

4.14 Complaints Handling Policy

Complaints Handling Policy

Cedars Christian College welcomes feedback from all members of the college community and takes all complaints or concerns that may be raised seriously. A clear, respectful and fair grievance policy can help to minimise conflict and if issues are dealt with early and in a respectful manner they can often be resolved more easily. We endeavour to ensure concerns are expressed and resolved in a timely and positive manner. This Complaints Handling Policy is designed to assist you to understand how to make a complaint.

1. What is a Complaint?

A complaint is an expression of dissatisfaction made to Cedars Christian College, related to our services or operations, or the complaints handling process itself, where a response or resolution is explicitly or implicitly expected.

Complaints and allegations of staff misconduct or reportable conduct are managed separately to other complaints. Refer to the section at the end of this policy - Complaints and Allegations of Staff Misconduct or Reportable Conduct for more information.

2. Cedars Christian College's Commitment

As a Christian community we seek to foster a spirit of unity and to work in a context of truth and love.

If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. (Philippians 2:1-3)

Cedars Christian College is committed to handling complaints effectively and efficiently. To manage complaints effectively, we have established a Complaints Handling Program in line with both the international complaints handling standard (ISO 10002:2018 Quality management – Customer satisfaction – Guidelines for complaints handling in organizations), and the Australian/New Zealand complaints handling standard (AS/NZS 10002:2014 Guidelines for complaint management in organizations).

Our Complaints Handling Program includes the establishment of an online complaints management system which allows us to effectively capture, manage and report on complaints. Regular analysis of complaints received and the implementation of rectification action, where deficiencies are identified, are key to the College's commitment.

3. How Do I Make a Complaint?

We ask that, where appropriate, you first raise the matter directly with the relevant staff member. If that is not appropriate or the issue was not addressed to your satisfaction, you can contact our Complaints Manager.

If you have been unable to resolve a matter informally, or simply wish to make a formal complaint, you can do so by any of the following means:

- Sending an email to complaints@cedars.nsw.edu.au.
- Writing a letter to the College addressed to “The Complaints Manager”.
- Telephoning the College and asking to speak to your child’s sub-school coordinator.

4. Complaints and Allegations of Staff Misconduct or Reportable Conduct

Complaints and allegations of staff misconduct and/or reportable conduct are managed by the College in a different manner to other complaints. This is because the College has legal obligations to report certain staff conduct to external authorities. Staff misconduct is a broad term that could include breaches of professional boundaries, codes of conduct or standards of behaviour, whereas reportable conduct is a term defined in law and includes:

- any sexual offence or sexual misconduct, committed against, with or in the presence of a child (including child pornography offences, sexual touching or an offence involving child abuse material) including grooming behaviours
- any assault, ill-treatment or neglect of a child
- any behaviour that causes psychological harm to a child (whether or not, in any case, with the consent of the child).

If your complaint relates to alleged staff misconduct or reportable conduct please make your complaint to **the Deputy Principal via email**, or if this person is the subject of your complaint please notify **the Principal via email**.

For more information about the College’s complaints handling procedures regarding allegations of staff misconduct or reportable conduct, please refer to our **Procedures for Handling Allegations of Staff Misconduct and Reportable Conduct** document available on our public website.

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