



Appendix E 1-3

FRATING PARISH COUNCIL

Clerk to the Council: Kay English
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Reviewed by Full Council on 6th July 2026
Next Review Date: July 2027

COMPLAINTS PROCEDURE

Complaints about an Employee of Frating Parish Council

Complaints about an employee of the Council (ie. the clerk) are dealt with as an employment matter.

Complaints about a Councillor of Frating Parish Council

Complaints about a Councillor are subject to the jurisdiction of the Tendring District Council's Standards Board and referred to the Monitoring Officer for further investigation.

Complaints about the administration of the council or about its procedures.

Frating Parish Council adopts a standard and formal procedure for considering complaints either made by complainants directly or which have been referred back to the Council from other agencies.

CODE OF PRACTICE

In the first instance complaints will be dealt with by less formal measures or explanations will be provided to the complainant by the Clerk or Chairman. If the Complainant is dissatisfied with the outcome of the information approached then following procedure will be taken.

Before the Meeting:

1. The complainant should be asked to put the complaint about the Council's procedures or administration in writing to the Clerk, as the Proper Officer.
2. If the complainant does not wish to put the complaint to the Clerk, they may be advised to submit it to the Chairman of the Council.
3. The Clerk shall acknowledge receipt of the complaint and advise the complainant when the matter will be considered by the council for the purposes of hearing complaints.
4. The complainant shall be invited to attend the relevant meeting and bring with them such representative as they wish.
5. Seven clear working days prior to the meeting, the complainant shall provide the Council with copies of any documentation or other evidence, which they wish to refer to at the meeting. The Council shall similarly provide the complainant with copies of any documentation upon which they wish to rely at the meeting.

At the Meeting:

- The Council shall consider whether the circumstances of the meeting warrant the exclusion of the public and the press. Any decision on a complaint shall be announced at the Council meeting in public.
- Chairman to introduce everyone.
- Chairman to explain procedure.
- Complainant (or representative) to outline grounds for complaint.

- Members to ask any question of the complainant.
- If relevant, Clerk or other Proper Officer to explain the council's position.
- Members to ask any question of the clerk or other proper officer.
- Clerk or other Proper Officer and complainant to be offered opportunity of last word (in this order).
- 9. Clerk or other Proper Officer and complainant to be asked to leave room while Members decide whether or not the grounds for the complaint have been made, (if a point of clarification is necessary, both parties to be invited back).
- Clerk and complainant return to hear decision, or to be advised when decision will be made.

After the Meeting:

The decision will be confirmed in writing within seven working days together with details of any action to be taken.

Notes:

It may be that the Clerk or other Proper Officer at the meeting represents the position of the council. If the clerk or other proper officer is putting forward the justification for the action or procedure complained of, he or she should not advise the council. All parties should be treated fairly and the process should be reasonable, accessible and transparent.