



PARK ORCHARDS PRIMARY SCHOOL

Complaints Policy

PURPOSE

The purpose of this policy is to:

- provide an outline of the complaints process at Park Orchards Primary School (P.O.P.S) so that parents and members of the community are informed of how they can raise complaints or concerns about issues arising at our school
- ensure that all complaints regarding P.O.P.S are managed in a timely, effective, fair and respectful manner.

SCOPE

This policy relates to complaints brought by students, parents, carers or members of our school community and applies to all matters relating to our school. In some limited instances, we may need to refer a complainant to another policy if there are different processes in place to manage the issue including:

- Complaints and concerns relating to fraud and corruption will be managed in accordance with the department's Fraud and Corruption Policy
- Criminal matters will be referred to Victorian Police
- Legal claims will be referred to the Department's Legal Division
- Complaints and concerns relating to child abuse will be managed in accordance with our Child Safety Responding and Reporting Obligations Policy and Procedures

POLICY

P.O.P.S. welcomes feedback, both positive and negative, and is committed to continuous improvement. We value open communication with our families and are committed to understanding complaints and addressing them appropriately. We recognise that the complaints process provides an important opportunity for reflection and learning.

We value and encourage open and positive relationships with our school community. We understand that it is in the best interests of students for there to be a trusting relationship between families and our school.

When addressing a complaint, it is expected that all parties will:

- be considerate of each other's views and respect each other's role
- be focused on resolution of the complaint, with the interests of the student involved at the centre
- act in good faith and cooperation
- behave with respect and courtesy
- respect the privacy and confidentiality of those involved, as appropriate
- operate within and seek reasonable resolutions that comply with any applicable legislation and Department policy
- recognise that schools and the Department may be subject to legal constraints on their ability to act or disclose information in some circumstances.

Complaints and concerns process for students

P.O.P.S. acknowledges that issues or concerns can cause stress or worry for students and impact their wellbeing and learning. P.O.P.S. encourages our students to raise issues or concerns as they arise so that we can work together to resolve them.

Students with a concern or complaint can raise them with a trusted adult at school, for example, with their classroom teacher, Level Leaders, Mental Health and Wellbeing Leader, Marrung Lead, Principal, Assistant

Principal or Education Support staff. This person will take their concern or complaint seriously and will explain what steps can be taken to try to resolve the issue and support the student.

Students can also ask their parent, carer or another trusted adult outside of the school, to talk to the school about the issue instead. Information about the schools' parent/carer complaints and concerns process is outlined further below.

Other ways you can raise a concern or complaint with us include:

- talking to a member of the student representative council about your concern and any suggestions you have for resolving it
- participating in our Attitudes to School Survey (for Grades 4-6)
- participating in our student forums
- writing a 'Wish my Teacher Knew' note

Further information and resources to support students to raise issues or concerns are available at:

- Report Racism Hotline (call 1800 722 476) – this hotline enables students to report concerns relating to racism or religious discrimination
 - [Reach Out](#)
 - [Headspace](#)
 - [Kids Helpline](#) (call 1800 55 1800)
 - [Beyond Blue](#)
 - [Victorian Aboriginal Education Association](#) (VAEAI)

Complaints and concerns process for parents, carers and community members

Preparation for raising a concern or complaint

P.O.P.S encourages parents, carers or members of the community who may wish to submit a complaint to:

- carefully consider the issues you would like to discuss
- remember you may not have all the facts relating to the issues that you want to raise
- think about how the matter could be resolved
- be informed by checking the policies and guidelines set by the Department and P.O.P.S see "Further Information and Resources" section below

Support person

Parents, carers or members of the community are welcome to have a support person to assist them in raising a complaint or concern with the school. They are to advise the school if they wish to have a support person to assist them, and provide their name, contact details, and their relationship.

Raising a Concern

P.O.P.S is always happy to discuss with parents/carers and community members any concerns that they may have. Concerns in the first instance should be directed to the class teacher or specialist teacher or the year level coordinator who are directly involved with the concern. Where possible, school staff will work with parents/carers and community members to ensure that the concerns are appropriately addressed.

Where concerns cannot be resolved in this way, parents or community members may wish to make a formal complaint to the Principal or Assistant Principal.

If parents/carers and community members would like to make a formal complaint, in most cases, depending on the nature of the complaint raised, the school will first seek to understand the issues and will then convene a resolution meeting with the aim of resolving the complaint together. The following process will apply:

1. Complaint received: Please either email, telephone or arrange a meeting with the Principal or Assistant Principal, to outline the complaint so that we can fully understand what the issues are. We can discuss the complaint in a way that is convenient for you, whether in writing, in person or over the phone.

2. Information gathering: Depending on the issues raised in the complaint, the Principal, or Assistant Principal may need to gather further information to properly understand the situation. This process may also involve speaking to others to obtain details about the situation or the concerns raised.

3. Response: Where possible, a meeting will be arranged with the Principal and/or Assistant Principal to discuss the complaint with the objective of reaching a resolution satisfactory to all parties. If after the resolution meeting we are unable to resolve the complaint together, we will work with you to produce a written summary of the complaint in the event you would like to take further action about it. In some circumstances, the Principal may determine that a resolution meeting would not be appropriate. In this situation, a response to the complaint will be provided in writing.

4. Timelines: P.O.P.S will acknowledge receipt of your complaint as soon as possible (usually within two school days) and will seek to resolve complaints in a timely manner. Depending on the complexity of the complaint, P.O.P.S may need some time to gather enough information to fully understand the circumstances of your complaint. We will endeavour to complete any necessary information gathering and hold a resolution meeting where appropriate within 10 working days of the complaint being raised. In situations where further time is required, P.O.P.S will consult with you and discuss any interim solutions to the dispute that can be put in place.

Resolution

Where appropriate, P.O.P.S may seek to resolve a complaint by:

- an apology or expression of regret
- a change of decision
- a change of policy, procedure or practice
- offering the opportunity for student counselling or other support
- other actions consistent with school values that are intended to support the student, parent and school relationship, engagement, and participation in the school community.

In some circumstances, P.O.P.S may also ask you to attend a meeting with an independent third party, or participate in a mediation with an accredited mediator to assist in the resolution of the dispute.

Escalation

If you are not satisfied that your complaint has been resolved by the school, or if your complaint is about the Principal and you do not want to raise it directly with them, then the complaint should be referred to the **Community Liaison Officer** by contacting **1300 333 231**.

P.O.P.S may also refer a complaint to the **Community Liaison Officer** by contacting **1300 333 231**, if we believe that we have done all we can to address the complaint.

For more information about the Department's *Parent Complaints* policy, including the role of the Regional Office, please see: [Parent Complaints policy](#).

Record keeping and other requirements

To meet Department and legal requirements, the school must keep written records of:

- Serious, substantial or unusual complaints
- Complaints relating to the Child Information Sharing Scheme and Family Violence Information Sharing Scheme, to meet regulatory requirements - refer to Child and Family Violence Information Sharing Schemes for further information

Our school also follows Department policy to ensure that record-keeping, reporting, privacy and employment law obligations are met when responding to complaints or concerns.

FURTHER INFORMATION AND RESOURCES

The Department's Policy and Advisory Library (PAL):

- [Complaints - Parents](#)

The Department's parents' website:

- [Raise a complaint or concern about your school](#)
- [Report racism or religious discrimination in schools](#)

REVIEW CYCLE AND EVALUATION

Policy last reviewed	October 2024
Approved by	Principal
Next scheduled review date	October2026