



**cameragal**  
montessori  
school

Cameragal Montessori School  
Complaints Policy and Procedures

POL-47

Cameragal Montessori School seeks to provide a child safe environment. Our school actively promotes the safety and wellbeing of our students, and our school staff are committed to protecting students from abuse or harm in accordance with their legal and ethical obligations. CMS 's child safe policies and procedures and our staff code of conduct form part of this commitment

## Complaints policy & procedure

### 1. Introduction

#### 1.1 Purpose & scope

This procedure applies to Cameragal Montessori School in handling complaints made in respect of services provided by the school or against staff members, which includes employees, contractors and volunteers.

This procedure does not extend to personal grievances between parents, guardians or other members of the school community.

#### Child safety school statement

Cameragal Montessori School seeks to provide a child-safe environment. Our school actively promotes the safety and wellbeing of our students, and our school staff are committed to protecting students from abuse or harm in accordance with their legal and ethical obligations. CMS's child-safe policies and procedures and our staff code of conduct form part of this commitment.

#### 1.2 Whistleblowing complaints

This procedure does not extend to complaints which are whistleblowing disclosures. The procedure for processing whistleblowing complaints are dealt with in the school's whistleblowing policy.

In summary a whistleblowing disclosure is a disclosure which:

- is made by a board member, staff member, a person who supplies goods or services to the school, including a volunteer, an employer of a supplier or a relative of any of these people;
- involves alleged misconduct, an improper state of affairs or circumstances, or illegal activity, and
- is made to a senior staff member, or officer of the school, the school's auditor or a person who the school has authorised to collect such disclosures.

#### 1.3 Related policies

Complaints about reportable conduct will be addressed in accordance with the school's Child Protection Policy.

Complaints regarding a grievance between staff members about work matters, including work relationships and decision made by other staff members which impact on their work, are addressed in accordance with the school's Staff Grievance Policy.

Complaints regarding unlawful discrimination, harassment or bullying between staff are generally addressed in accordance with the school's Discrimination, Harassment and Bullying statement.

#### 1.4 Confidentiality

All parties involved in complaints handling are required to maintain appropriate confidentiality, including in relation to handling and storing records.

## 2. Complaints

A complaint or grievance is an expression of dissatisfaction made to the school about an educational and/or operational matter relating to services provided by the school or the behaviour or decisions of a staff member, contractor or volunteer, including misconduct.

If a parent/carer or student has a concern about the conduct of a staff member, they should raise their concern with the school in accordance with section 3. If a complaint that concerns the behaviour of a staff member may constitute reportable conduct, the matter will be addressed in accordance with the school's Child Protection Policy in accordance with section 1.2. Please refer to the school's Child Protection Policy for information about reportable conduct. Complainants are not required to assess whether their concern meets the threshold of reportable conduct before making a complaint. Any concern about a child's wellbeing may be reported under this policy.

Complaints may be made by a student or parent/carer.

The school will seek to resolve complaints informally where possible but acknowledges that in some cases a person may wish to make a formal complaint.

## 3. Raising a complaint

### 3.1 The complainant

Informal complaints may be raised by a complainant directly with the person involved. However, if the complainant does not feel comfortable doing so or the matter is one where it may not be appropriate to do so a complaint can be made to the Principal. Any complaint about the conduct of a staff member should be raised directly with the Principal in the first instance.

Should the matter not be resolved through informal processes, the complainant may raise the matter formally with the school. A formal complaint can be made in writing to the Principal, via email [principal@cameragal.nsw.edu.au](mailto:principal@cameragal.nsw.edu.au).

Where a person wishes to make a formal complaint concerning the Principal the complaint should be made in writing to the Chair of the Board, via email [chair@cameragal.nsw.edu.au](mailto:chair@cameragal.nsw.edu.au). In this situation, the references in this policy relating to the role of the Principal/Delegate should be read as references to the Chair of Board/Delegate.

### 3.2 The school

The Principal/Delegate will generally acknowledge receipt of a formal complaint in writing as soon as practicable.

## 4. Handling complaints

### 4.1 Assessing a complaint

The Principal generally will assess the complaint and determine:

- whether the complaint is one to be addressed under this policy or is a staff grievance or reportable conduct matter which are dealt with by the relevant policies, see section 1.2; and
- the priority of the complaint in accordance with the urgency and/or seriousness of the matter raised; and
- whether the school may be required to report the matter to the Ombudsman, Police, Family and Community Services or other relevant authorities should the complaint relate to possible unlawful conduct or other reportable matters.

## 4.2 Managing a formal complaint

The Principal generally will manage a formal complaint by:

- a) advising the complainant of the likely steps that will be undertaken by the School in relation to the complaint;
- b) if appropriate, advising the relevant parties of the complaint at the relevant time and providing them with an opportunity to respond;
- c) collecting any additional information the School considers necessary to assess the complaint;
- d) making a decision about how the complaint will be resolved (“resolution decision”); and
- e) advising the complainant in writing, and any other relevant parties as appropriate, of the resolution decision of the Principal/Delegate and if appropriate, any proposed action to be taken.

There may be circumstances where some of the steps outlined above are not appropriate and the school will determine, on a case by case basis the most appropriate method of handling the complaint.

A complainant and the relevant parties that the complaint is about may choose to have an appropriate support person present at any meeting with representatives of the school about the complaint. However, the School maintains the right to determine whether the person’s preferred support person is appropriate and may not approve the attendance of a support person where they are determined by the school to be inappropriate.

## 4.3 Maintaining Documentation

Documentation relating to complaints is to be kept confidential. The level of detail required will depend upon on the type of complaint that is raised.

At a minimum, those responsible for managing a complaint should retain file notes on any discussions about the complaint, including any contacts with the complainant. Where the complaint is identified by the staff as more complex, it may be necessary to maintain more comprehensive notes or start a file. Documentation should include sufficient information about the complaint, any steps taken to manage the complaint, the outcome of the complaint and any follow-up actions taken in response

The Principal, will be responsible for ensuring that the school’s Complaint Handling Policy and Procedures, Child Protection Policy and Whistleblower Policy are published on the school’s website.

The school community will be informed of the school’s complaint Policies and Procedures at the time of enrolment and through the school’s newsletter when any policy is updated.

## 5. Contact

If you have any queries about this procedure, you should contact Chair of the Board, via email [chair@cameragal.nsw.edu.au](mailto:chair@cameragal.nsw.edu.au) for advice.