



GILLINGHAM TOWN COUNCIL
The Town Hall, School Road, Gillingham, Dorset SP8 4QR

**Dealing with Abusive, Persistent or
Vexatious Complaints and Complainants Policy**

1. Introduction

- 1.1 Gillingham Town Council is committed to dealing with all correspondence and complaints equitably, comprehensively, and in a timely manner. In general, the Council will not normally limit contact that individuals have with us. There are however occasions when the behaviour of the individual inhibits dealing with their particular concern or where dealing with their concerns may have significant resource issues which are not justified by the nature of the concern.
- 1.2 This policy is intended to deal with those individuals who persist in making unreasonable, habitual or vexatious demands either by way of correspondence or complaints and ways of responding to these situations. It does NOT cover dealing with potentially vexatious requests under the Freedom of Information Act (FOIA). The Information Commissioner's Office (ICO) guidance on this can be found on their website.
- 1.3 In this policy the term habitual means 'done repeatedly or as a habit'. The term vexatious is recognised in law and means 'denoting an action or the bringer of an action that is brought without sufficient grounds for winning, purely to cause annoyance to the defendant'. This policy intends to assist in identifying and managing persons who seek to be disruptive to the Council through pursuing an unreasonable course of conduct.
- 1.4 It is however important to note that for the Council complaints purposes, it is the complaint which must be vexatious and not the individual making the complaint.
- 1.5 It is important to distinguish between people who make several complaints because they really think things have gone wrong, and people who are simply being difficult. It must be recognised that complainants may sometimes act out of character at times of anxiety or distress and reasonable allowances should be made for this.
- 1.6 Habitual or vexatious complainants can be a problem for Council staff and members. The difficulty in handling such complainants is that they are time consuming and wasteful of resources in terms of Officer and Member time.

While the Council endeavours to respond with patience and sympathy to the needs of all complainants there are times when there is nothing further which can reasonably be done to assist or to rectify a real or perceived problem.

- 1.7 Raising of legitimate queries or criticisms of a complaints procedure as it progresses, for example if agreed timescales are not met, should not in itself lead to someone being regarded as a vexatious or an unreasonably persistent complainant. Similarly, the fact that a complainant is unhappy with the outcome of a complaint and seeks to challenge it once, or more than once, should not necessarily cause him or her to be labelled vexatious or unreasonably persistent.
- 1.8 The aim of this policy is to contribute to the overall aim of dealing with all complainants in ways which are demonstrably consistent, fair and reasonable.

2. Habitual or Vexatious Complainants

- 2.1 For the purpose of this policy the following definition of habitual or vexatious complainants will be used:

The repeated and/or obsessive pursuit of:

- (1) unreasonable complaints and/or unrealistic outcomes; and or
- (2) reasonable complaints in an unreasonable manner

- 2.2 Prior to considering its implementation the Council will send a copy of this policy to the complainant to give them prior notification of its possible implementation.
- 2.3 Where complaints continue and have been identified as habitual or vexatious in accordance with the criteria set out in Section 3, the Clerk will convene a panel of three members to include the Mayor (or Deputy Mayor) the Chairman (or Vice Chairman) of the HR Committee and one other member to seek agreement to treat the complainant as a habitual or vexatious complainant and for the appropriate course of action to be taken.
- 2.4 The Clerk on behalf of the Town Council will notify complainants, in writing, of the reasons why their complaint has been treated as habitual or vexatious and the action that will be taken. The Dorset Councillor for that area will also be informed that a constituent has been designated as a habitual or vexatious complainant.
- 1.7 The status of the complainant will be kept under review. If a complainant subsequently demonstrates a more reasonable approach, then their status will be reviewed.

3. Definitions

- 3.1 Gillingham Town Council define unreasonably persistent and vexatious complainants as those complainants who, because of the frequency or nature of their contacts with the Council, hinder the Council's consideration of their or other people's complaints. The description 'unreasonably persistent' and 'vexatious' may apply separately or jointly to a particular complainant.
- 3.2 Examples include the way in which, or frequency with which, complainants raise their complaint with staff or how complainants respond when informed of the Council's decision about the complaint.
- 3.3 Features of an unreasonably persistent and/or vexatious complainant include the following (the list is not exhaustive, nor does one single feature on its own necessarily imply that the person will be considered as being in this category):

An unreasonably persistent and/or vexatious complainant may:

- Have insufficient or no grounds for their complaint and be making the complaint only to annoy (or for reasons that they do not admit or make obvious).
- Refuse to specify the grounds of a complaint despite offers of assistance.
- Refuse to co-operate with the complaints investigation process while still wishing their complaint to be resolved.
- Refuse to accept that issues are not within the remit of the complaints policy and procedure despite having been provided with information about the scope of the policy and procedure.
- Refuse to accept that issues are not within the power of the Council to investigate, change or influence.
- Insist on the complaint being dealt with in ways which are incompatible with the complaint's procedure or with good practice (e.g. insisting that there must not be any written record of the complaint).
- Make what appear to be groundless complaints about the staff dealing with the complaints and seek to have them dismissed or replaced.
- Make an unreasonable number of contacts with the Council, by any means in relation to a specific complaint or complaints.
- Make persistent and unreasonable demands or expectations of staff and/or the complaints process after the unreasonableness has been explained to the complainant (an example of this could be a complainant who insists on immediate responses to questions, frequent and/or complex letters, faxes, telephone calls or emails).
- Harass or verbally abuse or otherwise seek to intimidate staff dealing with their complaint, in relation to their complaint by use of foul or inappropriate language or by the use of offensive and racist language.
- Raise subsidiary or new issues whilst a complaint is being addressed that were not part of the complaint at the start of the complaint process.
- Introduce trivial or irrelevant new information whilst the complaint is being investigated and expect this to be considered and commented on.
- Change the substance or basis of the complaint without reasonable justification whilst the complaint is being addressed.
- Deny statements he or she made at an earlier stage in the complaint process.

- Electronically record meetings and conversations without the prior knowledge and consent of the other person(s) involved.
- Adopts an excessively ‘scattergun’ approach, for instance, pursuing a complaint or complaints not only with the Council, but at the same time with, for example, a Member of Parliament, other Councils, elected Councillors of this and other Councils, the Council’s Independent Auditor, the Information Commissioner, the Police or solicitors.
- Refuse to accept the outcome of the complaint process after its conclusion, repeatedly arguing the point, complaining about the outcome, and/or denying that an adequate response has been given.
- Make the same complaint repeatedly, perhaps with minor differences, after the complaint’s procedure has been concluded and insist that the minor differences make these ‘new’ complaints which should be put through the full complaints procedure.
- Persistently approach the Council through different routes about the same issue.
- Persist in seeking an outcome which the Council has explained is unrealistic for legal or policy (or other valid) reasons.
- Refuse to accept documented evidence as factual.
- Complain about or challenge an issue based on an historic and/or an irreversible decision or incident.
- Combine some or all of these features

4. Imposing Restrictions

- 4.1 The Town Council will ensure that the complaint is being, or has been, investigated properly according to the adopted complaints procedure.
- 4.2 In the first instance the Clerk will consult with the Mayor (or Deputy Mayor) and Chairman (or Vice Chairman) of the HR Committee prior to issuing a warning to the complainant. The Clerk will contact the complainant in writing, or by email, to explain why their behaviour is causing concern and ask them to change their behaviour and outline the actions that the council may take if they do not comply.
- 4.3 If the disruptive behaviour continues, the Clerk will issue a reminder letter to the complainant advising them that the way in which they will be allowed to contact the Town Council in future will be restricted.

This decision will be made following the Clerk consulting with the Mayor (or Deputy Mayor) and Chairman (or Vice-Chairman) of the HR Committee. This letter will inform the complainant in writing of what procedures have been put in place and for what period.

- 4.4 Any restriction that is imposed on the complainant's contact with the Council will be appropriate and proportionate and the complainant will be advised of the period of time that the restriction will be in place for. In most cases restrictions will apply for between 3 and 6 months, but in exceptional cases this may be extended. In such cases the restrictions would be reviewed on a quarterly basis.
- 4.5 Restrictions will be tailored to deal with the individual circumstances of the complainant and may include:
- Banning the complainant from making contact by telephone except through a third party e.g. a solicitor, a Councillor or a friend acting on their behalf.
 - Banning the complainant from sending emails to individual and/or all Council Officers and insisting they only correspond by letter.
 - Requiring contact to take place with one named member of staff only.
 - Restricting telephone calls to specified days and/or times and/or duration.
 - Requiring any personal contact to take place in the presence of an appropriate witness.
 - Letting the complainant know that the Town Council will not reply to or acknowledge any further contact from them on the specific topic of that complaint (in this case, a designated member of staff will be identified who will read future correspondence).
- 4.6 When the decision has been taken to apply this policy to a complainant, the Clerk will contact the complainant in writing to explain:
- Why the decision has been taken
 - What action is being taken
 - The duration of that action
- 4.7 The Clerk will enclose a copy of this policy in the letter to the complainant.
- 4.8 Where a complainant continues to behave in a way that is unacceptable, the Clerk, in consultation with the Mayor (or Deputy Mayor) and Chairman (or Vice Chairman) of the HR Committee may decide to refuse all contact with the complainant and stop any investigation into his or her complaint.
- 4.9 Where the behaviour is so extreme or it threatens the immediate safety and welfare of staff, other options will be considered, e.g. the reporting of the matter to the police or taking legal action. In such cases, the complainant may not be given warning of that action.
- 5. New complaints from complainants who are treated as abusive, vexatious or persistent**

5.1 New complaints from people who have come under this policy will be treated on their merits. The Clerk, in consultation with the Mayor (or Deputy Mayor) and Chairman (or Vice Chairman) of the HR Committee will decide whether any restrictions that have been applied before are still appropriate and necessary in relation to the new complaint. A blanket policy is neither supported, nor ignoring genuine service requests or complaints where they are founded.

5.2 The fact that a complainant is judged to be unreasonably persistent or vexatious and any restrictions imposed on Council's contact with him or her, will be recorded and notified to those who need to know within the Council.

6. Review of complainant

6.1 The status of a complainant judged to be unreasonably persistent or vexatious will be reviewed by a panel of three members to include the Mayor (or Deputy Mayor) and the Chairman (or Vice Chairman) of the HR Committee, after three months, and at the end of every subsequent three months within the period during which the policy is to apply.

6.2 The complainant will be informed of the result of this review if the decision to apply this policy has been changed or extended.

7. Record Keeping

7.1 The Clerk will retain adequate records of the details of the case and the action that has been taken. Records will be kept of:

- The name and address of each member of the public who is treated as abusive, vexatious, or persistent.
- When the restriction came into force and ends.
- What the restrictions are.
- When the person and Council were advised.

7.2 The HR Committee will be provided with an annual report giving information about members of the public who have been treated as vexatious/persistent as per this policy.

8. Review

Dealing With Abusive, Persistent or Vexatious Complaints and Complainants Policy, was presented to the Finance and Policy Committee at the meeting held on 17th April 2023, for approval and adoption Minute no. 518g, and ratified at the Full Council meeting on 24th April 2023.

This policy will be reviewed by the Finance and Policy Committee biennially or when there are changes to legislation, whichever is the sooner.

9. References

- Data Protection Act 2018
- Equality Act 2010
- Employment Rights Act 1996
- The Human Rights Act 1998

Signed by The Mayor of Gillingham:

Date: