



Managing Complaints Policy 2018

Purpose of this Procedure

At St. Raphael's Catholic Primary School we are committed to providing a pleasant work environment for all employees and students. We acknowledge, however, that employees and students can sometimes feel aggrieved about something that is happening at the school, which appears to be discriminatory or to constitute harassment. An employee or student can have a complaint about any decision, behaviour, act or omission (whether by the Principal, members of the leadership team or other staff/students) that he/she feels is discriminatory or constitutes harassment.

The purpose of this document is to provide a procedure by which employees/students can have such complaints addressed.

If you feel that you are being harassed or discriminated against, this complaints handling procedure is available to you so your concerns can be addressed.

Key elements of our complaints handling procedure

The following are the key elements of our complaints handling procedure:

Impartiality. If you make a complaint, it will be investigated in a fair and impartial manner. No judgments or assumptions will be made, and no action will be taken until the investigation is complete. If a complaint is made against you your rights will be protected and you will be given an opportunity to tell your side of the story.

Confidentiality. You can feel secure that if you do make a complaint under this policy, it will remain confidential. The only people who will have access to information about the complaint will be the person making the complaint and the person investigating.

No victimisation. You can also rest assured that if you make a complaint you will not suffer in any way as a consequence. The school authorities will ensure that a person who makes a complaint is not victimised in any way.

Timeliness. Each complaint will be finalised within as short a period as possible. All complaints should be finalised within one month.

What to do if you have a complaint

1. Approach the person involved.

In many situations, the most appropriate thing to do first is to tell the person who is the cause of the complaint how you feel. If the complaint is about their behaviour, tell them that it is offensive/hurtful/not acceptable. If it is about a work decision, tell them why you think it is discriminatory or harassment. Telling the person will give them a chance to stop or change what they are doing.

2. Go to Principal or Deputy Principal

If you don't feel as if you can approach the person directly, then go and explain the problem to the Principal or Deputy Principal (or other trusted person). This person has been trained to be the first point of contact for people with complaints. The Principal or Deputy Principal will advise you about what your options are and what will happen if you decide to make a formal complaint. Nothing will be done in relation to the complaint without your agreeing.

What happens next?

Once you have made the complaint the Principal or Deputy Principal will then consider whether there are any reasons why he/she should not proceed to deal with the complaint. For example, the person you complained about may be a personal friend. If there is such a reason, which indicates it is inappropriate for the Principal or Deputy Principal to deal with your complaint, it will, with your consent, be referred to another appropriate person. The Principal or Deputy Principal will then interview you. During this interview a number of things will be explained to you, such as what will happen if the complaint is found to be supported by the evidence, or if it is found to be not supported by the evidence. You will also be told where you can go for assistance if you are not happy with the way the school is dealing with the complaint. The Principal or Deputy Principal will then take a written record of the complaint.

The Principal or Deputy Principal will then talk to the person about whom the complaint is made to hear that side of the story. Any witnesses will also be interviewed. These interviews will be conducted separately and impartially. The importance of confidentiality will be stressed to all parties and they will be warned of the consequences if there is a breach of confidentiality (e.g. possible defamation action, initiation of a complaint for harassment).

The Principal or Deputy Principal will then tell you what the other people said and discuss what should be done to sort out the problem. You should tell the Principal or Deputy Principal what action you would like taken, e.g. a written apology from the person, a written warning, etc.

Review

If the complaint remains unresolved it will be reviewed by the Principal or the Deputy Principal, (whichever one has not been acting as the Complaints Officer in this instance) who will make a final decision as to the outcome of the complaint.

Possible outcomes

If the complaint is proved, the following are possible outcomes:

- a written apology;
- an official warning;
- counselling;
- disciplinary action; or
- dismissal.

If the complaint is unproved (not enough evidence), possible outcomes are:

- relevant training for all staff; and/or
- monitoring of behaviour of employees.

If the complaint is proved not to have happened at all, the following are possible outcomes :

- counselling for the person who made the complaint;
- a written apology;
- an official warning;
- disciplinary action; or
- dismissal.

The Principal or Deputy Principal will make sure that whatever outcome is decided upon actually happens. He/she will also assess the effectiveness of the outcome from time to time.

Appeals

If you feel that the complaints procedure has not been followed properly, or that the outcome is unacceptable to you, you may appeal to the Principal (if not involved in the Complaints Procedure itself) or otherwise to those listed below.

The Regional Principal Consultant.

The Assistant Director Religious Education/Pastoral Care, Catholic Education
Office Melbourne

The Principal or Deputy Principal will look at the way the complaint was handled and examine the outcome. If he/she believes it was handled properly and that the outcome was appropriate he/she will take no further action. If he/she thinks that the complaint was not handled properly, or that the outcome was inappropriate, he/she will organise for the complaint to be looked at again.

The appeal will be dealt with by someone other than the person who first handled the complaint.

Go to an external agency

If you are not happy with the way your complaint has been dealt with by the school you may wish to go to an external agency for further advice and assistance. You may take your complaint to the external agency at any stage in the procedure if you are unhappy with progress in dealing with your complaint.

This policy is based on one contained in the document "Harassment in the Workplace - Guidelines for Employers, Managers, Supervisors and EEO Personnel", Anti-Discrimination Board, New South Wales, 1995, p 23. (as recommended by the Victorian Catholic Schools Association)

Review Annually