

Appendix B – Self-Assessment Form

This self-assessment form should be completed by the complaints officer and discussed at the landlord’s governing body annually.

Evidence should be included to support all statements with additional commentary as necessary.

Explanations must also be provided where a mandatory ‘must’ requirement is not met to set out the rationale for the alternative approach adopted and why this delivers a better outcome.

Section 1 – Definition of a complaint

Mandatory ‘must’ requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
1.2	A complaint must be defined as: <i>‘an expression of dissatisfaction, however made, about the standard of service, actions or lack of action by the organisation, its own staff, or those acting on its behalf, affecting an individual resident or group of residents.’</i>	Yes	Definition within Complaints and Feedback Policy & Procedure which is published on our website
1.3	The resident does not have to use the word ‘complaint’ for it to be treated as such. A complaint that is submitted via a third party or representative must still be handled in line with the landlord’s complaints policy.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.6	... if further enquiries are needed to resolve the matter, or if the resident requests it, the issue must be logged as a complaint.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.7	A landlord must accept a complaint unless there is a valid reason not to do so.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.8	A complaints policy must clearly set out the circumstances in which a matter will not be considered, and these circumstances should be fair and reasonable to residents.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website

1.9	If a landlord decides not to accept a complaint, a detailed explanation must be provided to the resident setting out the reasons why the matter is not suitable for the complaints process and the right to take that decision to the Ombudsman.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
Best practice 'should' requirements			
1.4	Landlords should recognise the difference between a service request, where a resident may be unhappy with a situation that they wish to have rectified, and a complaint about the service they have/have not received.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.5	Survey feedback may not necessarily need to be treated as a complaint, though, where possible, the person completing the survey should be made aware of how they can pursue their dissatisfaction as a complaint if they wish to.	Yes	Tenant Satisfaction Surveys as part of Tenant Satisfaction Measures completed annually and promoted during Performance Review Checks with comments acted on. Additional section added to 2023 survey detailing how tenants can pursue their dissatisfaction as a complaint. Also detailed within Compensation Policy and Procedure

Section 2 - Accessibility and awareness

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
2.1	Landlords must make it easy for residents to complain by providing different channels through which residents can make a complaint such as in person, over the telephone, in writing, by email and digitally. While the Ombudsman recognises that it may not be feasible for a landlord to use all of the potential channels, there must be more than one route of access into the complaints system.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
2.3	Landlords must make their complaint policy available in a clear and accessible format for all residents. This will detail the number of stages involved, what will happen at each stage and the timeframes for responding.	Yes	Complaints and Feedback Policy and Procedure is in a clear format, available on company website and at the request of a tenant

2.4	Landlord websites, if they exist, must include information on how to raise a complaint. The complaints policy and process must be easy to find on the website.	Yes	Detailed on company website – Comments & Complaints page and Policies and Procedures page
2.5	Landlords must comply with the Equality Act 2010 and may need to adapt normal policies, procedures, or processes to accommodate an individual's needs. Landlords must satisfy themselves that their policy sets out how they will respond to reasonable adjustments requests in line with the Equality Act and that complaints handlers have had appropriate training to deal with such requests.	Yes	Detailed within Reasonable Adjustments Policy which is published on our website
2.6	Landlords must publicise the complaints policy and process, the Complaint Handling Code and the Housing Ombudsman Scheme in leaflets, posters, newsletters, online and as part of regular correspondence with residents.	Yes	References included on all correspondence, and website. A full review of documents has been undertaken updated where required.
2.7	Landlords must provide residents with contact information for the Ombudsman as part of its regular correspondence with residents.	Yes	Included on all correspondence
2.8	Landlords must provide early advice to residents regarding their right to access the Housing Ombudsman Service throughout their complaint, not only when the landlord's complaints process is exhausted.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
Best practice 'should' requirements			
2.2	Where a landlord has set up channels to communicate with its residents via social media, then it should expect to receive complaints via those channels. Policies should contain details of the steps that will be taken when a complaint is received via social media and how confidentiality and privacy will be maintained	N/A	We don't currently communicate with tenants via social media contact can be made: <ul style="list-style-type: none"> • Telephone • Visiting our office • Emailing or writing to our Housing Management Team, or • Submitting an online form via the website.

Section 3 - Complaint handling personnel

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
3.1	Landlords must have a person or team assigned to take responsibility for complaint handling to ensure complaints receive the necessary attention, and that these are reported to the governing body. This Code will refer to that person or team as the "complaints officer".	Yes	Complaints Lead and Senior Management involvement detailed within Complaints and Feedback Policy and Procedure Any complaints received are detailed within the Operations Report to the Board
3.2	...the complaint handler appointed must have appropriate complaint handling skills and no conflicts of interest.	Yes	Housing Management Team handle all complaints

Best practice 'should' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
3.3	Complaint handlers should: <ul style="list-style-type: none"> • be able to act sensitively and fairly • Be trained to handle complaints and deal with distressed and upset residents • Have access to staff at all levels to facilitate quick resolution of complaints • Have the authority and autonomy to act to resolve disputes quickly and fairly 	Yes	Housing Management Team handle all complaints Staff training constantly reviewed and implemented as and when required

Section 4 - Complaint handling principles

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
4.1	Any decision to try and resolve a concern must be taken in agreement with the resident and a landlord's audit trail/records should be able to demonstrate this. Landlords must ensure that efforts to resolve a resident's concerns do not obstruct access to the complaints procedure or result in any unreasonable delay. It is not appropriate to have extra named stages (such as 'stage 0' or 'pre-complaint stage') as this causes unnecessary confusion for residents. When a complaint is made, it must be acknowledged and logged at stage one of the complaints procedure within five days of receipt.	Yes	Recording method detailed within Complaints and Feedback Policy and Procedure. In addition to our housing management system, we operate a working Complaints Log which is updated throughout each stage of a complaint
4.2	Within the complaint acknowledgement, landlords must set out their understanding of the complaint and the outcomes the resident is seeking. If any aspect of the complaint is unclear, the resident must be asked for clarification and the full definition agreed between both parties.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.6	A complaint investigation must be conducted in an impartial manner.	Yes	All complaints are received by Housing Management team and Housing Service Manager will allocate to an alternative Manager to ensure no conflict of interest as required.

4.7	<p>The complaint handler must:</p> <ul style="list-style-type: none"> • deal with complaints on their merits • act independently and have an open mind • take measures to address any actual or perceived conflict of interest • consider all information and evidence carefully • keep the complaint confidential as far as possible, with information only disclosed if necessary to properly investigate the matter. 	Yes	All complaints are received by Housing Management team who adhere to the Complaints and Feedback Policy & Procedure
4.11	Landlords must adhere to any reasonable arrangements agreed with residents in terms of frequency and method of communication	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.12	<p>The resident, and if applicable any staff member who is the subject of the complaint, must also be given a fair chance to:</p> <ul style="list-style-type: none"> • set out their position • comment on any adverse findings before a final decision is made. 	Yes	The Complaints and Feedback Policy and Procedure explicitly refers to these steps being taken.
4.13	A landlord must include in its complaints policy its timescales for a resident to request escalation of a complaint	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.14	A landlord must not unreasonably refuse to escalate a complaint through all stages of the complaints	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.15	A full record must be kept of the complaint, any review and the outcomes at each stage. This must include the original complaint and the date received, all correspondence with the resident, correspondence with other parties and any reports or surveys prepared.	Yes	Full records kept in Housing Management Complaint Log and SDM
	Landlords must have policies and procedures in place for		

4.18	managing unacceptable behaviour from residents and/or their representatives when pursuing a complaint.	Yes	Detailed within Complaints and Feedback Policy and Procedure available on company website
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Best practice 'should' requirements			
4.3	Landlords should manage residents' expectations from the outset, being clear where a desired outcome is unreasonable or unrealistic	Yes	Detailed within Complaints and Feedback Policy and Procedure and Compensation Policy
4.4	A complaint should be resolved at the earliest possible opportunity, having assessed what evidence is needed to fully consider the issues, what outcome would resolve the matter for the resident and whether there are any urgent actions required.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.5	Landlords should give residents the opportunity to have a representative deal with their complaint on their behalf, and to be represented or accompanied at any meeting with the landlord where this is reasonable.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.8	Where a key issue of a complaint relates to the parties' legal obligations landlords should clearly set out their understanding of the obligations of both parties.	Yes	Detailed within Complaints and Feedback Policy and Procedure
4.9	Communication with the resident should not generally identify individual members of staff or contractors.	Yes	Housing Management liaise with all parties concerned and outlines non identity of individual staff members or contractors within the Policy
4.10	Landlords should keep residents regularly updated about the progress of the investigation.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
4.16	Landlords should seek feedback from residents in relation to the landlord's complaint handling as part of the drive to encourage a positive complaint and learning culture.	Yes	Feedback sought via Tenant Satisfaction Surveys and transactional surveys for all complaints

4.17	Landlords should recognise the impact that being complained about can have on future service delivery. Landlords should ensure that staff are supported and engaged in the complaints process, including the learning that can be gained	Yes	Housing Management Team handle all complaints and support colleagues through the process. They collate learning from complaints and feed this into service delivery improvements. Staff training constantly reviewed and implemented as and when required
4.19	Any restrictions placed on a resident's contact due to unacceptable behaviour should be appropriate to their needs and should demonstrate regard for the provisions of the Equality Act 2010.	Yes	Detailed within Complaints and Feedback Policy and Procedure which is published on our website

Section 5 - Complaint stages

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
5.1	Landlords must respond to the complaint <u>within 10 working days</u> of the complaint being logged. Exceptionally, landlords may provide an explanation to the resident containing a clear timeframe for when the response will be received. This should not exceed a further 10 days without good reason.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.5	A complaint response must be sent to the resident when the answer to the complaint is known, not when the outstanding actions required to address the issue, are completed. Outstanding actions must still be tracked and actioned expeditiously with regular updates provided to the resident.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.6	Landlords must address all points raised in the complaint and provide clear reasons for any decisions, referencing the relevant policy, law and good practice where appropriate.	Yes	Detailed within Complaints and Feedback Policy and Procedure and Compensation Policy and Procedure
	Landlords must confirm the following in writing to the resident at		

5.8	<p>the completion of stage one in clear, plain language:</p> <ul style="list-style-type: none"> • the complaint stage • the decision on the complaint • the reasons for any decisions made • the details of any remedy offered to put things right • details of any outstanding actions • details of how to escalate the matter to stage two if the resident is not satisfied with the answer 	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
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Stage 2			
5.9	If all or part of the complaint is not resolved to the resident's satisfaction at stage one it must be progressed to stage two of the landlord's procedure, unless an exclusion ground now applies. In instances where a landlord declines to escalate a complaint it must clearly communicate in writing its reasons for not escalating as well as the resident's right to approach the Ombudsman about its decision.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.10	On receipt of the escalation request, landlords must set out their understanding of issues outstanding and the outcomes the resident is seeking. If any aspect of the complaint is unclear, the resident must be asked for clarification and the full definition agreed between both parties.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.11	Landlords must only escalate a complaint to stage two once it has completed stage one and at the request of the resident.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.12	The person considering the complaint at stage two, must not be the same person that considered the complaint at stage one.	Yes	Stage 2 complaints assigned to Senior Manager as detailed within Complaints and Feedback Policy & Procedure which is published on our website
	Landlords must respond to the stage two complaint within 20		Our policy is to respond within 10 working days

5.13	working days of the complaint being escalated. Exceptionally, landlords may provide an explanation to the resident containing a clear timeframe for when the response will be received. This should not exceed a further 10 days without good reason.	Yes	as detailed within Complaints and Feedback Policy & Procedure which is published on our website
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5.16	<p>Landlords must confirm the following in writing to the resident at the completion of stage two in clear, plain language:</p> <ul style="list-style-type: none"> • the complaint stage • the complaint definition • the decision on the complaint • the reasons for any decisions made • the details of any remedy offered to put things right • details of any outstanding actions <p>and</p> <ul style="list-style-type: none"> • if the landlord has a third stage, details of how to escalate the matter to stage three • if this was the final stage, details of how to escalate the matter to the Housing Ombudsman Service if the resident remains dissatisfied. 	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
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Stage 3

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
5.17	Two stage landlord complaint procedures are ideal. This ensures that the complaint process is not unduly long. If landlords strongly believe a third stage is necessary, they must set out their reasons for this as part of their self-assessment. A process with more than three stages is not acceptable under any circumstances.	Yes	Empower have a 2 stage complaints process as detailed within Complaints and Feedback Policy & Procedure which is published on our website
	<p>Landlords must confirm the following in writing to the resident at the completion of stage three in clear, plain language:</p> <ul style="list-style-type: none"> • the complaint stage • the complaint definition • the decision on the complaint 	N/A	N/A – Empower operate a 2 stage complaints process

5.20	<ul style="list-style-type: none"> the reasons for any decisions made the details of any remedy offered to put things right details of any outstanding actions details of how to escalate the matter to the Housing Ombudsman Service if the resident remains dissatisfied		
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**Best practice ‘should’ requirements
Stage 1**

5.2	If an extension beyond 20 working days is required to enable the landlord to respond to the complaint fully, this should be agreed by both parties.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.3	Where agreement over an extension period cannot be reached, landlords should provide the Housing Ombudsman’s contact details so the resident can challenge the landlord’s plan for responding and/or the proposed timeliness of a landlord’s response.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.4	Where the problem is a recurring issue, the landlord should consider any older reports as part of the background to the complaint if this will help to resolve the issue for the resident.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
5.7	Where residents raise additional complaints during the investigation, these should be incorporated into the stage one response if they are relevant and the stage one response has not been issued. Where the stage one response has been issued, or it would unreasonably delay the response, the complaint should be logged as a new complaint.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website

Stage 2

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
5.14	If an extension beyond 10 working days is required to enable the landlord to respond to the complaint fully, this should be agreed by both parties.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website

5.15	Where agreement over an extension period cannot be reached, landlords should provide the Housing Ombudsman's contact details so the resident can challenge the landlord's plan for responding and/or the proposed timeliness of a landlord's response	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
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Stage 3

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
5.18	Complaints should only go to a third stage if the resident has actively requested a third stage review of their complaint. Where a third stage is in place and has been requested, landlords must respond to the stage three complaint <u>within 20 working days</u> of the complaint being escalated. Additional time will only be justified if related to convening a panel. An explanation and a date for when the stage three response will be received should be provided to the resident.	N/A	Not applicable - Current policy states two stages only – Stage 1 Referral, Stage 2 Review
5.19	Where agreement over an extension period cannot be reached, landlords should provide the Housing Ombudsman's contact details so the resident can challenge the landlord's plan for responding and/or the proposed timeliness of a landlord's response.	Yes	Not applicable - Current policy states two stages only – Stage 1 Referral, Stage 2 Review

Section 6 - Putting things right

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
6.1	Effective dispute resolution requires a process designed to resolve complaints. Where something has gone wrong a landlord must acknowledge this and set out the actions it has already taken, or intends to take, to put things right.	Yes	Detailed and Procedure which is published on our website and Compensation Policy and Procedure
6.2	Any remedy offered must reflect the extent of any service failures and the level of detriment caused to the resident as a result. A landlord must carefully manage the expectations of residents and not promise anything that cannot be delivered or would cause	Yes	Detailed within Compensation Policy and Procedure which is published on our website

	unfairness to other residents.		
6.5	The remedy offer must clearly set out what will happen and by when, in agreement with the resident where appropriate. Any remedy proposed must be followed through to completion.	Yes	Detailed within Complaints & Feedback Policy and Procedure
6.6	In awarding compensation, a landlord must consider whether any statutory payments are due, if any quantifiable losses have been incurred, the time and trouble a resident has been put to as well as any distress and inconvenience caused.	Yes	Detailed within Compensation Policy and Procedure
Best practice 'should' requirements			
6.3	Landlords should look beyond the circumstances of the individual complaint and consider whether anything needs to be 'put right' in terms of process or systems to the benefit of all residents.	Yes	Detailed within Compensation Policy and Procedure
6.7	In some cases, a resident may have a legal entitlement to redress. The landlord should still offer a resolution where possible, obtaining legal advice as to how any offer of resolution should be worded.	Yes	Detailed within Complaints and Feedback Policy and Procedure & Procedure which is published on our website

Section 7 - Continuous learning and improvement

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
7.2	Accountability and transparency are integral to a positive complaint handling culture. Landlords must report back on wider learning and improvements from complaints in their annual report and more frequently to their residents, staff and scrutiny panels.	Yes	Within Tenant & Neighbourhood Strategy & Annual Report
Best practice 'should' requirements			
7.3	A member of the governing body should be appointed to have lead responsibility for complaints to support a positive complaint handling culture. This role will be responsible for ensuring the governing body receives regular information on complaints that provides insight to the governing body on the landlord's complaint handling performance.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website

7.4	<p>As a minimum, governing bodies should receive:</p> <ul style="list-style-type: none"> • Regular updates on the volume, categories and outcome of complaints, alongside complaint handling performance including compliance with the Ombudsman's orders • Regular reviews of issues and trends arising from complaint handling, • The annual performance report produced by the Ombudsman, where applicable • Individual complaint outcomes where necessary, including where the Ombudsman made findings of severe maladministration or referrals to regulatory bodies. The implementation of management responses should be tracked to ensure they are delivered to agreed timescales. The annual self-assessment against the Complaint Handling Code for scrutiny and challenge. 	Yes	Included with monthly KPI's to senior management team and Operation Reports to the Board
7.5	<p>Any themes or trends should be assessed by senior management to identify potential systemic issues, serious risks or policies and procedures that require revision. They should also be used to inform staff and contractor training.</p>	Yes	Reviewed within monthly KPI's to senior management team and Operation Reports
7.6	<p>Landlords should have a standard objective in relation to complaint handling for all employees that reflects the need to:</p> <ul style="list-style-type: none"> • have a collaborative and co-operative approach towards resolving complaints, working with colleagues across teams and departments • take collective responsibility for any shortfalls identified through complaints rather than blaming others • act within the Professional Standards for engaging with complaints as set by the Chartered Institute of Housing. 	Yes	Within Complaints and Feedback and Procedure

Section 8 - Self-assessment and compliance

Mandatory 'must' requirements

Code section	Code requirement	Comply: Yes/No	Evidence, commentary and any explanations
1.2	A complaint must be defined as: <i>'an expression of dissatisfaction, however made, about the standard of service, actions or lack of action by the organisation, its own staff, or those acting on its behalf, affecting an individual resident or group of residents.'</i>	Yes	Definition within Complaints and Feedback Policy & Procedure which is published on our website
1.3	The resident does not have to use the word 'complaint' for it to be treated as such. A complaint that is submitted via a third party or representative must still be handled in line with the landlord's complaints policy.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.6	... if further enquiries are needed to resolve the matter, or if the resident requests it, the issue must be logged as a complaint.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.7	A landlord must accept a complaint unless there is a valid reason not to do so.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website
1.8	A complaints policy must clearly set out the circumstances in which a matter will not be considered, and these circumstances should be fair and reasonable to residents.	Yes	Detailed within Complaints and Feedback Policy & Procedure which is published on our website