



Complaints Policy



Help for non-English speakers

If you need help to understand the information in this policy please contact Warrnambool East Primary School - 55624100.

PURPOSE

The purpose of this policy is to:

- provide an outline of the complaints process at Warrnambool East PS 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 Warrnambool East PS 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 or area 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

Warrnambool East PS 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:

- raise and discuss issues in a courteous and respectful manner
- acknowledge that the goal is to achieve an outcome that is in the affected student's best interests and acceptable to all parties
- act in good faith and respect the privacy and confidentiality of those involved, as appropriate
- recognise that all parties, including the broader school community, have rights and responsibilities that must be balanced
- 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

WEPS acknowledges that issues or concerns can cause stress or worry for students and impact their wellbeing and learning. WEPS 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 your Principal, Assistant Principal, Classroom Teacher, Wellbeing staff, Education Support staff. This person will take your concern or complaint seriously and will explain to you what steps we can take to try to resolve the issue and support you.

You can also ask your parent, carer or another trusted adult outside of the school, to talk to us about the issue instead. Information about our parent/carer complaints and concerns process is outlined further below. The parent/carer process also applies to students who are mature minors, refer to: [Mature Minors and Decision Making](#).

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

- participating in our Attitudes to School Survey (for Grades 4-6)

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)
- [Victorian Aboriginal Education Association](#) (VAEAI)

Complaints and concerns process for parents, carers and community members

Preparation for raising a concern or complaint

Warrnambool East Primary School 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 Warrnambool East Primary School (see “Further Information and Resources” section below).

Support person – family member, friend, external services

You are welcome to have a support person to assist you in raising a complaint or concern with our school. Please advise us if you wish to have a support person to assist you, and provide their name, contact details, and their relationship to you.

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School staff have a right to be safe at work

Any abuse will not be tolerated

Parents, carers, advocates and adult members of the school community must engage respectfully with school staff.

Unacceptable behaviour will be addressed promptly. This may include calling the police if required or issuing you a School Community Safety Order.

These behaviours are not permitted in-person, over the phone, by email, text message or on social media:

✗ Rudeness	✗ Intimidation
✗ Insults or offensive communication	✗ Discriminatory or derogatory comments
✗ Malicious or defamatory communications	✗ Threatening gestures
✗ Aggression, including raising your voice at a staff member	✗ Threats
✗ Harassment	✗ Violence

These behaviours are **never okay** and can make staff and students feel unsafe.

Scan the QR Code to learn more about how you can build positive relationships with school staff in the department's *Respectful Behaviours within the School Community Policy*.

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Raising a concern

Warrnambool East Primary School 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 your child's teacher. Assistant Principal or Principal. Where possible, school staff will work with you to ensure that your concerns are appropriately addressed.

Making a complaint

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.

Warrnambool East PS 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 your child's teacher or Level Team leaders. They may then direct you to our wellbeing team, Assistant Principal or Principal. In some cases it may be appropriate to contact the Assistant Principal or Principal directly for extreme concerns or sensitive issues. Where possible, school staff will work with you to ensure that your 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, noting that formal complaints should be directed to a member of the school's leadership team.

If you would like to make a formal complaint, in most cases, depending on the nature of the complaint raised, our 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 through the front office with the Assistant Principal or Principal, to outline your complaint so that we can fully understand what the issues are. We can discuss your 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, Assistant Principal or nominee 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 resolution meeting will be arranged with the Assistant Principal/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:** Warrnambool East PS will acknowledge receipt of your complaint as soon as possible (usually within 48 hours) and will seek to resolve complaints in a timely manner. Depending on the complexity of the complaint, Warrnambool East PS 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, Warrnambool East PS will consult with you and discuss any interim solutions to the dispute that can be put in place.

Resolution

Where appropriate, Warrnambool East PS 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, Warrnambool East PS 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 a parent or community member is not satisfied that their complaint has been resolved by the school, or if their complaint is about the Principal, then the complaint should be referred to the South West Region by contacting the (Area Director) on 5564 3596

Warrnambool East PS may also refer a complaint to South West Region 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, our 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.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on school website
- Included in staff induction processes

- Hard copy available from school administration upon request

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](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	May 2024
Consultation	School Newsletter LINK May 24 Staff bulletin May 2024 School Council May 2024
Approved by	Principal – Marina Milich
Next scheduled review date	May 2026

Implementation guide

Is it compulsory for all Victorian government schools to have a policy addressing this issue?	Yes, a school policy addressing this issue is required by Department policy and the Minimum Standards for school registration (and school reviews).
Does this policy have to be approved by school council?	No
Is school community consultation required for this policy?	It is recommended that school council be consulted and its views should be taken into account when you adopt this policy, as the sections in this template that are marked in yellow should be tailored to your school community.
What is the basis for this policy?	<ul style="list-style-type: none"> • Minimum Standards for school registration (and school reviews) • The Department's Policy and Advisory Library: Parent Complaints • Occupational Health and Safety • Common law duty of care
Mandatory minimum review cycle	2 years