicitor who is authorised and regulated by the Solicitors Regulation Authority. Regulatory Information is available here:

[L17 Legal and Operations Team – Regulatory Information](#)

These notes can never be a substitute for detailed professional advice if there are serious and specific problems, but we hope you will find them helpful.

If you want to ask questions about the leaflets and one of the Baptist Trust Companies are your property trustees, you should contact them. They will do their best to help.

If your church property is in the name of private individuals who act as trustees they may also be able to help.

INTRODUCTION

Churches are not immune from receiving complaints or challenge and it is always preferable to have a clear process for receiving and addressing complaints, for the benefit of the church and the complainant.

A church charity should seek to be open, transparent and accountable in its ministry and activities. The public's trust that a charity is delivering public benefit is fundamental to its reputation making accountability real, through genuine and two-way communication that celebrates success and demonstrates willingness to learn from mistakes, helps to build this trust and legitimacy.

It is beneficial to have a written complaints policy which is made publicly available, so that the charity trustees can ensure that formal internal complaints e.g. from church members or external complaints from members of the public are handled constructively, effectively and in a timely manner. The Charity Governance Code encourages charities to develop a culture of openness within the charity so that the trustees can learn from mistakes and use this learning to improve performance and internal decision-making.

A sample policy follows below.

[Church Name] Complaints Policy and Procedure

The Charity Trustees of [*church name*] approved the following complaints policy and procedure on [*date*].

1. Introduction

The primary purpose of the [*church name*] complaints procedure is to provide a process for dealing with complaints relating to the behaviour of, or activities and decisions taken by, the church's staff, charity trustees, or volunteers.

Please note that there is a separate complaints procedure for complaints about a nationally accredited Baptist Minister, Baptist Minister in Training, Nationally Accredited Baptist Church Worker, or a Nationally Recognised Baptist Pastor. That procedure is available at:

https://www.baptist.org.uk/Articles/520969/Complaint_against_Accredited.aspx.

You can find out if someone is a nationally accredited Baptist Minister by looking them up on the directory of nationally accredited Baptist Ministers at <https://www.baptist.org.uk/Articles/504943/Ministries.aspx>.

2. General Principles

Wherever possible the church would prefer to follow Scriptural principles of reconciling differences. However, on occasion attempts to resolve an issue informally may fail or may not be appropriate. A formal complaints process is available for such cases.

3. Can I make a complaint?

Yes. You do not have to be a member of the church to make a complaint. If you believe you have reasonable grounds to make a complaint and you cannot resolve the issue informally or believe it would not be appropriate to do so, you can make a complaint.

4. What kind of complaint can I make using this procedure?

You can make a complaint about:

The services that the church provides.

- For example, toddler groups, foodbanks, baptisms, weddings and funerals. Poor service might include dirty facilities or the trustees failing to carry out fire extinguisher tests or other health & safety requirements.

The behaviour of a church employee, trustee or volunteer that has affected you or someone for whom you are responsible.

- For example, inappropriate language or behaviour; persistent late payment of bills; sexual harassment or unlawful discrimination.

The application of church policies and procedures, or decisions made by the church, that affect you or someone for whom you are responsible.

- For example, the church withdrawing financial support for a community group.

You should report any safeguarding concern to the church's safeguarding officer [*insert contact details for church safeguarding officer*].

5. What kind of complaints are not suitable for this procedure?

Safeguarding concerns relating to child or adult protection.

- Any safeguarding concern should be reported to church's safeguarding officer following the church's safeguarding procedure [*insert link to church safeguarding procedure, and the contact details of the church's safeguarding officer*].

A complaint about the conduct or service of an accredited Baptist Minister, Baptist Minister in Training, Nationally Accredited Baptist Church Worker, or a Nationally Recognised Baptist Pastor.

- This should be made following the procedure for accredited Baptist church workers: https://www.baptist.org.uk/Articles/520969/Complaint_against_Accredited.aspx

An employment grievance.

- The church has a staff grievance procedure which is set out in the employee's contract of employment. Employment-related grievances should be dealt with in accordance with that grievance procedure.

6. How do I make a complaint and how will the church deal with it?

You should submit your complaint in writing using the church's complaints form (see Appendix 1). On receipt of your complaint, the church, acting through its charity trustees, will:

- Acknowledge your complaint and tell you who will review it within 7 days of receipt;
- Within 14 days, begin the review, contacting you for further information if needed; finding out what happened, when it happened, and who was involved, and if necessary, interviewing people involved;
- Inform the person who is the subject of the complaint about the nature of the complaint unless this would seriously prejudice the review;
- Recommend what remedial action, if any, should be taken, giving reasons;

- Write to you informing you of the outcome of the review.

The church may, on occasion, receive related complaints, or several people may make the same complaint. Depending upon the nature of the complaint and when each complaint is received, the trustees may decide to consolidate the review or to deal with the earliest complaint first.

The more complex the complaint is, the longer it may take the church to respond. This is especially likely if the complaint relates to historic matters or several people need to be interviewed. Please understand that if the police investigate the person who is the subject of the complaint in relation to the same or related matters, the church may not be able to begin or complete the review until the police have completed their investigations.

Please be aware that the church may decide that it is under a duty to report the matter to statutory authorities or the Charity Commission. If this is the case, the church will write to you to tell you this.

The church will treat the facts and content of your complaint carefully and in line with the church's data protection policy [*insert link to church data protection policy*]. However, on occasion, the church may need to make a public statement about the subject matter of the complaint, report it to statutory authorities or seek professional advice, and consequently the church cannot guarantee to keep your complaint confidential. You should maintain reasonable confidentiality as to the nature and content of your complaint, other than to seek professional advice if required. Once you have submitted your complaint and while the matter is being reviewed, you should avoid communicating with the person complained about.

7. What if I am not happy with how the church deals with my complaint?

[Depending on the size of your church and your ability to be able to manage an appeals process, you may wish to consider the following additional wording: You should write to the church secretary stating that you want to appeal and the grounds for your appeal. The church secretary will consult with the church leadership to determine if another member of the leadership team and independent Association Regional Minister can review your appeal, and if so, how long it will take for that person to review your appeal. If the church is unable to allocate someone to review your appeal, the church secretary will let you know, and advise you instead to consider contacting the Charity Commission.]

An appeal should not include new evidence, unless you could not with reasonable diligence have provided that evidence when you first complained.]

If you are unhappy with how the church deals with your complaint, you may choose to contact the Charity Commission, the regulator of charities, using the following form: <https://www.gov.uk/complain-about-charity/>.

8. Vexatious Complaints

If the church concludes that your complaint is vexatious and you are a church member, the church may consider exercising church discipline. If you are not a church member, the church may not answer any further complaints you make.

Schedule 1

[Insert Church Name] Complaints Form

Your details

Name:

Address:

Phone:

Email address:

Details of your complaint

Date(s):

Person(s):

Complaint about: *Briefly describe the nature of your complaint.*

Supporting information:

State the matter or name of the person who is the subject of the complaint, what happened, when and where. Provide the contact details or statements of any witnesses. Include any additional information that you think would be helpful.

If complaining about a decision, explain what the decision was about, when it was taken, and who made it. Explain what impact this decision has had, or you may fear will have, and upon whom. Provide any additional information that you believe would be helpful.

Have you tried to resolve this matter informally? Yes No

Explain briefly why you decided not to try to resolve the matter informally.

If you tried to resolve this matter informally, what happened?

State who you dealt with, when and where, what information you provided to them, and what you felt was unsatisfactory about the outcome.

Action sought:

Describe what actions you want the church to take. While the charity trustees cannot promise to do what you ask, it would be helpful to understand what you are seeking.

The church will treat your data carefully and in accordance with the church's data protection policy [*insert link to church data protection policy*]. The church cannot guarantee to keep the fact and details of your complaint confidential if it is necessary and proportionate to share your data in order to review and resolve your complaint.

Date you submitted your complaint to the church:

Schedule 2

Template for church to acknowledge complaint

[Date]

Dear [insert name]

I am writing to confirm that [church name] ("the Church") received your complaint on [insert date].

We are sorry that you feel that [provide brief summary of complaint].

The Church, acting through our charity trustees, will review your complaint in accordance with our complaints policy [insert link].

[The Church Secretary/ insert the name of the responsible person(s)] will be in touch with you within 7 days to begin their review of your complaint.

The Church will treat the facts and content of your complaint carefully and in line with our data protection policy [insert link to church data protection policy]. However, on occasion the Church may need to make a public statement about the subject matter of the complaint or to report the matter to the statutory authorities and consequently the church cannot guarantee to keep the fact of or details of your complaint confidential.

You should maintain reasonable confidentiality as to the nature and content of your complaint, other than to seek professional advice if required, and now that you have submitted your complaint, you should avoid communicating with the person complained about while the matter is being reviewed.

If you have any further questions, please do not hesitate to contact [insert name/email] in writing.

Yours sincerely

[Name and signature]

Church Secretary
On behalf of the Charity Trustees of [insert name of church]

Association Trust Company	Contact
Baptist Union Corporation Ltd East Midland Baptist Trust Company Ltd	Baptist Union Corporation Ltd Baptist House PO Box 44 129 Broadway Didcot Oxfordshire OX11 8RT Telephone: 01235 517700
Heart of England Baptist Association	Heart of England Baptist Association 480 Chester Road Sutton Coldfield B73 5BP Office Mobile: 0730 505 1770
London Baptist Property Board	London Baptist Association Unit C2 15 Dock Street London E1 8JN Telephone: 020 7692 5592
Yorkshire Baptist Association	17-19 York Place Leeds LS1 2EZ Telephone: 0113 278 4954
West of England Baptist Trust Company Ltd	West of England Baptist Trust Company Ltd Little Stoke Baptist Church Kingsway Little Stoke Bristol BS34 6JW Telephone: 0117 965 8828

This is one of a series of *Guidelines* that are offered as a resource for Baptist ministers and churches. They have been prepared by the Legal and Operations Team and are, of necessity, intended only to give very general advice in relation to the topics covered. These guidelines should not be relied upon as a substitute for obtaining specific and more detailed advice in relation to a particular matter.

The staff in the Legal and Operations Team at Baptist House (or your regional Trust Company) will be very pleased to answer your queries and help in any way possible. It helps us to respond as efficiently as possible to the many churches in trust with us if you write to us and set out your enquiry as simply as possible.

The Legal and Operations Team also support churches that are in trust with the East Midland Baptist Trust Company Limited.

If your holding trustees are one of the other Baptist Trust Corporations you must contact your own Trust Corporation for further advice. A list of contact details is provided above. If you have private trustees they too should be consulted as appropriate.

Contact Address and Registered Office:

Support Services Team, Baptist Union of Great Britain, Baptist House, PO Box 44,
129 Broadway, Didcot OX11 8RT

Tel: 01235 517700 Fax: 01235 517715 Email: legal.ops@baptist.org.uk

Website: www.baptist.org.uk Registered CIO with Charity Number: 1181392

Date of Issue: 7 September 2020