



NEWCASTLE WALDORF SCHOOL
COMPLAINTS HANDLING POLICY AND PROCEDURES

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Contents

1. Introduction	2
1.1 Purpose and Scope	2
1.2 Whistleblowing complaints	3
1.3 Related policies	3
1.4 Confidentiality	3
2. Complaint	3
3. Raising a Complaint	4
3.1 The complainant	4
3.2 The School	4
4. Handling Complaints	4
4.1 Assessing a complaint	4
4.2 Managing a complaint	5
4.3 Finalising the Complaint	5
5. Contact	6

1. Introduction

1.1 Purpose and Scope

Newcastle Waldorf School understands that from time-to-time parents and students may raise complaints in respect of services provided by the School or against staff members, which includes employees, contractors and volunteers. The following policy and procedures outline the way in which complaints will be handled by the School.

The School values a culture where raising an issue is welcomed as a means of ensuring that issues are resolved when they arise, in the best interests of all parties concerned with no adverse consequences for the person raising an issue.

The School commits to ensuring that any complaint will be dealt with in accordance with the relevant facts, free from prejudice or bias, and that the School will endeavour to communicate clearly in a manner appropriate to the needs of the complainant and the person(s) who is/are the subject of the complaint (the "relevant parties").

The School aims to make these procedures as accessible as possible, in particular by offering a number of avenues and persons through which a complaint can be addressed, and by

assuring that potential conflicts of interest are acknowledged and treated with due consideration.

If parents raise concerns early, and they are addressed informally by class and subject teachers or a Co-Principal, the likelihood that they will turn into formal complaints may be greatly reduced.

1.2 Whistleblowing complaints

This policy does not extend to complaints which are whistleblowing disclosures. The procedure for processing whistleblowing complaints is dealt with in the NWS 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 whom the School has authorised to collect such disclosures.

1.3 Related policies

Complaints about reportable conduct will be addressed in accordance with the *NWS Child Protection Policy*.

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

Complaints regarding unlawful discrimination, harassment or bullying between staff are generally addressed in accordance with the *NWS Discrimination, Harassment and Bullying Statement for Employees, Contractors and Volunteers*.

Complaints regarding teacher accreditation processes will be addressed in accordance with the *NWS Teacher Accreditation Procedures*.

Complaints regarding a grievance between students will be addressed in accordance with the *NWS Supporting Positive Behaviour Policy, Appendices 2-4*.

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 or complaint about the conduct of a staff member, they should raise their concern with a Co-principal in the first instance.

If a complaint that concerns the behaviour of a staff member may constitute reportable conduct, the matter will be addressed by the school's Child Protection Policy section 6. A complaint about a reportable conduct matter may be current or historical. Timeframes and confidentiality requirements for investigating a complaint about a reportable conduct matter may vary considerably. 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 or the conduct of an employee, volunteer, contractor or member of the School community may be reported under this policy.

Complaints may be made by parents/carers, or any member of the school community.

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

Receiving and acknowledging the complaint

3.1 The complainant

Complaints may be raised by a complainant directly with the relevant parties. 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 a Co-Principal. Any complaint about the conduct of a staff member should be raised directly with the Head of Agency in the first instance.

Should the matter not be resolved between the parties directly in the first instance, the complainant may raise the matter with the school. A complaint can be made in writing to the Head of Agency, via email tracey@newcastlewaldorfschool.nsw.edu.au.

Where a person wishes to make a complaint concerning a Co-Principal, the complaint should be made in writing to the Chair of the Board, via email chair@newcastlewaldorfschool.nsw.edu.au. In this situation, the references in this policy relating to the role of the Head of Agency/Co-Principal should be read as references to the Chair of Board. Concerns or complaints about the conduct of a staff member must be raised with a Co-Principal in the first instance.

3.2 The School

Once received in writing, the Co-Principal or Chair will acknowledge receipt of the written complaint as soon as practicable and generally commence the Complaints Handling Procedure within five working days. The acknowledgement will include any clarifying questions on why the complainant is dissatisfied or concerned, any initial assessment, timeframes and when the School will be in contact about next steps.

4. Handling Complaints

4.1 Assessing a complaint

The Co-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, or another matter identified in section 1.3 which are dealt with by the relevant policies, see section 1.3 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 Office of the Children's Guardian, Police, Department of Communities and Justice or other relevant authorities should the complaint relate to possible unlawful conduct or other reportable matters.

4.2 Managing a complaint

A Co-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) if appropriate, advising the complainant in writing, and the relevant parties as appropriate, of the resolution decision of the Co-Principal 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 Finalising the Complaint

The resolution decision

The resolution decision will generally include:

- the complaint
- the decision
- any actions to be taken (if appropriate)
- the reason(s) for the decision and the evidence which supports the decision
- if any of the complainant's claims or information has not been accepted, the reason(s) for this.
- an invitation for the complainant and the relevant parties to respond to the decision, and if not satisfied with the decision provide further supporting information for consideration before a final resolution decision is made.

Advising the complainant and relevant parties

As per paragraph 4.2 e) of this policy, if appropriate the School will notify the complainant and relevant parties in writing of the resolution decision.

The complainant may not be entitled to know all/any actions taken as a result of the complaint, but they will be given general assurance that appropriate action has been taken.

If a complainant or relevant parties are not satisfied with the final resolution decision made by a Co-Principal and wishes to escalate their complaint to the Board of Directors (if the Board is not already involved), the Board must be provided with: outcomes from previous negotiations, discussions and meetings; all relevant information; complaint handling report, with tracking and timeframes; any relevant School policy; and anything else reasonable to help them make an informed decision. The Board of Directors will seek advice from relevant external organisations such as Independent Schools New South Wales in finalising the complaint.

5. Contact

All staff members at Newcastle Waldorf School can be contacted at 'firstname'@newcastlewaldorfschool.nsw.edu.au

If you have any queries about this policy, please call the School office on 0249544853 for direction to appropriate staff.