



Complaints Policy

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1. Introduction

Venesky Brown Recruitment are committed to providing a high level service to our customers. If you do not receive satisfaction from us we need you to tell us about it. This will help us to improve our standards. This Complaints Policy includes complaints regarding Health & Safety and Environmental.

2. Scope

The scope of this Complaints Policy covers all Venesky Brown employees based in office locations and those with a hybrid model of working; covering the administration and management of the supply of professionals in construction, engineering, corporate services, admin, digital and IT.

3. Raising a Complaint

If you have a complaint, please contact us by phone 0131 357 2140 in the first instance so that we can try to resolve your complaint informally.

At this stage, if you are not satisfied please contact our Quality Manager Lindsey Gatherer. You can write to: 4a Rutland Square, Edinburgh, EH1 2AS or email: lindsey@venesky-brown.co.uk.

4. Next Steps

1. We will send you a letter/email acknowledging your complaint and asking you to confirm or explain the details set out. We will also let you know the name of the person who will be dealing with your complaint. You can expect to receive our letter within 5 days of us receiving your complaint.
2. We will record your complaint in our central register within a day of having received it.
3. We will acknowledge your reply to our acknowledgment letter and confirm what will happen next. You can expect to receive our acknowledgement letter within 5 days of your reply.
4. We will then start to investigate your complaint. This will normally involve the following steps;
 - We may ask the member of staff who dealt with you to reply to your complaint within 5 days of our request;
 - We will then examine the member of staff's reply and the information you have provided for us. If necessary we may ask you to speak to them. This will take up to 4 days from receiving their reply.
5. We will then invite you to discuss and hopefully resolve your complaint. We will do this within 5 days of the end of our investigation.

6. Within 2 days of the meeting we will write to you to confirm what took place and any solutions he has agreed with you.
 - If you do not want a meeting or it is not possible, we will send you a detailed reply to your complaint. This will include suggestions for resolving the matter. We will do this within 5 days of completing his investigation.
7. At this stage, if you are still not satisfied you can write to us again. Another Director of the company will review the initial decision within 10 days.
8. We will let you know of the outcome of this review within 5 days of the end of the review. We will write to you confirming our final position on your complaint and explaining our reasons. If you are still not satisfied, you can contact the Employment Agencies Standards Inspectorate at the Department for Business Innovation and Skills: <https://www.gov.uk/government/publications/pay-and-work-rights-complaints>. Alternatively the REC, the industry trade association, of which we are a member by writing to the Recruitment & Employment Confederation, 20 Queen Elizabeth Street, London, SE1 2LS or via their website: <https://www.rec.uk.com/recruiters/compliance/complaints>

If we have to change any of the time scales above, we will let you know and explain why.

NOTE: In any event, we will comply with any statutory procedures that may relate to your complaint.

The policy will be reviewed annually to ensure that it remains relevant.