

Concerns and Complaints

Our school's approach to handling concerns and complaints is based on our values.

Newcomb Park Primary School's Values

Our school is committed to:

Individuality – we nurture and respect the talents, ideas and beliefs of each person.

Co-operation – we work together as a whole school community to nurture a love of learning.

Achievement – students and staff are encouraged to reach their full potential and to produce role models for others.

Responsibility – we foster a caring attitude towards and respect for others.

Equality – our teaching practices are inclusive and fair to ensure safe, supportive and positive learning.

Concerns and Complaints covered by the procedures

These procedures cover concerns and complaints about:

- General issues of student behaviour that are different to Newcomb Park Primary School's student engagement guidelines and our code of conduct
- Incidents of bullying or harassment in the classroom or the school yard
- Learning programs, assessment and reporting of student learning
- Communication with parents
- School fees and payments
- General administrative issues
- Any other school-related matters **except** as detailed below

These procedures do not cover matters for which there are existing rights of review or appeal, as detailed in the *Victorian Government Schools Reference Guide*.

Those matters include:

- Student discipline matters involving expulsions
- Complaints about employee conduct or performance and complaints that should be dealt with by performance management, grievance resolution or disciplinary action
- Complaints by the Department's employees related to their employment

- Student critical incident matters
- Other criminal matters

Ownership and Scope

Newcomb Park Primary School will develop its procedures to address concerns and complaints in collaboration with parents and the school community.

Expectations

Newcomb Park Primary School expects a person raising a concern or complaint to:

- Do so promptly, as soon as possible after the issue occurs
- Provide complete and factual information about the concern or complaint, preferably in writing
- Maintain and respect the privacy and confidentiality of all parties
- Acknowledge that a common goal is to achieve an outcome acceptable to all parties
- Act in good faith, and in a calm and courteous manner
- Show respect and understanding of each other's point of view and value difference, rather than judge and blame
- Recognise that all parties have rights and responsibilities which must be balanced

Newcomb Park Primary School will address any concerns and complaints received from parents:

- Courteously
- Efficiently
- Fairly
- Promptly, or within the timeline agreed with the person with the concern or complaint
- In accordance with due process, principles of natural justice and the Department of Education and Early Childhood Development's regulatory framework

Raising Concerns or Complaints

In the first instance, a complaint should be made to the school. The complainant should telephone or write, or make an appointment to:

- The student's class teacher about learning issues and incidents that happened in their class or group
- The Principal about issues relating to staff members, school policy, school management or very complex student issues.

If you are not sure who to contact, contact the Principal on **5248 4176**

Help with raising concerns or complaints

Personal support is most appropriate in situations where the complainant and others involved in the complaint process have emotional issues related to the complaint.

Complainants can seek the services of an advocate when they feel they are unable to express their concern clearly. An advocate can be a friend or someone who is available through an appropriate support organisation who does not receive a fee for service.

All parties involved in addressing a complaint may seek the services of a mediator when there is difficulty coming to an agreement.

The school will ensure that the complainant is aware of these supports. A complainant who wishes to use these support services should ensure the person addressing the concern or complaint is aware of their intention and is in agreement.

Managing parent concerns and complaints information

Newcomb Park Primary School will record the following details of all complaints received, even if the complaint appears to be minor:

- Name and contact details (with permission) of the person with a concern or complaint
- The date the concern was expressed or complaint made
- The form in which the concern or complaint was received (such as face-to-face, by telephone, in writing, by email)
- A brief description of the concern or complaint
- Action taken on the concern or complaint
- Any recommendations for future improvement in the school's policy or procedures.

However, in the first instance, when the complaint is easily resolved in a telephone call, a brief note in the school's/principal's/teacher's diary recording the issue and the resolution may be all that is required.

Newcomb Park Primary School will keep formal records of complaints that are not immediately resolved using some or all of the above points.

Addressing concerns or complaints

Newcomb Park Primary School will make every effort to resolve concerns and complaints before involving other levels of the Department of Education and Early Childhood Development.

Newcomb Park Primary School will give a complainant a copy of its complaints procedures.

Newcomb Park Primary School will determine whether a concern or complaint should be managed through the school's concerns and complaints process or through other complaints processes of the Department of Education and Early Childhood Development.

All complaints will be noted and acted on promptly by the staff member who receives the complaint.

The Principal or delegate will investigate all complaints and will provide a response to the complainant.

Concerns and complaints about general school matters (such as the timing of events, school policies and facilities) will be addressed by the principal or a relevant staff member.

Newcomb Park Primary School will make every attempt to resolve a concern or complaint as quickly as possible. If a complaint involves many students and range of issues, the school will need more time to investigate and resolve it.

Should the complaint involve complex issues, Newcomb Park Primary School might need to take advice from the Department of Education and Early Childhood Development's regional office which may take more time. The school will tell the complainant the new timeline for addressing the complaint and the reasons for any delays. In all cases, the school will try to resolve a concern or complaint within 20 days.

Remedies

If a concern or complaint is substantiated in whole or part, Newcomb Park Primary school will offer an appropriate remedy. For example, at its discretion and depending on the circumstances, the school might offer:

- An explanation or further information about the issue
- Mediation, counselling or other support
- An apology, expression of regret or admission of fault
- To change its decision
- To change its policies, procedures or practices
- To cancel a debt (such as for school payments)
- A fee refund

The school will implement the remedy as soon as practicable.

Referral of concerns or complaints

If a person with a concern or complaint is not satisfied with the outcome determined by the school, they should contact the Department of Education and Early Childhood Development's appropriate regional office.

The officer from the region will ask the complainant for a complete and factual account in writing of the concern or complaint and the complainant's opinion about why the school did not resolve it to their satisfaction.

If the complaint cannot be resolved by the complainant, school and regional office working together, the regional office may refer it to the Department's Group Coordination Division. The Division will ask the complainant for a complete and factual account in writing of the concern or complaint and complainant's opinion about why the school and regional office did not resolve it to their satisfaction and will ask the complainant to outline their view on the course of action required to resolve the complaint. Where the complainant is unable to provide a written account the officer from Group Coordination Division should act on the information provided.

Communication and training

Newcomb Park Primary School will make information about procedures for addressing concerns and complaints readily available to parents and the school community in clear and easy-to-understand language and, where appropriate, in a range of community languages and formats that are accessible to everyone so that no-one is disadvantaged.

The information will include:

- How a person can make a complaint
- The person's responsibilities
- Information to be provided by the person
- Who the person should contact and their contact details
- The process and time frames for managing complaints

Newcomb Park Primary School's procedures for addressing concerns and complaints will be:

- Published on the school's website
- Displayed on the school's noticeboard in a public area of the school
- Printed in the newsletter annually, letting all Parents/Carers know the school policies available to them
- Provided to new parents in their school information pack

Newcomb Park Primary school will:

- Brief all members of staff (including volunteers) about its procedures to address concerns and complaints annually
- Provide staff with (or provide access to) training and support appropriate to their responsibilities under the procedures
- Ensure staff who manage complaints demonstrate the personal attributes outlined in the *Good Practice Guide: Ombudsman Victoria's Guide to Complaint handling for Victorian public sector agencies*.

Monitoring the parent complaints policy

Newcomb Park Primary School will monitor parent concerns and complaints and consider issues raised through the parent complaints process, and any other relevant information from the parent opinion survey, when undertaking a review of the school's policies, procedures and operations.

Newcomb Park Primary School Council will regularly review its policy and procedures to effectively address parent concerns and complaints as part of its cyclic policy and procedures review schedule.

Newcomb Park Primary School will review its information about complaints made over time to:

- Identify common or recurring issues that may need addressing
- Assess the effectiveness of these and other procedures and whether they are being followed
- Use information provided to the school through the parent opinion survey on the views of parents

This policy is endorsed by Newcomb Park Primary School Council August 2017

