

COMPLAINTS POLICY



PURPOSE

The purpose of this policy is to:

- provide an outline of the complaints process at Frankston Heights Primary School so that students, parents, carers 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 Frankston Heights Primary School 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 manage the issue. For example:

- 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

POLICY

Frankston Heights Primary School welcomes feedback and is committed to continuous improvement. We value open communication with our families and are committed to understanding complaints and addressing them appropriately. We recognise that the complaints process provides an important opportunity for reflection and learning.

We value and encourage open and 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:

- be considerate of each other's views and respect each other's role
- be focused on resolution of the complaint, with the interests of the student involved at the centre
- act cooperatively and in good faith
- behave with respect and courtesy
- respect the privacy and confidentiality of those involved, as appropriate
- 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, all applicable legislation and Department policies.

Complaints and concerns process for students

Frankston Heights Primary School acknowledges that issues or concerns can cause stress or worry for students and impact their wellbeing and learning. Frankston Heights Primary School encourages our 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 it with an adult at school, for example, their classroom teacher, Wellbeing Leader, Education Support staff or a trusted staff member. The staff member will take the concern or complaint seriously and will explain the steps that can be taken to try to resolve the issue and support the student.

Students can also ask a parent, carer or another trusted adult outside of the school, to talk to the school about the issue. Information about the school's parent/carer complaints and concerns process is outlined further below.

Other ways a student can raise a concern or complaint with the school include:

- talking to a trusted friend about their concern and then speaking with a staff member
- participating in the school's Attitudes to School Survey (for Grades 4-6)
- placing a note anonymously at the school office.

Further information and resources to support students to raise issues or concerns are available at:

- [Report Racism Hotline](#) (call 1800 722 476)
- [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:

Frankston Heights Primary School 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 Frankston Heights Primary School (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 and their relationship to you.

Raising a concern

Frankston Heights Primary School 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

your child's classroom teacher. 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, carers or community members may wish to make a formal complaint to the Principal or Assistant Principal.

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 Principal or Assistant Principal, to outline your complaint so that we can fully understand what the issues are.
2. **Timelines:** Frankston Heights Primary School will acknowledge receipt of your complaint as soon as possible (usually within 48 hours) and will seek to resolve complaints in a timely manner. Depending on the complexity of the complaint, Frankston Heights Primary School 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, Frankston Heights Primary School 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 Principal, Assistant Principal or 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.
4. **Response:** Where possible, a resolution meeting will be arranged with the Principal or Assistant Principal to discuss the complaint with the objective of reaching a resolution satisfactory to all parties. In some circumstances, the Principal may determine that a resolution meeting would not be appropriate. In this situation, a response to the complaint can be discussed in person or over the phone.

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

Resolution

Where appropriate, Frankston Heights Primary School 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 and school relationship, engagement, and participation in the school community.

In some circumstances, Frankston Heights Primary School 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 a parent, carer or community member is not satisfied that their complaint has been resolved by the school, or if their complaint is about the Principal, then the complainant may contact the Department by phone on [1800 338 663](tel:1800338663), via the [Enquiries form](#) or by email at enquiries@education.vic.gov.au.

Frankston Heights Primary School may also refer a complaint to Southeastern Victoria Region if we believe that we have done all we can to address the complaint.

For more information about the Department's parent/carer complaints process, including the role of the Regional Office, please see: [Make a complaint about your school](#).

Review of complaints

Frankston Heights Primary School 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
- Staff induction processes

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](#)

School Related Policies:

- Statement of Values and School Philosophy Policy
- Respectful Behaviours within the School Community Policy.

POLICY REVIEW AND APPROVAL

Policy last reviewed:	July 2026
Consultation:	School Council July 2026
Approved by:	Principal
Next scheduled review date:	July 2028