

Ireland Complaints Policy

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Sightsavers Complaints Policy

Sightsavers is committed to upholding the principles of transparency and accountability as being at the core of good governance. Ensuring that stakeholders can hold the organisation to account through an effective complaints process is essential to improve the quality of our work. This document sets out the procedures that Sightsavers follows globally to manage complaints.

When does the policy apply?

The complaints policy is intended to be used by supporters, partners, beneficiaries and the public (individuals, companies or other entities). It should not be used to raise employee complaints. Internal employment policies are in place to handle employment issues, including, but not limited to, the grievance policy, harassment policy and whistleblowing policy.

The complaints policy does not apply to complaints that are subject to current investigation by any regulatory body or other legal or official authorities in Ireland or other countries in which Sightsavers operates (for example, a complaint that is currently being reviewed by the Charity Regulatory Authority). Such issues will be dealt with under the relevant regulatory regime.

Definition of a complaint

Sightsavers defines a complaint as an expression of dissatisfaction made to the organisation related to its activity or lack of activity, or the complaint-handling process itself, where a response or resolution is explicitly or implicitly expected.

The following are examples of complaints (this list is not exhaustive):

- Concern about the quality of Sightsavers' programme delivery
- Concern from a supporter about a particular fundraising approach
- Concern about a lack of action regarding a request made to Sightsavers
- Concern about the behaviour of Sightsavers' staff.

Principles of complaint handling

In producing this policy, Sightsavers ensures that its procedures for complaints handling follow the principles expressed in the UN's 'Protect, Respect and Remedy' framework, available online at www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

In handling complaints, Sightsavers will uphold the following principles:

- a) **Respect for person's right to complain:** Sightsavers will take all complaints seriously and will treat all complainants with respect.
- b) **Timely:** Complaints will be investigated and responded to in a timely manner. Sightsavers will keep complainants informed of the progress of their complaint.
- c) **Open and transparent:** Sightsavers will provide clear information regarding the process for handling complaints and for any decisions reached.
- d) **Fair:** Each complaint will be addressed in an equitable, objective and unbiased manner through the complaints-handling process.
- e) **Privacy:** Sightsavers will limit the circulation of the specific details of the complaint to those who need to know to respond.
- f) **Responsive:** Where Sightsavers' investigation shows that actions are required as a result of complaints, these will be implemented.
- g) **Feedback:** Complainants have the right to provide feedback on Sightsavers' response and will be informed of the processes for doing this.

Procedures for complaint handling

How to make a complaint

Complaints can be made to Sightsavers verbally or in writing. Verbal complaints can be made by phone. Written complaints can be submitted by post or email. Complainants should identify themselves: Sightsavers will treat a complaint as confidential if requested, but will not respond to anonymous complaints.

Who should a complaint be addressed to?

The addressee for a complaint is different depending on the nature of the complaint. This is for practical reasons, to ensure that everyone is able to effectively make a complaint to Sightsavers.

Complaints relating to Sightsavers' programme work in a particular country should be directed to Sightsavers' Country Director. If the complainant does not want to make the complaint to the Country Director, complaints should be directed to:

Head Office, Complaints Handling
35 Perrymount Road, Haywards Heath, West Sussex, RH16 3BW, UK
Email: complaints@sightsavers.org
Telephone: +44 (0)1444 446600

All other complaints should be addressed to:

Sightsavers Complaints, First Floor, Spencer House, Spencer Row, Dublin 1
Email: info@sightsavers.ie
Telephone +353 (0) 1 663 7666

What information should a complaint include?

Every complaint should include the name and contact details of the person making it. Full details should be provided of the issue being complained about, along with any relevant documentation or correspondence that is required to understand the complaint being made.

What happens after a complaint is made?

Complaints will be passed to the relevant manager with responsibility for the area being complained about. They will investigate the circumstances surrounding the issue being complained about and provide a response to it.

Sightsavers will acknowledge all complaints within 14 days of receipt and will tell the complainant of the outcome of its investigation within 30 days of receiving the complaint. If an investigation cannot be completed within this timeframe, the complainant will be informed, in writing, about when they can expect a full response.

What should I do if I'm unhappy with Sightsavers' response?

In the event of a complainant being dissatisfied with the response from Sightsavers, they may write to the Chief Executive of Sightsavers who will consider what action should be taken and inform the complainant about what further action may or may not be taken. All complainants have the right of appeal to the Chair of Trustees, who can be contacted at the Head Office address.

Sightsavers is regulated in Ireland by the **Charity Regulatory Authority**. Complaints can be made online at www.charitiesregulatoryauthority.ie.

Sightsavers' advertising activities are also regulated by the **Advertising Standards Authority for Ireland**. Complaints can be made online at www.asai.ie, or contact:

Advertising Standards Authority for Ireland
Ferry House, 48 Lower Mount Street, Dublin 2
Telephone (01) 613 7040

Sightsavers is also a member of **Accountable Now** (formerly the INGO Accountability Charter). The organisation's Independent Review Panel provides oversight of members' internal complaints handling, and instances of dissatisfaction can be referred to the panel. Full details are available at www.accountablenow.org.

When will Sightsavers not respond to a complaint?

Everyone who makes a complaint to Sightsavers will be treated with courtesy and respect. In return, Sightsavers expects people who make a complaint to make their concerns fairly and appropriately. Where complainants harass staff, behave abusively, or unreasonably pursue complaints, Sightsavers reserves the right to withdraw or modify its complaints process. A decision about what constitutes a persistent, habitual or vexatious complaint will be taken by the director responsible for the area complained about.

Any complaint must be made as soon as possible following the events causing the complaint. The complaint must be made no later than three months from the date at which the complainant became aware of the incident that is the source of the complaint. Any departure from this time limit will only be considered under exceptional circumstances.

Review of the policy and findings

Sightsavers will review the policy on an annual basis to ensure it remains fit for purpose, and will review its log of complaints on a quarterly basis to identify any common issues requiring action.

Publicising this policy

This policy will be available to all stakeholders via Sightsavers' website at www.sightsavers.ie.

Individual arrangements for publicising this policy in the different countries in which Sightsavers works will be made by the relevant Country Director. These arrangements will ensure that all stakeholders – not just partners and beneficiaries with whom Sightsavers works – will be able to make a complaint under this policy.



www.sightsavers.ie

Registered charity number CHY 15437

