Traralgon COLLEGE

Growing together as adaptable, confident, successful learners and citizens

COMPLAINTS POLICY

Help for non-English speakers

If you need help to understand the information in this policy please contact Traralgon College on 5176 2240.

PURPOSE

The purpose of this policy is to:

- provide an outline of the complaints process at Traralgon College so that students, 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 and concerns regarding Traralgon College 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 the 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 Victoria 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 Abuse (including grooming) Identification and Response Policy and Procedures

POLICY

Traralgon College is committed to continuous improvement and welcomes constructive feedback. We value open communication with our families and are dedicated to understanding complaints and addressing them appropriately. We recognise that the complaints process provides an important opportunity for reflection, refinement and improvement.

We value and encourage open, 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:

- actively listen to one another, be considerate of each other's views and respect each other's role
- be student focused
- be resolution focused and attempt to preserve working relationships
- act co-operatively and in good faith
- be inclusive, considerate, and respect the cultural safety of all people, including Aboriginal people, and the human rights of all parties including but not limited to disability, age, race, religion, gender identity, sexual orientation, and marital status
- consider communication needs and preferences
- ensure that complainants, and students related to complainants, are not victimised for making a complaint or asserting their rights
- respect the privacy and confidentiality of those involved unless permitted or required to share information by law
- operate within, and seek reasonable resolutions that comply with, any applicable legislation and Department policies.

Complaints and concerns process for students

Traralgon College acknowledges that issues or concerns can cause stress or worry for students and impact their wellbeing and learning. Traralgon College encourages 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 a classroom teacher, Sub-school Leaders or Assistants, Wellbeing staff or Education Support staff. Staff will take concerns or complaints seriously and will outline the steps that can be put in place to support and help resolve the issue.

Students can also ask parents, carers or other trusted adults outside of the school, to talk to us about the issues. 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:

- talking to a member of the student representative council about your concern and any suggestions you have for resolving it
- participating in our Attitudes to School Survey

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

Traralgon College 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 Traralgon College (see "Further Information and Resources" section below).

Support person

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.

Raising a concern

Traralgon College 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 Sub-school Leaders and staff, teachers or Education Support Staff. 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 appropriate member of the Principal class.

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 appropriate member of the Principal class. The communication gives you the opportunity to outline your complaint so that we can fully understand the issues or concerns raised.
2. **Timelines:** Traralgon College will acknowledge receipt of your complaint as soon as possible (usually within two school days) and will seek to resolve complaints in a timely manner. Depending on the complexity of the complaint, Traralgon College 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, Traralgon College will consult with you and discuss any interim solutions to the dispute that can be put in place.

3. **Information gathering:** Depending on the issues raised in the complaint, the College Principal, or their 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. In some instances, the leadership team may reach out to subject matter experts for advice. The school may also reach out to the complainant for further information or to clarify concerns.

4. **Response:** Where possible, a resolution meeting will be arranged with a member of the Principal class 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 College Principal may determine that a resolution meeting would not be appropriate. In this situation, a response to the complaint will be provided in writing.

Please note that unreasonable conduct (e.g. vexatious complaints) may need to be managed differently to the procedures in this policy.

Resolution

Where appropriate, Traralgon College 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/carer and school relationship, engagement, and participation in the school community.

In some circumstances, Traralgon College 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 you are not satisfied that your complaint has been resolved by the school, or if your complaint is about the College Principal and you do not want to raise it directly with them, you may contact the department by phone on 1800 338 663, via the Enquiries form or by email at enquiries@education.vic.gov.au.

Traralgon College may also refer a complaint to the South Eastern Victoria Regional Office if we believe that we have done all we can to address the complaint.

For more information about the Department's parent complaints process, including the role of the Regional Office, please see: Make a complaint about your school

Review of complaints

Traralgon College will consider whether complaints relating to child safety identify any causes or systemic child safety risks, and take steps to address those risks and continuously improve our child safety practices.

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 our staff handbook
- Available to Staff via TEAMS
- Discussed at staff meetings as required
- Annual reference in school newsletter
- Hard copy available from school administration upon request

FURTHER INFORMATION AND RESOURCES

The following department policies and resources are relevant to this Complaints Policy:

- Complaint resolution
- Make a complaint about your school
- Report racism or religious discrimination in schools
- Report sexual abuse if you're a current or former student

The following school policies are also relevant to this Complaints Policy:

- Statement of Values and School Philosophy
- Communication with School Staff policies

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2026
Consultation	School Council September 2026 School Community October 2026
Approved by	Principal - September 2026
Next scheduled review date	September 2028