



Complaints and Grievances Policy

Rationale

St Joseph's Primary School, Red Cliffs (SJPS) is committed to providing a safe and supportive learning environment. From time to time, students and parents can at times feel aggrieved about something that is happening at the school that they believe requires attention, further investigation or change in procedures or a resolution.

Policy Statement

SJPS endeavours to ensure that complaints are managed and resolved fairly and in a timely manner. This policy has been developed in accordance with the Ballarat Diocesan Schools Advisory Council (BDSC), BDSAC School Complaints Policy 2016.

Principles

- The complaints resolution procedure is implemented for resolving complaints in relation to issues that fall within the school's area of responsibility.
- All cases of serious misconduct: sexual offences, criminal charges, or other serious incidents must be referred to the relevant regulator or authority.
- The principal has a responsibility to address unacceptable conduct or concerns that are observed or brought to the school's attention.
- It is important that all complaints, ensuing procedures and outcomes are fully documented.
- The principal may choose to respond to a complaint through an informal process in cases where the complaint is minor, the complainant wishes the matter to be dealt with informally or the complaint has arisen from lack of or unclear communication.
- Formal processes will be used when informal processes have not been successful, a complainant seeks a formal process, or the principal believes the complaint warrants formal investigation.
- This policy will be made available on the school's website and listed in the Parent Handbook.

Complaints Procedure

In the first instance, complainants should contact the applicable staff member so that it can be resolved quickly. In many cases this would involve the classroom teacher in the resolution of the complaint even if the complaint is not directly about them. The types of complaints could include:

- issues related to student discipline procedures
- issues related to learning and teaching
- damage/loss of personal property
- bullying and harassment

Concerns about your child could be addressed by:

1. writing a note to the relevant teacher outlining your concerns and provide a contact number if the teacher needs to contact you for further information or follow up. This will usually be outside of classroom times.

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2. making an appointment to speak on the phone or in person with the teacher, ensuring that you inform the school about the issue you wish to discuss. It is important to remember that teachers cannot always meet with you just before and after class times due to other responsibilities and meetings
3. arranging a meeting time or phone call through the school office (this is more convenient for both you and your child's teacher and does not interrupt teachers during the time they need to be with their students).
4. you having the right to be accompanied by another person, in a support role, at any meetings convened to discuss a resolution of that dispute.

The teacher, together with any others who may be involved such as another classroom teacher, should be given a reasonable amount of time to take the steps required to resolve or address your concerns. Remember, it may not always be possible to resolve an issue to your complete satisfaction.

If the matter is urgent and the teacher is not available, then contact the Administration Office to arrange for a member of the Leadership Team or other suitable staff member to either meet or contact you.

Concerns to be raised with the Principal

Most concerns are resolved by discussing the issue with the relevant person. However, if the issue remains unresolved you can then ask to see the principal.

To do this, you will need to request an appointment through the school office. Please note that:

- the principal may ask another senior staff member to speak with you on their behalf
- if a teacher is going to be present at the meeting it is more likely to occur outside of classroom hours.
- you have the right to be accompanied by another person, in a support role, at any meetings convened to discuss a resolution of that dispute.

If your concern is related to issues of school policy, these should be raised more formally (in writing) with the principal.

Before a complaint is referred beyond the school, the Canonical Administrator should be given the opportunity to assist with the resolution of the complaint.

If the complainant after meeting with the principal and or delegate believes that the school has not listened to their concerns or followed school processes, then the complainant can take the issue to the school governing authority or Catholic Education Office Ballarat.

It is important to note that the school will make decisions that are not always accepted by the entire school community.

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Maintaining a Safe Environment

At any stage in the complaint process, staff have the right to feel safe. Aggressive or abusive behaviour will not be tolerated. In such instances, the staff member will end the meeting and refer the matter to the principal and the occupational health and safety officer.

If the complainant feels unsafe, they should end the meeting and refer the matter to the principal. In the case of it being the principal, then the complainant should contact the governing authority.

Making, Receiving and Investigating Complaints

At SJPS, all staff are expected to:

- listen carefully and deal calmly and respectfully with complaints
- document the complaint, actions taken and outcomes
- look at all sides of an issue
- focus particularly on issues that may be affecting the learning and/or safety of students
- resolve complaints in a timely manner
- provide feedback to the complainant on any actions/outcomes/decisions taken
- accept that it is not possible to resolve all complaints
- identify when a complaint cannot be resolved
- ensure privacy and confidentiality of information is maintained in accordance with relevant legislation
- refer more complex or unresolved complaints to the principal or the school governing authority.

Those making complaints are expected to:

- be clear about the topic or issue you want to discuss
- focus on the things that are genuinely affecting your child
- always remain calm and respectful, particularly when discussing the complaint in the presence of children
- remember you may not have all the facts relating to the circumstances of the topic or issue you wish to discuss
- think about what would be an acceptable outcome for you and your child that is consistent with school policy and procedures
- listen carefully to other sides of the issue
- be informed by checking the school's policies or guidelines, where relevant
- accept that it is not possible to resolve all complaints
- be aware that you have the right to seek advocacy, mediation, counseling and or support.

Record Keeping

A record of a complaint should include the following detail:

- Date when issue was first raised
- Name of parent(s)
- Name of student(s)
- Detailed statement of concern/complaint including:
 - nature of complaint
 - identity of person(s)involved

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- time of allegation
- Description of the procedures applied and the time frame for reporting on the outcomes of any investigation
- Statement of outcomes
- Staff member(s) handling complaint.

Accurate records of the complaint and proceedings will be maintained and filed in school records management system.

Relevant Legislation

This policy has been developed in accordance with, and with consideration of relevant legislation, guidelines, policies and procedures pertinent to the issue including and not limited to:

- BDSAC School Complaints Policy 2016
- BDSAC Protocol for Managing Allegations of Abuse 2016
- Education and Training Reform Act 2006
- Education and Training Reform Regulations 2007
- Child Safe Standards
- Ministerial Order No 870
- Occupation Health and Safety policy and procedures
- School and diocesan enrolment policy and procedures
- Anti-harassment and anti-bullying legislation
- Privacy and Data Protection Act 2014
- Equal Opportunity Act 2010

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