



## Child Safety Complaints Management Policy

For the purposes of this Policy, we refer to School Staff, Volunteers or Contractors together as "Staff" or "staff members".

### Key Definitions

#### Child Abuse

Child abuse is defined in section 3 of the Child Wellbeing and Safety Act 2005 (Vic) (CWS Act) as including:

- any act committed against a child involving a sexual offence or a grooming offence under section 49M(1) of the Crimes Act 1958 (Vic)
- the infliction of physical violence
- the infliction of "serious" emotional or psychological harm; and
- the "serious" neglect of a child.

#### Complaint

A "complaint" is an expression of dissatisfaction with an action taken, decision made, or service provided, or with the failure to provide a service, take action or make a decision at the School.

A complaint can be made by anyone including a student, former student, parent/carer, other family member, staff member or member of the wider community.

#### Child Safety-Related Complaint

For the purposes of this Policy, a "child safety-related complaint" includes any disclosure, allegation, suspicion, concern or internal report of:

- a breach of the School's Child Safety Codes of Conduct
- a child safety incident or concern alleged to have occurred, be occurring or be at risk of occurring at the School or a School event
- Reportable Conduct
- other staff misconduct (such as a procedural breach of the Child Safety Program)
- any complaint about the School's response to or management of a child safety incident or concern, including complaints alleging non-compliance with our procedures for Responding to and Reporting Child Safety Incidents or Concerns.

## Background

Under Standard 7 of the Victorian Child Safe Standards, the School must have and implement child-focused processes for managing complaints and concerns. To meet this Standard, Ministerial Order 1359 requires Melbourne Anglican Diocesan Schools Commission Limited to (among other things):

- develop a complaints handling policy that meets a number of specific elements and that clearly outlines:
  - the process for making a complaint about the School, or the behaviour of any person within the School
  - the roles and responsibilities of leadership, school staff, and Volunteers in relation to complaints handling
  - the process for dealing with different types of complaints, breaches of relevant policies or the Child Safety Code of Conduct, and obligations to act and report
- have policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and cooperating with law enforcement
- ensure that record keeping, reporting, privacy and employment law obligations are met when responding to complaints and concerns
- have a clear procedure or set of procedures for responding to complaints or concerns relating to child abuse
- ensure that complaints are taken seriously and responded to promptly.

A child-focused complaints handling process is important for helping students and others at the School make complaints, whether about child safety wellbeing or otherwise. This Policy supports the creation of a culture for students and their families to have their complaints heard, considered and responded to, and a culture of transparency in our complaints management processes.

It sets out how the School, as a child safe organisation:

- has and implements a child-focused complaints handling system
- manages child safety-related complaints

This Child Safety Complaints Management Policy is communicated to and understood by students, Staff and parents/carers, and ensures that child safety-related complaints are handled in a timely, fair and transparent manner.

This Policy is summarised in our public-facing Procedures for Managing Child Safety Incidents or Concerns at or Involving the School or its Staff. In our public-facing Complaints and Grievances Policy, we also include details about how to make a Child Safety complaint.

A child-friendly version of this Policy is also provided to students.

### **Child-Focused and Culturally Safe Complaints Handling**

The School's system for handling complaints that involve students (whether as complainant, victim, witness or person being complained about) is child-focused, and follows the National Office for Child Safety's Complaint Handling Guide: Upholding the rights of children and young people and the Commission for Children and Young People's Including Children and Young People in Reportable Conduct Investigations resources.

The School's system for handling complaints that involve students (whether as complainant, victim, witness or person being complained about) is culturally safe. We consult with relevant communities (the variety of communities that are relevant to the School, such as Aboriginal and Torres Strait Islander communities, Indian communities, other culturally and linguistically diverse communities, and other communities that make up our Staff and student cohort) about how to enable, support and respond to complaints in a culturally sensitive way.

### **Responsibilities for Child Safety Complaints Management**

The Principal is responsible for ensuring the efficient and effective organisation, management and administration of the School's complaints handling processes.

All Staff, including leadership, are responsible for

- responding appropriately to a student who raises or is affected by a child safety-related complaint
- understanding their internal and external reporting requirements relevant to child safety-related complaints and for complying with this Policy, including meeting any record keeping, reporting, privacy and employment law obligations when responding to complaints and concerns

Child Safety Officers and the Principal are responsible for:

- providing assistance and advice to Staff about their obligations under this Policy
- ensuring that the School takes all child safety-related complaints seriously, and escalates, reports and responds to these appropriately
- ensuring that the School responds appropriately to a student who raises or is affected by a child safety-related complaint
- promptly and thoroughly managing the School's response to child safety-related complaints as set out below
- managing an alternative procedure for responding to the complaint or concern if any person allocated responsibility cannot perform their role
- monitoring the School's compliance with this Policy.

Where a particular child safety-related complaint involves the Principal and they therefore cannot perform the above roles, the Chair of the Board undertakes these responsibilities.

Fulfilling the roles and responsibilities in Child Safety Complaints Management does not displace or discharge any other obligations that arise if a person reasonably believes that a child is at risk of child abuse.

### **Making a Child Safety-Related Complaint**

The School has developed complaints handling processes, to enable:

- simple and appropriate avenues for students, Staff, parents/carers and the wider community to make a complaint, including child safety-related complaints
- confidentiality and accessibility for all members of the School community.

These are:

1. **Anyone** can, at any time, make a child safety-related complaint to:

- the Principal
- a Child Safety Officer
- a trusted staff member

in person, in writing or over the phone.

Non-child safety-related complaints should be made to the Deputy Principal.

2. **Parents, family members and other community members** who have child safety concerns or who wish to make a child safety-related complaint about the School, its students or staff members are asked to follow the procedures set out in our Child Safety Policy and to contact:

- the School's Senior Child Safety Officer, the Deputy Principal, by phoning 03 8339 6900 or emailing [dp@humegrammar.vic.edu.au](mailto:dp@humegrammar.vic.edu.au), or the Principal; or
- if the concern relates to the Principal, the Chair of the Board by via the Company Secretary: [businessmanager@humegrammar.vic.edu.au](mailto:businessmanager@humegrammar.vic.edu.au).

3. **Students** have multiple pathways to make a complaint, including child safety-related complaints, at the School. These include:

- disclosing child safety incidents or concerns, including abuse or other harm of themselves or of any other child or student aged 18 or over, to any staff member. This might be done:
  - verbally
  - in writing
  - through electronic means (such as email)
  - indirectly (such as in written assignments, in artworks or in any other way)
- using the School disclosure and incident reporting which is located at the following campuses:
  - Mt Ridley - Homestead Reception

- Mt Ridley - Primary and Secondary Administration Offices
- Donnybrook - Building A Reception
- Donnybrook - Building D
- Kalkallo - Building A Reception

to disclose child safety incidents or concerns, including abuse or other harm of themselves or of any other child or young person, anonymously

- by contacting Child Protection Crisis Line on 131 278 (24 hours, 7 days a week) toll free in Victoria.

## **Responding to a Child Safety-Related Complaint**

### **Support for Complainants**

Whenever a staff member receives a complaint containing information about child safety incidents or concerns, the staff member must offer the complainant and any student involved in the complaint (if they are not the complainant) age and culturally appropriate support and assistance. The School will also support students, families and relevant Staff involved in a child safety-related complaint as set out in that policy.

### **Internal and External Reporting**

All Staff **must** follow the School's Procedures for Responding to and Reporting Child Safety Incidents or Concerns if any information contained in a complaint that is made to them raises a concern that a student may have been subject to, or may be at risk of, abuse or other harm at the School or a School event, or from a staff member. This includes in particular:

- Reporting a Child Safety Incident or Concern Internally
- Duty to Protect/Failure to Protect
- Mandatory Reporting to Child Protection
- Non-Mandatory Reporting to Child Protection
- Reporting to Police
- Reportable Conduct
- Reporting Teacher Misconduct to the Victorian Institute of Teachers

Our internal reporting and Reportable Conduct policies require all Staff to report any child safety-related complaint that is made to them to a Child Safety Officer or the Principal in addition to making any required external reports. If a complaint is about the Principal, the complaint must be referred to the Chair of the Board.

## How the School Manages Child Safety-Related Complaints

The School manages child safety-related complaints as follows:

Child safety-related complaints that involve, or raise the possibility of a risk of, child abuse or other harm to a child are managed under the Child Safety Program.

The following child safety-related complaints must be managed pursuant to any relevant policies and procedures in this Child Safety Program:

1. complaints involving, or raising the possibility of a risk of, child abuse or other harm occurring at the School or a School event, or by a staff member, Volunteer or Contractor
2. complaints alleging a breach of the Child Safety Codes of Conduct that involves, or raises the possibility of a risk of, child abuse or other harm by a staff member, Volunteer or Contractor.

These kinds of child safety-related complaints must be immediately referred to the Principal (or if the complaint involves the Principal, the Chair of the Board) to be managed pursuant to relevant policies and procedures in the Child Safety Program.

The Principal may, where appropriate, delegate management of these kinds of child safety-related complaints to a Child Safety Officer.

Relevant policies and procedures for managing these kinds of child safety-related complaints include, but are not limited to, Reportable Conduct, Reporting Teacher Misconduct to the Victorian Institute of Teaching, Mandatory Reporting to Child Protection, Reporting to Police and Duty to Protect/Failure to Protect.

The following child safety-related complaints must also be managed pursuant to any relevant policies and procedures in this Child Safety Program:

1. complaints about the School's investigation of and/or response to a specific incident of or concern about child abuse and other harm to a child
2. complaints that the School, when responding to a specific incident of, or concern about, child abuse and other harm to a child, has not correctly followed the School's own policies (for example, a complaint that we did not follow our Reporting Teacher Misconduct to the Victorian Institute of Teaching or Reportable Conduct policies)
3. complaints that the School has not correctly followed legislative or regulatory requirements regarding child safety in relation to a specific incident of, or concern about, child abuse or other

harm to a child (for example, a complaint that we shared information about a child safety incident or concern with an external agency when not permitted by law to do so).

These kinds of child safety-related complaints must be immediately referred to the Principal (or if the complaint involves the Principal, the Chair of the Board) to be managed pursuant to relevant policies and procedures in the Child Safety Program.

The Principal may, where appropriate, delegate management of these kinds of child safety-related complaints to a Child Safety Officer.

The following child safety-related complaints may be managed pursuant to other relevant School policies:

1. complaints alleging a breach of the Child Safety Codes of Conduct that **do not** involve, and **do not** raise the possibility of a risk of, child abuse or other harm to a child by a staff member, Volunteer or Contractor (for example, a complaint that a staff member has expressed personal views on sexuality in the presence of students)
2. complaints alleging procedural breaches of the Child Safety Program by Staff that **do not** involve, and **do not** raise the possibility of a risk of, child abuse or other harm to a child (for example, a complaint that a staff member has not renewed their WWC clearance)
3. general complaints about our Child Safety policies and procedures themselves (for example, a complaint that our policies and procedures do not accurately reflect the law or that they do not take into account the needs of a particular student or community cohort).

Although these kinds of child safety-related complaints may be managed pursuant to other relevant School policies, the person managing the complaint should – where appropriate - consult with a Child Safety Officer as part of the investigation.

With respect to 3. above, given the high risk to the School of not having a compliant Child Safety Program, it is likely that the outcome of these kinds of complaints will need to be reported to Melbourne Anglican Diocesan Schools Commission Limited.

Relevant policies and procedures for managing these kinds of child safety-related complaints include, but are not limited to, our Complaints and Grievances Policy.

## **Guidance and Resources for Managing Child Safety-Related Complaints**

The Complaints and Grievances Policy provides guidance on complaints handling principles and a step-by-step guide to managing a complaint.

The National Office for Child Safety publishes a guide for complaints that involve children and young people: Complaint Handling Guide: Upholding the rights of children and young people.

Our Reportable Conduct and Reporting Teacher Misconduct to the Victorian Institute of Teaching policies set out procedures that will be followed for complaints about inappropriate conduct by Staff.

## **Reviews of Child Safety-Related Complaint Outcomes**

### Internal Reviews

Complainants or other persons who are involved in the child safety-related complaint (for example, a staff, member whose behaviour is the subject of the complaint, a student who is the victim of the alleged behaviour or the parent/carer of a student involved in the complaint) and who are not satisfied with the management of a child safety-related complaint or its outcome may request an internal review of:

- the procedures undertaken
- findings made
- disciplinary actions proposed or taken
- other outcomes (including a decision not to make a finding or to take disciplinary or other action).

Requests for internal reviews should be made to the Senior Leadership Team.

## **Record Keeping about Child Safety-Related Complaints**

Because of the confidentiality and privacy issues that arise with respect to child safety-related complaints, records of complaints that contain information about child safety incidents or concerns are not held within our general complaints handling record keeping system.

Child safety-related complaints are instead recorded under our Child Safety Record Keeping policy. Child safety-related complaints are also recorded in a separate Complaints and Grievances Register.



## **General Reviews of Child Safety Complaints Management**

The School regularly reviews child safety-related feedback, comments and complaints to ensure that any child safety-related feedback, comments or complaints from the School community members and relevant stakeholders are captured, analysed and acted on where appropriate.

In particular, the School and Melbourne Anglican Diocesan Schools Commission Limited regularly analyse child safety-related complaints to identify causes and systemic failures to inform continuous improvement.

Our Child Safety Complaints Management Policy is also itself regularly reviewed as part of our reviews of the Child Safety Program.