

Student Complaints Procedures

Yellow highlighted text identifies the most recent revisions to the regulations. If you require these revisions to be identified in an alternative format, please contact the Student Casework Manager, Registry Services.

1. Introduction

- 1.1 The University of Worcester is committed to providing high-quality services to its students and the University welcomes comments and suggestions from students about the services it provides. Occasionally however, students may wish to make a complaint about the services they receive from the University or the Students' Union.
- 1.2 These procedures are for the use of students registered with the University or who have left the University within the last three months and define the grounds for students to bring their dissatisfaction or concern to the attention of the University and how the complaint will be investigated and heard.
- 1.3 A student must submit a complaint within three months of the incident, event or matters over which a complaint is being raised. The University will not consider complaints made outside of the three months period. Students should be aware that if there has been a significant elapse of time, it might prejudice the proper investigation and make resolving a complaint more difficult. For example, relevant staff may leave and recollections of events may be impaired over time. In dealing with a complaint the University will endeavor to meet the time limits as set out in the procedures but if it takes longer the student will be kept informed of progress on a regular basis.
- 1.4 These procedures are intended to encourage students to seek the resolution of complaints informally in the first instance.
- 1.5 Complaints involving a placement provider will be considered under the University's Student Complaints Procedures, however, where it would be more appropriate, the complaint may be heard under the placement provider's complaints procedures.
- 1.6 Complaints from students studying at a partner organisation will be heard initially under the partner's complaints procedures but a student will have recourse to Stage Two of the University's Student Complaints Procedures after the partner's procedures have been exhausted.
- 1.7 The University seeks to resolve all complaints through our internal processes: if a student starts legal proceedings against the University, any complaint will be paused until those proceedings are complete.
- 1.8 Collective complaints will be managed on a case-by-case basis depending on the nature of the complaint. Each individual student of the collective complaint must provide their individual details and signature as required on the complaints form, together with independent confirmation of their support for the complaint, and

willingness to engage in the complaint process. A collective complaint will be managed in the same way as an individual complaint, in accordance with the procedures.

2. Principles

- 2.1 No student making a complaint under these procedures, whether successfully or otherwise, will be treated less favourably than would have been the case had a complaint not been made.
- 2.2 All parties are expected to make reasonable efforts to resolve matters on an informal basis before moving to the formal stages of the process. It is in the interests of the student and the University that complaints are resolved as quickly as possible.
- 2.3 The University will deal with all complaints confidentially, and expects all parties involved (including the student) to respect this approach. Students should recognise that it may be necessary to disclose details of a complaint to other persons or organisations for the purposes of investigating the complaint and seeking an effective resolution. Unless there are exceptional considerations, any person who is the subject of a complaint has the right to be supplied with a copy of the complaint, and to comment on it.
- 2.4 Staff and students who are asked to provide any information or documentation are expected to co-operate with the University in its investigation.
- 2.5 In the interests of the student, the process should be simple and comprehensible. In this respect, the relationship of this procedure to others has been clarified.
- 2.6 Where a student has declared a disability to the University, the University will endeavour to ensure that information is available to them at all stages of the procedure in appropriate formats, and that any reasonable adjustments are made to the associated proceedings to accommodate the student's needs.
- 2.7 The student has the right to be accompanied by a representative, who is not acting in a legal capacity, at any meeting arranged to discuss the complaint. The representative must be a member of the University, i.e.:
 - a) a registered student;
 - b) a member of staff;
 - c) a member of staff or Sabbatical Officer of the Students Union.
- 2.8 The student making the complaint will be allowed reasonable time to seek advice for any meeting which forms part of the process.
- 2.9 Where these procedures state that certain actions will be taken within a specified timescale, and this is not possible (e.g. because of the timing or because key information takes longer to obtain) students will be kept fully informed of the progress of their claim.

3. Grounds for Making a Complaint

- 3.1 The following list indicates examples of the type of complaint covered by the procedure:
- a) Dissatisfaction with the quality of supervision and tuition;
 - b) Misleading information in prospectuses or in advertising or promotional material;
 - c) Deficiencies in standards of service provided by the University (including support facilities such as accommodation or administrative services);
 - d) Inadequate facilities;
 - e) The behaviour of a member of University staff towards a student. Such complaints may be referred to the Staff Disciplinary Procedure at the discretion of the University;
 - f) Discrimination by the University on the grounds of age, disability, gender, race, faith or sexual orientation;
 - g) Dissatisfaction in their dealings with the Students' Union or concern that they have been unfairly disadvantaged as a result of their choosing not to be a member of the Union.

3.2 The University will not normally investigate complaints which are made anonymously. If you have legitimate concerns about your identity being disclosed when making a complaint contact the Student Casework Manager

- 3.3 The following list indicates examples of the type of complaint that are not covered by the procedure:
- a) A request for a review of a decision of a Board of Examiners regarding student progression, assessment and/or award. This is defined as an Academic Appeal and is dealt with under the separate [Student Academic Appeals Procedures](#);
 - b) The University will not investigate a complaint which is already being considered as part of a [Student Academic Appeal](#);
 - c) A request for a review of a decision of the Mitigating Circumstances Committee. These are dealt with under the separate [Mitigating Circumstances Procedures](#).
 - d) A complaint against another student. These are dealt with under the separate [Student Behaviour and Disciplinary Procedures](#);
 - e) Complaints made by a third party on behalf of a student;
 - f) Complaints about the University's admissions process. These are dealt with under the [Admissions Policy](#);
 - g) Complaints which relate to a student's suitability to practise on programmes which include compulsory integral periods of professional placement will be dealt with under the [Fitness to Practice Procedures](#).
 - h) A complaint which has not been raised within three months of the incident, event or matters over which a complaint is being raised;

4. Informal Resolution

- 4.1 Students are expected to raise issues at an early stage. Complaints will normally be resolved locally by the School concerned with, or responsible for, the matter giving rise to the complaint.
- 4.2 The student who has a complaint should first speak to the person who is

immediately responsible for the situation, or their course leader, and try to resolve the **issue**. These people are best placed to respond to the complaint and to resolve it quickly and effectively. The student must make this initial approach as soon as possible after the event or series of events, which prompted the complaint.

- 4.3 Where a member of staff receives a complaint, they should investigate promptly and with due regard for the student's privacy and confidentiality. They should respond as soon as possible after the complaint is raised.
- 4.4 Complaints will not normally be considered at a higher level until it is established that the informal stage has been exhausted or cannot be practicably pursued.

5. Stage One – Review by Head of School¹

- 5.1 In cases where a complaint is not resolved informally the student must put their concerns in writing using the complaints form to the University's **Student Casework Manager** who will raise the matter with the relevant Head of School. Where the complaint is about or directly involves the Head of School, the complaint will be considered by another Head of School.
- 5.2 For **the** complaints form to be considered valid it must be completed in full and specify:
 - a) The full name of the student;
 - b) The correct student ID number
 - c) Reason(s) for complaint
 - d) Action(s) taken so far to resolve the issue
 - e) Desired resolution(s) of issue(s)
 - g) Be signed and dated by the student, unless it is impossible for the student to sign;
 - h) Be accompanied with the appropriate documentary evidence.
- 5.3 The student should keep a copy of their complaint form, and any other documentation submitted for their own records.
- 5.4 The **Student Casework Manager** will acknowledge receipt of the complaint and will forward the complaint to the appropriate Head of School within **five** working days.
- 5.5 The Head of School, after reviewing the case, may identify simple and remedial action which may be taken to remedy the complaint to the satisfaction of the student. In such cases, the Head of School will propose such action in writing to the student and submit a report to the **Student Casework Manager**.
- 5.6 In cases where simple and remedial action cannot be taken, the complaint will be investigated by the Head of School concerned. The Head may complete the investigation based upon the written submission submitted by the student and meeting the other parties to the complaint. The Head of School may want to meet with the student to discuss their complaint in more detail. This meeting should be arranged within ten working days of receiving the complaint. At this meeting the

¹ The Head of School or Head of Service-

student may be accompanied by a representative, who may participate in the proceedings. Other parties **relevant** to the complaint may also be invited to attend the meeting at the discretion of the Head of School.

- 5.7 A note taker will also be present during the meeting to maintain a record of the meeting and a copy provided to the student.
- 5.8 The meeting will normally follow this format:
- a) The student will be asked to explain their complaint and present any supporting evidence, with the assistance of their representative as necessary, following which they may be asked questions by the Head of School and by any other parties to the complaint present;
 - b) If present, other parties to the complaint will then respond to the complaint, following which they may also be asked questions by the Head of School and the student. If not present, the Head of School will make any necessary enquiries.
- 5.9 The Head of School will prepare a full written response to their complaint, which will detail the nature of the complaint, the findings of any investigation carried out, the points covered in the meeting and any proposed resolution. The student should receive this written response within twenty working days after the Head of School has received the complaint. If this is not possible, the student will be informed in writing of the progress being made towards the consideration of their complaint and given a timescale for completion. A copy of this response should be sent to the **Student Casework Manager**.
- 5.10 If the complaint is considered justified, the Head of School should inform the student of the action taken to resolve or redress the complaint. If the complaint is not upheld, then the student should receive an explanation of the reason for this decision.

6. Stage Two – Review by a Pro Vice Chancellor

- 6.1 A student who is not satisfied with the outcome of their complaint following the review by the Head of School may request a final internal review of their complaint by writing to the **Student Casework Manager**. The request should be made within 10 working days of receiving the outcome of the Stage One investigation or completing the internal complaints procedure at a partner organisation and **it should** clearly outline the reasons for taking matters to Stage Two. Requests for review received later than this will not be considered and a Completion of Procedures Letter will be issued shortly after.
- 6.2 Where the complaint is from a student studying at a partner organisation which has initially been heard under the partner's complaints procedure, the **Student Casework Manager** will acknowledge receipt of the request to review a complaint within **five** working days. A request for a full copy of the complaint file will be made to the partner organisation with a request that this be returned within **ten** working days. If the complaint procedures at a partner organisation have not been exhausted, the complaint will not be considered under Stage Two of the University's Student Complaints Procedure and the student will be required to refer the matter back to the partner organisation.
- 6.3 The **Student Casework Manager** will acknowledge receipt of the request **for a** review

of a complaint outcome within five working days, and they will forward the request to a Pro Vice Chancellor for review.

6.4 Within ten working days of receipt, the request for a review will be considered along with the original complaint and evidence considered at Stage One, or under the partner organisations' complaints procedures, along with the final response prepared by Head of School or the partner organisation. Further evidence may be requested at this stage. The outcome of the review will find either:

a) That there are no grounds for taking the matter further. If this is the case, the student will be advised accordingly in writing. A copy of the letter will be sent to the Student Casework Manager and a Completion of Procedures letter will be issued shortly after.

or

b) That after considering the students case the Pro Vice Chancellor finds that the student may have suitable grounds for a complaint. They will then write to the student proposing remedial action to resolve the complaint.

or

c) That there are grounds for consideration and further investigation, where appropriate. If this is the case, a Complaints Committee will be convened by the Academic Registrar to hear the complaint.

Review by a Complaints Committee of Academic Board

6.5 The Complaints Committee should be convened within twenty working days. If this is not possible, the student will be informed in writing of the progress being made towards the consideration of their complaint and given a timescale for completion.

6.6 Membership of the Complaints Committee will consist of a member of Academic Board who will chair the meeting and two further members of either Academic Board or its sub-committees. Members will be appointed in a way which ensures that none of the members will have prior knowledge of or involvement with the complaint.

6.7 The Academic Registrar will act as Secretary to the Committee except in cases where the complaint refers to services for which the Academic Registrar is responsible. In such cases, another senior officer will be appointed to service the Committee.

6.8 The student may be accompanied by a representative, who may participate in the proceedings. Other parties to the complaint may also be invited to attend the meeting

6.9 The guidelines for the Complaints Committee meeting will normally follow the format set out in the Appendix 1.

6.10 The outcome of the Committee, including details of any remedies proposed, will be sent in writing by the Academic Registrar to all parties within ten working days of the Committee. If the complaint is considered justified, the student will be informed of the action taken to resolve or redress the complaint. If the complaint is not upheld, then the student will receive an explanation of the reason for this decision.

- 6.11 The Stage Two Complaints Committee forms the final stage of the Student Complaints Procedures; therefore, the student will be issued with a Completion of Procedures letter.

7. Office of the Independent Adjudicator for Higher Education (OIA)

- 7.1 A student who is not satisfied with the outcome of the Student Complaints Procedure may request that the [Office of the Independent Adjudicator](#) (OIA) reviews the case. This may be done by completing the OIA scheme application form.
- 7.2 Where a case is considered eligible, the OIA will provide independent adjudication on the resolution of complaints, once the University's internal procedures have been exhausted.

8. Costs and Remedies

- 8.1 The University **may** meet the reasonable costs incurred by a student in bringing a successful complaint. This will include any travelling expenses a student incurs in travelling to any committee meeting where this takes place outside **the academic year**. It will not include costs of any legal advice the student may choose to take.
- 8.2 The University seeks to ensure that any remedies proposed are reasonable and appropriate to the nature and circumstances of the complaint. Remedies for complaints include, but are not limited to:
- a) An apology,
 - b) Recommendation for internal mediation,
 - c) Recommend that the case is referred for consideration by a Board of Examiners,
 - d) Alterations to a process or to a service provided by the University,
 - e) Exceptionally, compensation for loss or damage suffered.

9. Monitoring

- 9.1 The **Student Casework Manager** will make an annual report to Academic Board. Complaints will be monitored according to the gender, ethnicity, age and any disability of students.

10. Advice and Support

- 10.1 If you have any queries in respect of the Student Complaints Procedures, please contact the **Student Casework Manager**, Registry Services.
- 10.2 The University recognises that making a complaint can be stressful and burdensome for all parties involved. Students are therefore advised to seek advice and guidance before making a complaint from the Students' Union. **Students can also access support from the Counselling and Mental Health Team via firstpoint.**

11. Data Protection

- 11.1 Information divulged by the student will be treated in confidence and stored securely**

in compliance with data protection legislation. The information will be kept for a set duration before being destroyed in line with the University's [Records and Document Retention Schedule](#).

- 11.2 If necessary, information may be shared with other internal University departments if there are concerns over a student's welfare or fitness to practise (for students on courses which result in a professional qualification).

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Revision History

Committee	Date	Change
Academic Board v2.11	9 April 2025	Minor Revisions [AB24-48]
ARG Committee v2.10	23 November 2022	Minor revisions [ARGC22/08]
Academic Board v2.9	6 July 2022	Minor revisions [AB21-72]
Academic Board v2.8	4 July 2018	Minor revisions [AB17-82]
Academic Board v2.7	26 April 2017	Minor revisions [AB16/38]

Appendix 1

Procedure for Complaints being referred to a Complaints Committee

Meetings of the Complaints Committee will normally follow the following format. However, the Chair of the Committee has a general discretion over the running of the meeting according to individual circumstances. In particular, the Chair may use their discretion to adjourn proceedings or curtail evidence or statements in order to ensure that the meeting is conducted in an orderly and reasonably expeditious manner.

All evidence will be heard in the presence of Committee members, the student and their representative and the Secretary. Should any party need to leave the meeting, the meeting will be adjourned until they return.

The introduction of additional material will not be permitted unless it was not known to the student, or was unavailable, at the time of the original submission. Additional material will be admitted at the discretion of the Chair of the Committee who will, if necessary, defer the meeting to allow the new material to be considered.

The format of the meeting will normally be as follows:

- a) Private meeting of the Committee to agree on matters of process and procedure;
- b) The Student and their representative invited to join the meeting;
- c) The Chair will summarise the procedure to be adopted and ask if there are any procedural questions;
- d) The facts relevant to the case will be introduced by the Chair;
- e) The student will be invited to make an initial statement summarising the complaint;
- f) The Committee may then question the student;
- g) The Committee may invite staff pertinent to the complaint such as the Head of School to join the meeting and answer specific questions associated with complaint;
- h) The student and their representative will be given an opportunity to comment/raise questions of the members of staff;
- i) The student and their representative may then make a final statement;
- j) All parties other than the Committee members and Secretary will be asked to withdraw;
- k) The Committee will deliberate in private and come to a decision, either straightaway or at an adjourned meeting.

The Secretary will take a record of the proceedings. The formal minutes of the Committee will record those present and in what capacity present, the decision of the Committee and an explanation of the reason for this decision.