

Langley Trust

ANNUAL HOUSING OMBUDSMAN SELF-ASSESSMENT

Period: April 2025 to March 2026

This self-assessment form should be completed by the complaints officer, and it must be reviewed and approved by the landlord's governing body at least annually.

Once approved, landlords must publish the self-assessment as part of the annual complaint's performance and service improvement report on their website. The governing body's response to the report must be published alongside this.

Landlords are required to complete the self-assessment in full and support all statements with evidence, with additional commentary as necessary.

We recognize that there may be a small number of circumstances where landlords are unable to meet the requirements, for example, if they do not have a website. In these circumstances, we expect landlords to deliver the intentions of the Code in an alternative way, for example by publishing information in a public area so that it is easily accessible.

Section 1: Definition of a complaint

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
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 landlord, its own staff, or those acting on its behalf, affecting a resident or group of residents.'</i>	Yes	Complaints, Compliments and Suggestion Procedure	See Section 2.1
1.3	A resident does not have to use the word 'complaint' for it to be treated as such. Whenever a resident expresses dissatisfaction landlords must give them the choice to make complaint. A complaint that is submitted via a third party or representative must be handled in line with the landlord's complaints policy.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 3.2
1.4	Landlords must recognize the difference between a service request and a complaint. This	Yes	Complaints, Compliments	See Section 2.3

	must be set out in their complaints policy. A service request is a request from a resident to the landlord requiring action to be taken to put something right. Service requests are not complaints, but must be recorded, monitored and reviewed regularly.		and Suggestion Procedure	
1.5	A complaint must be raised when the resident expresses dissatisfaction with the response to their service request, even if the handling of the service request remains ongoing. Landlords must not stop their efforts to address the service request if the resident complains.	Yes	Complaints, Compliments and Suggestion Procedure (Section 2.4)	See Section 2.4
1.6	An expression of dissatisfaction with services made through a survey is not defined as a complaint, though wherever possible, the person completing the survey should be made aware of how they can pursue a complaint if they wish to. Where landlords ask for wider feedback about their services, they also must provide details of how residents can complain.	Yes	Complaints, Compliments and Suggestion Procedure (Section 2.5)	See Section 2.5

Section 2: Exclusions

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
2.1	Landlords must accept a complaint unless there is a valid reason not to do so. If landlords decide not to accept a complaint they must be able to evidence their reasoning. Each complaint must be considered on its own merits	Yes	Complaints, Compliments and Suggestion Procedure	See Section 3.13 of the procedure
2.2	A complaints policy must set out the circumstances in which a matter will not be considered as a complaint or escalated, and these circumstances must be fair and reasonable to residents. Acceptable exclusions include:	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 3.9 and 3.10 of the procedure

	- The issue giving rise to the complaint occurred over twelve months ago. - Legal proceedings have started. This is defined as details of the claim, such as the Claim Form and Particulars of Claim, having been filed in court. - Matters that have previously been considered under the complaints policy.			
2.3	Landlords must accept complaints referred to them within 12 months of the issue occurring or the resident becoming aware of the issue, unless they are excluded on other grounds. Landlords must consider whether to apply discretion to accept complaints made outside this time limit where there are good reasons to do so.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 3.11 of the procedure
2.4	If a landlord decides not to accept a complaint, an 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. If the Ombudsman does not agree that the exclusion has been fairly applied, the Ombudsman may tell the landlord to take on the complaint.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 3.11 of the procedure
2.5	Landlords must not take a blanket approach to excluding complaints; they must consider the individual circumstances of each complaint.	Yes	We treat each complaint uniquely and we do not apply blanket approach as every complaint is investigated and resolved on its own merits.	Evidence of this can be seen on ACC where each complaint was addressed uniquely without applying any blanket approach

Section 3: Accessibility and Awareness

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
3.1	Landlords must make it easy for residents to complain by providing different channels through which they can make a complaint. Landlords must consider their duties under the Equality Act 2010 and anticipate the needs and reasonable adjustments of residents who may need to access the complaints process.	Yes	We accept complaints through the different forms like verbal, email, letter, in person etc. We have also provided easy-to-read guide for our clients.	See Section 14.5
3.2	Residents must be able to raise their complaints in any way and with any member of staff. All staff must be aware of the complaints process and be able to pass details of the complaint to the appropriate person within the landlord.	Yes	We accept complaints through the different forms like verbal, email, letter, in person etc. We have also provided easy-to-read guide for our clients.	Evidence of complaints on ACC showed various forms through which client made their complaints. Evidence on Xoralia shows read report on staff for policy and procedure.
3.3	High volumes of complaints must not be seen as negative, as they can be indicative of a well-publicized and accessible complaints process. Low complaint volumes are potentially a sign that residents are unable to complain.	Yes	We do not perceive high volume of complete as a negative factor. We have worked very well with our staff and clients over the past few months to increase awareness of our complaint process creating a culture that perceives complaints as a tool to drive improvement.	Minutes of past Quality and Operation Committee Report shows that the Trust encourages complaints to be received even if the numbers are large focusing on lessons and continuous improvement instead.
3.4	Landlords must make their complaint policy available in a clear and accessible format for all residents. This will detail the two-stage process, what will happen at each stage, and the timeframes for responding. The policy must also be published on the landlord's website.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 14.4. We also have an easy read version. The policy is also available on our website

3.5	The policy must explain how the landlord will publicize details of the complaints policy, including information about the Ombudsman and this Code.	Yes	Complaints, Compliments and Suggestion Procedure	See sections 14.5 and Section 9.1.3
3.6	Landlords must 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.	Yes	This is facilitated when/if applicable	Evidence can be seen on ACC where relevant professionals raised complaint on client's behalf.
3.7	Landlords must provide residents with information on their right to access the Ombudsman service and how the individual can engage with the Ombudsman about their complaint.	Yes	Complaints, Compliments and Suggestion Procedure	Apart from stating this in our procedure, it is also stated in our response letters. See Appendix 2 of the procedure

Section 4: Complaint Handling Staff

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
4.1	Landlords must have a person or team assigned to take responsibility for complaint handling, including liaison with the Ombudsman and ensuring complaints are reported to the governing body (or equivalent). This Code refers to that person or team as the 'complaints officer'. This role may be in addition to other duties.	Yes	The Quality Team is responsible for overseeing all the Trust's complaints.	
4.2	The complaints officer must have access to staff at all levels to facilitate the prompt resolution of complaints. They must also have the authority and autonomy to act to resolve disputes promptly and fairly.	Yes	The Quality Team is responsible for overseeing all the Trust's complaints and has access, autonomy and authority to resolve disputes.	
4.3	Landlords are expected to prioritize complaint handling and a culture of learning from complaints. All relevant staff must be suitably trained in the importance of complaint	Yes	Complaints, Compliments and Suggestion Procedure	See Section 13.3 of the procedure. Langley Academy also shows evidence of

	handling. It is important that complaints are seen as a core service and must be resourced to handle complaints effectively			completed complaint Training for staff
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Section 5: The Complaint Handling Process

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
5.1	Landlords must have a single policy in place for dealing with complaints covered by this Code. Residents must not be treated differently if they complain.	Yes	We have a single Complaints, Compliments and Suggestion Policy in place	See Section 14.1 of the procedure on how the Trusts uphold the principle of equality.
5.2	The early and local resolution of issues between landlords and residents is key to effective complaint handling. It is not appropriate to have extra-named stages (such as 'stage 0' or 'informal complaint') as this causes unnecessary confusion.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7 of the p
5.3	A process with more than two stages is not acceptable under any circumstances as this will make the complaint process unduly long and delay access to the Ombudsman.	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 7 and 8 of the procedure
5.4	Where a landlord's complaint response is handled by a third party (e.g. a contractor or independent adjudicator) at any stage, it must form part of the two-stage complaints process set out in this Code. Residents must not be expected to go through two complaints processes.	Yes	All our complaints are handled internally	
5.5	Landlords are responsible for ensuring that any third parties handle complaints in line with the Code.	Yes	All our complaints are handled internally	
5.6	When a complaint is logged at Stage 1 or escalated to Stage 2, landlords must set out their understanding of the complaint and the outcomes the resident is seeking. The Code will refer to this	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 7.1.8 (c) and 7.2.9 (c)

	as “the complaint definition”. If any aspect of the complaint is unclear, the resident must be asked for clarification.			
5.7	When a complaint is acknowledged at either stage, landlords must be clear which aspects of the complaint they are, and are not, responsible for and clarify any areas where this is not clear.	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 3, 7 8 and 10 of the procedure.
5.8	At each stage of the complaints process, complaint handlers must: a. deal with complaints on their merits, act independently, and have an open mind. b. give the resident a fair chance to set out their position. c. take measures to address any actual or perceived conflict of interest; and d. consider all relevant information and evidence carefully.	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 3, 7 8 and 10 of the procedure.
5.9	Where a response to a complaint will fall outside the timescales set out in this Code, the landlord must agree with the resident suitable intervals for keeping them informed about their complaint.	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 7 and 8 of the procedure.
5.10	Landlords must make reasonable adjustments for residents where appropriate under the Equality Act 2010. Landlords must keep a record of any reasonable adjustments agreed, as well as a record of any disabilities a resident has disclosed. Any agreed reasonable adjustments must be kept under active review.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 14 of the procedure
5.11	Landlords must not refuse to escalate a complaint through all stages of the complaints procedure unless it has valid reasons to do so. Landlords must clearly set out these reasons, and they must comply with the	Yes	Complaints, Compliments and Suggestion Procedure	See Sections 7 and 8 of the procedure.

	provisions set out in section 2 of this Code.			
5.12	A full record must be kept of the complaint, and the outcomes at each stage. This must include the original complaint and the date received, all correspondence with the residents, correspondence with other parties, and any relevant supporting documentation such as reports or surveys.	Yes	We keep full records of every complaint on ACC.	
5.13	Landlords must have processes in place to ensure a complaint can be remedied at any stage of its complaints process. Landlords must ensure appropriate remedies can be provided at any stage of the complaints process without the need for escalation.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7 and 8 of the procedure
5.14	Landlords must have policies and procedures in place for managing unacceptable behavior from residents and/or their representatives. Landlords must be able to evidence reasons for putting any restrictions in place and must keep restrictions under regular review.	Yes	We have a policy for managing anti-social behaviors. We do not retrain our clients outside the provisions offered by the DOLs or their probation conditions.	Evidence of the policy is on Xoralia
5.15	Any restrictions placed on contact due to unacceptable behavior must be proportionate and demonstrate regard for the provisions of the Equality Act 2010.	Yes	We have a policy for managing anti-social behaviors. We do not retrain our clients outside the provisions offered by the DOLs or their probation conditions.	

Section 6: Complaints Stages

Stage 1

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
6.1	Landlords must have processes in place to consider which complaints can be responded to as early as possible, and which require further investigation. Landlords must consider factors such as the complexity of the complaint and whether the resident is vulnerable or at risk. Most stage 1 complaints can be resolved promptly, and an explanation, apology or resolution provided to the resident.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7 of the procedure
6.2	Complaints must be acknowledged, defined and logged at stage 1 of the complaint procedure <u>within five working days of the complaint being received</u> .	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.1 of the procedure
6.3	Landlords must issue a full response to stage 1 complaints <u>within 10 working days</u> of the complaint being acknowledged.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.2 of the procedure
6.4	Landlords must decide whether an extension to this timescale is needed when considering the complexity of the complaint and then inform the resident of the expected timescale for response. Any extension must be no more than 10 working days without good reason, and the reason(s) must be clearly explained to the residents.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.3 of the procedure
6.5	When an organization informs a resident about an extension to these timescales, they must be provided with the contact details of the Ombudsman.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.4 of the procedure
6.6	A response must be provided 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 promptly with	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.5 of the procedure

	appropriate updates provided to the resident.			
6.7	Landlords must address all points raised in the complaint definition and provide clear reasons for any decisions, referencing the relevant policy, law and good practice where appropriate.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.7 of the procedure
6.8	Where residents raise additional complaints during the investigation, these must be incorporated into the stage 1 response if they are related and the stage 1 response has not been issued. Where the stage 1 response has been issued, the new issues are unrelated to the issues already being investigated or it would unreasonably delay the response, the new issues must be logged as a new complaint.	Yes	This is adequately well stated in the complaint procedure.	See Section 7.1.7 of the procedure
6.9	Landlords must confirm the following in writing to the resident at the completion of stage 1 in clear, plain language: a. the complaint stage. b. the complaint definition. c. the decision on the complaint. d. the reasons for any decisions made. e. the details of any remedy offered to put things right. f. details of any outstanding actions; and g. details of how to escalate the matter to stage 2 if the individual is not satisfied with the response.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.1.8 of the procedure

Stage 2

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
6.10	If all or part of the complaint is not resolved to the resident's satisfaction at stage 1, it must be progressed to stage 2 of the landlord's procedure. Stage 2 is the landlord's final response.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2.1 of the procedure

6.11	Requests for stage 2 must be acknowledged, defined and logged on at stage 2 of the complaint's procedure within five working days of the escalation request being received.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2.2 of the procedure
6.12	Residents must not be required to explain their reasons for requesting stage 2 consideration. Landlords are expected to make reasonable efforts to understand why a resident remains unhappy as part of its stage 2 response.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2.3 of the procedure
6.13	The person considering the complaint at stage 2 must not be the same person that considered the complaint at stage 1.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2.4 of the procedure
6.14	Landlords must issue a final response to the stage 2 <u>within 20 working days</u> of the complaint being acknowledged.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2 of the procedure
6.15	Landlords must decide whether an extension to this timescale is needed when considering the complexity of the complaint and then inform the resident of the expected timescale for response. Any extension must be no more than 20 working days without good reason, and the reason(s) must be clearly explained to the resident.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2 of the procedure
6.16	When an organization informs a resident about an extension to these timescales, they must be provided with the contact details of the Ombudsman.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2 of the procedure
6.17	A response must be provided 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 promptly with	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2 of the procedure

	appropriate updates provided to the resident.			
6.18	Landlords must address all points raised in the complaint definition and provide clear reasons for any decisions, referencing the relevant policy, law and good practice where appropriate.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2 of the procedure
6.19	Landlords must confirm the following in writing to the resident at the completion of stage 2 in clear, plain language: a. the complaint stage. b. the complaint definition. c. the decision on the complaint. d. the reasons for any decisions made. e. the details of any remedy offered to put things right. f. details of any outstanding actions; and g. details of how to escalate the matter to the Ombudsman Service if the individual remains dissatisfied.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 7.2 of the procedure
6.20	Stage 2 is the landlord's final response and must involve all suitable staff members needed to issue such a response.	Yes	This is state in the complaint procedure	

Section 7: Putting things right

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
7.1	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. These can include: • Apologising. • Acknowledging where things have gone wrong. • Providing an explanation, assistance or reasons. • Acting if there has been delay.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 8 of the procedure

	- Reconsidering or changing a decision. - Amending a record or adding a correction or addendum. - Providing a financial remedy. - Changing policies, procedures or practices.			
7.2	Any remedy offered must reflect the impact on the resident as a result of any fault identified.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 8 of the procedure
7.3	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	Complaints, Compliments and Suggestion Procedure	See Section 8 of the procedure
7.4	Landlords must take account of the guidance issued by the Ombudsman when deciding on appropriate remedies.	Yes	Complaints, Compliments and Suggestion Procedure	See Section 8 of the procedure

Section 8: Self-assessment, reporting and compliance

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
8.1	Landlords must produce an annual complaints performance and service improvement report for scrutiny and challenge, which must include: - the annual self-assessment against this Code to ensure their complaint handling policy remains in line with its requirements. - a qualitative and quantitative analysis of the landlord's complaint handling performance. This must also include a summary of the types of	Yes	Annual Complaint, Service Improvement and Self-assessment Reports	This has been published on the Trust website

	complaints the landlord has refused to accept. c. any findings of non-compliance with this Code by the Ombudsman. d. the service improvements made as a result of the learning from complaints. e. any annual report about the landlord's performance from the Ombudsman; and f. any other relevant reports or publications produced by the Ombudsman in relation to the work of the landlord.			
8.2	The annual complaints performance and service improvement report must be reported to the landlord's governing body (or equivalent) and published on the on the on the on the section of its website relating to complaints. The governing body's response to the report must be published alongside this.	Yes	Executive Committee Feedback	Also, on the trust website
8.3	Landlords must also carry out a self-assessment following a significant restructure, merger and/or change in procedures.	Yes	No restructuring has taken place	
8.4	Landlords may be asked to review and update the self-assessment following an Ombudsman investigation.	Yes	No investigation has taken place	
8.5	If a landlord is unable to comply with the Code due to exceptional circumstances, such as a cyber incident, they must inform the Ombudsman, provide information to residents who may be affected, and publish this on their website Landlords must provide a timescale for	Yes	The Trust is fully compliant with the code	

	returning to compliance with the Code.			
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Section 9: Scrutiny & oversight: continuous learning and improvement

Code provision	Code requirement	Comply: Yes / No	Evidence	Commentary / explanation
9.1	Landlords must look beyond the circumstances of the individual complaint and consider whether service improvements can be made because of any learning from the complaint.	Yes	Best Practice and Lessons learnt meeting	We do conduct lessons learnt for serious incidents and complaints to identify wider learning implications. Each complaint is also investigated to identify corrective steps. (See section 13.2 of the procedure)
9.2	A positive complaint handling culture is integral to the effectiveness with which landlords resolve disputes. Landlords must use complaints as a source of intelligence to identify issues and introduce positive changes in service delivery.	Yes	This is continually promoted by the Quality Team through forum like the Best Practice Sessions.	See Section 13 of the procedure
9.3	Accountability and transparency are also integral to a positive complaint handling culture. Landlords must report back on wider learning and improvements from complaints to stakeholders, such as residents' panels, staff and relevant committees.	Yes	We report lessons, trends and patterns to the Quality and Operations Committee.	See section 13.1 of the procedure
9.4	Landlords must appoint a suitably senior lead person as accountable for their complaint handling. This	Yes	The Head of Quality	

	person must assess any themes or trends to identify potential systemic issues, serious risks, or policies and procedures that require revision.			
9.5	In addition to this a member of the governing body (or equivalent) must be appointed to have lead responsibility for complaints to support a positive complaint handling culture. This person is referred to as the Member Responsible for Complaints ('the MRC').	Yes	Director of Quality	
9.6	The MRC will be responsible for ensuring the governing body receives regular information on complaints that provides insight on the landlord's complaint handling performance. This person must have access to suitable information and staff to perform this role and report on their findings.	Yes	Director of Quality	
9.7	As a minimum, the MRC and the governing body (or equivalent) must receive: a. regular updates on the volume, categories and outcomes of complaints, alongside complaint handling performance. b. regular reviews of issues and trends arising from complaint handling. c. regular updates on the outcomes of the Ombudsman's investigations and progress made in complying with orders related to severe maladministration findings; and	Yes	• Monthly Quality Report • Quarterly Quality and Operations Committee Report • Monthly KPI Report and SLT Report	We a robust system for providing assurances and key information to the senior leadership and Executive teams with evidence stated in the evidence category

	d. annual complaints performance and service improvement report.			
9.8	Landlords must have a standard objective in relation to complaint handling for all relevant employees or third parties that reflects the need to: a. have a collaborative and co-operative approach towards resolving complaints, working with colleagues across teams and departments. b. take collective responsibility for any shortfalls identified through complaints, rather than blaming others; and c. act within the professional standards for engaging with complaints as set by any relevant professional body.	Yes	As a trust we have a collaborative approach in dealing with complaints as services work closely with the Quality Team and social service where relevant to adequately resolving clients' complaints. Our complaint audit process, best practice forum and lesson learn process allow us to share lesson across the Trust to ensure consistent and collaborative approach. We also work with the CQC and Local Authority where relevant	See Sections 3, 4, 9,10 and 13 of the procedure