



Complaints Policy

Menter iaith Bro Morgannwg

Introduction

Menter iaith Bro Morgannwg (MIBM) seeks to put our audience/customers first, improving the quality of our care and offer.

We welcome any views on the MIBM service, both positive and negative, and will deal with complaints fairly following the process below.

Views can be obtained by contacting Chief Executive Heulyn Rees:
heulyn@menterbromorgannwg.cymru

Complaints

MIBM is committed to dealing effectively with any concerns or complaints from our audience/customers. MC ensures that all complaints are dealt with sensitively and confidentially, in accordance with the Complaints Procedure below:

Please note that internal complaints from MIBM members of staff will follow the process set out in the Staff Handbook.

MIBM will not consider anonymous complaints, or complaints that are judged to be vexatious or malicious. Where it is possible that a complaint may fall within the term "Vexatious or Malicious Complaint", it will be referred for decision at a special meeting of the Complaints Sub-Committee. The complainant will be informed of the delay and when he will be informed of the Sub Committee decision.

Stage 1 (Informal Oral)

Talk first to the member of staff with responsibility. If you prefer to do this outside normal office hours, or the usual hours of the scheme / club / activity, please arrange a convenient time. The member of staff with responsibility will make every effort to resolve most issues at this informal stage. In such a case the complaint will be noted on an official 'Complaints Form' by the member of staff responsible. Any complaint must be received within seven working days of the incident.



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Stage 2 (Written)

If the complaint cannot be resolved at Stage 1, the complainant must write to Menter Caerdydd outlining the nature of the complaint. Menter will try to resolve the complaint within 10 working days by conducting an internal investigation, and the written outcome of the investigation will be returned to the complainant.

Depending on the seriousness of the complaint, the matter may be referred to the Complaints Committee (up to three members of MIBM's Board) who will investigate the matter fully and respond within 10 working days of receiving the complaint, stating the outcome with reasons. If there are any delays, we will inform you of the reasons and update you on what is happening. Those involved in the investigation will receive a copy of the response provided to you, with recommendations for any action, and the matter will be reported to the next Board meeting. If you are not satisfied with the result, you can ask for it to be referred to Stage 3.

Stage 3 (Management Board)

If the matter cannot be resolved at Stages 1 and 2, the Board (without the Board Members involved in Stages 1 and 2) will investigate the complaint and the response, at a meeting after especially organized. The Chair of the Board will send a response within 28 working days of receiving the matter from Stage 2, outlining how the complaint was investigated and detailing the outcome. This stage may include interviewing the complainant, any member of staff, or any other person involved in Stages 1 and 2. The decision of the Board is final, and confidentiality will always be assured in accordance with the Confidentiality Policy.

June 2026