

Complaints Policy

Purpose:	The purpose of this policy is to provide written processes about receiving, assessing, investigating and otherwise dealing with complaints. ¹		
Scope:	Any person directly affected by the subject of a complaint. Examples may include staff, students or a student's parent or guardian, contractors, or community members.		
Status:	Authorised	Supersedes:	Version 03.11.25
		Policy Owner:	School Board
		Review:	Two yearly
Authorised by:	School Board	Next Review Date:	Jun 2028
		Date of Authorisation:	29/06/2026
References:	• <i>Australian Education Act 2013 (Cth)</i> • <i>Child Safe Organisations Act 2024 (Qld)</i> • <i>Disability Services Act 2006 (Qld)</i> • <i>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</i> • Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) • <i>Education (General Provisions) Act 2006 (Qld)</i> • Privacy Act 1988 (Cth) • Australian Human Rights Commission Act 1986 (Cth) • Standards Australia, Guidelines for complaint management in organizations (ISO 10002:2022, NEQ) • QFCC Guidelines for Implementing the Child Safe Standards in Queensland • Birali's Enrolment Policy • Birali's Complaints Handling Procedure (Feedback Resolution System) • Birali's Reporting Concerns of Harm and Abuse Policy • Birali's Student Safety and Wellbeing Policy • Birali's Work Health and Safety Policy • Birali's Behaviour Management Policy • Birali's Anti-bullying Policy • Birali's Code of Conduct Policies • Birali's Anti-Discrimination Policy • Birali's Sexual Harassment Policy • Birali's Disability Discrimination Policy • Birali's Workplace Bullying Policy • Birali's Privacy Policy • Birali Board Charter & Code of Conduct • Adapted from ISQ's Complaints Handling Policy Template Version: May 2026		
Definitions:	Complaint - An expression of dissatisfaction made to or about the school, related to the school's services, staff or the handling of a complaint, where a response or resolution is explicitly or implicitly expected or legally required.² Informal Complaint - A complaint about a matter that is likely to be simple, straight forward, easily manageable, or minor, where a simple or quick resolution is appropriate such as discussion of the matter with a relevant staff member. Formal Complaint - A complaint about a matter that is serious, complex or may pose a threat to the health and safety of any person. Examples include serious allegations or breaches of policy, complaints against a senior staff member, including the principal or an informal complaint that could not be resolved informally. Assessment of the complaint is required by the Board Chair. Complainant - The person, organisation or their representative making a complaint.³		

¹ [Education \(Accreditation of Non-State Schools\) Regulations 2017, s.7](#)

² Standards Australia, Guidelines for complaint management in organizations (ISO 10002:2018, NEQ), s.4.3

³ Standards Australia, Guidelines for complaint management in organizations (ISO 10002:2018, NEQ), s.4.2

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Respondent - The person who is referred to in a complaint by a complainant as the person responsible for their concerns or who can best respond to their concern.

Worker – Has the same meaning as section 8 of the Child Safe Organisations Act 2024. A worker is a person who performs work of any kind for the school, including staff, volunteers, contractors, subcontractors, consultants, labour-hire workers, governing body members, and religious leaders.

Policy Statement

Birali Steiner School acknowledges the right of students, parents/guardians, staff and others to complain when dissatisfied with the school's services, including an action, inaction or decision of the school. The school encourages constructive criticism and complaints. Birali Steiner School is committed to ensuring that complaints received are handled in a responsive, efficient, consistent, effective, transparent and fair way.

Birali Steiner School will ensure staff can recognise, receive, and appropriately refer complaints to the informal or formal complaints procedure.

Birali Steiner School recognises that time spent on handling complaints can be an investment in better service to students and parents/guardians and a better culture for staff, and views complaints as part of an important feedback and accountability process.

Birali Steiner School promotes a safe, inclusive and culturally responsive environment for all students, ensuring their safety and wellbeing are prioritised. Birali Steiner School is committed to students exercising their right to speak up and participate in school processes and decisions that affect them.

Birali Steiner School recognises that some complaints may raise issues of child protection or reportable conduct involving workers. These matters will be managed in accordance with relevant legislation and the school's Reporting Concerns of Harm and Abuse Policy and Student Safety and Wellbeing Policy, including compliance with the Reportable Conduct Scheme.

Complaints Handling Principles

Birali Steiner School will manage complaints according to the following (which include principles of procedural fairness):

- complaints will be taken seriously, dealt with fairly and objectively, without judgement and addressed in a reasonable timeframe
- complaints should be resolved with as little formality and disruption as possible, having regard to the nature of the complaint
- interested parties to the complaint (for example, the complainant and any respondent) will be heard and/or may provide relevant information in relation to the complaint
- confidentiality and privacy will be maintained as much as possible
- a child-centred approach will be maintained, and all complaints will be managed in a manner that prioritises the student's safety, wellbeing, and voice
- a trauma-informed and culturally safe approach to managing complaints will be prioritised
- the complainant and any respondent will be offered support as appropriate
- victimising behaviour towards a complainant, respondent or other people associated with the complaint, will not be tolerated
- complainants that lodge a complaint on reasonable grounds will not suffer any reprisals on the basis of the lodging the complaint

Complaints that may be Resolved under this Policy

Birali Steiner School encourages anyone who feels impacted by an issue involving the school to file a complaint. Complaints can address matters such as:

- the school, its staff or students having done something wrong
- the school, its staff or students having failed to do something they should have done
- the school, its staff or students having acted unfairly or impolitely

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- issues of student or staff behaviour that are contrary to the Behaviour Management Policy or Codes of Conduct, including inappropriate staff conduct as reported by a student.⁴
- issues related to learning programs, assessment and reporting of student learning
- issues related to communication with students or parents or between staff
- issues related to school fees and payments
- general administrative issues
- issues relating to non-compliance with a process outlined in school policies or procedures, for example the Reporting Concerns of Harm and Abuse Policy discrimination policies, or Privacy Policy.⁵

Student complaints may be brought by students or by parents on behalf of their children, as appropriate in the circumstances.

Issues Outside this Policy

The following matters are outside the scope of this policy and should be managed as follows:

- Child protection concerns including allegations of sexual abuse, likely sexual abuse or harm to children should be dealt in accordance with the school's Reporting Concerns of Harm and Abuse Policy.
- Allegations that may constitute reportable conduct involving a worker (as defined under the *Child Safe Organisations Act 2024 (Qld)* will not be managed solely under this policy and must be managed in accordance with the school's Reporting Concerns of Harm and Abuse Policy or and the school's obligations under the Reportable Conduct Scheme, including notification to the Queensland Family and Child Commission within legislated timeframes.
- Student bullying complaints should be dealt with under the Anti-Bullying Policy or Behaviour Management Policy.
- Student discipline matters, including matters involving suspension or expulsion, should be dealt with under the school's Behaviour Management Policy.
- Student or employee violence or criminal matters should be directed to the Principal who will involve the Police as appropriate.
- Disputes relating to a staff member's employment should be directed to their manager and dealt with under employment law.
- This does not include disputes about work health and safety matters or complaints about relevant unlawful conduct under the sexual harassment policy, which may be dealt with under the school's Complaints Policy.
- Disputes between Board Directors, between Association members and Board Directors or between Association members should be dealt with in accordance with the MBBSSA Constitution and Office of Fair Trading Model Rules Grievance Procedure. Formal legal proceedings should be managed as appropriate in the circumstances.

Responsibilities

School

The school has the following roles and responsibilities:

- develop, implement, promote and act in accordance with the school's Complaints Policy and Complaints Resolution System.
- appropriately communicate the school's Complaints Policy and Complaints Resolution System to students, parents and staff
- ensure that the Complaints Policy and Complaints Resolution System are readily accessible by staff, students and parents
- upon receipt of a complaint, manage the complaint in accordance with the Complaints Policy and Complaints Resolution System
- ensure that appropriate support is made available to all parties to a complaint
- take appropriate action to prevent victimisation or action in reprisal against the complainant, respondent or any person associated with them
- appropriately implement remedies

⁴ Education (Accreditation of Non-State Schools) Regulation 2017 s.16(2)(a)

⁵ Education (Accreditation of Non-State Schools) Regulation 2017 s.16(5)

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- appropriately train relevant staff
- keep records
- conduct a review/audit of the Complaints Register at regular intervals
- report to the school's insurer when relevant.

All Parties to a Dispute

The complainant and respondent both have the following roles and responsibilities:

- comply with the school's Complaints Policy and Complaints Resolution System
- provide complete and factual information in a timely manner
- not provide deliberately false or misleading information
- not make frivolous or vexatious complaints or retaliatory complaints
- act in good faith and maintain a mutually beneficial relationship of trust and cooperation
- act in a calm, courteous and non-threatening manner
- acknowledge that a common goal is to achieve an outcome acceptable to all parties
- recognise that all parties have rights and responsibilities which must be balanced
- maintain and respect the privacy and confidentiality of all parties
- not victimise or act in reprisal against any party to the dispute or any person associated with them.

Staff Receiving and/or Managing Complaints

Employees receiving and/or managing complaints have the following roles and responsibilities:

- act in accordance with the school's Complaints Policy and Complaints Resolution System
- refer the complainant to the school's Complaints Policy and Complaints Resolution System and provide additional information as necessary
- maintain confidentiality as far as possible
- keep appropriate records
- forward complaints to more senior staff, including the Principal, if the complaint cannot be resolved at the initial level or if it involves serious issues that require escalation
- not victimise or act in reprisal against the complainant, respondent or any person associated with them.

Implementation

Birali Steiner School is committed to raising awareness of the process for resolving complaints at the school, including by the development and implementation of this policy and via the clear support and promotion of the policy. The Complaints Policy and Complaints Resolution System will be available on the school website, sharepoint for staff and from the school office if requested.

Birali Steiner School is also committed to regular training of employees on the implementation of this policy. The Complaints Policy and Complaints Resolution System are part of all employee inductions as well as Annual Compliance Training for all staff.

Complaint Register

Birali Steiner School will maintain a complaint register with details such as the date, source and description of complaints, the staff managing the complaint, the actions taken, outcome and the date the complaint was closed.

The complaint register will be stored securely in Sharepoint.

All complaints shall be entered onto the complaint register as soon as practicable after the complaint is received. The complaint register will not contain complaints about the Principal. Records of complaints about the Principal will be maintained by the Board with access restricted to the Board.

To safeguard confidentiality and maintain the integrity of the complaint process, access to the entire complaint register will be limited to the Principal and Business Manager.

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The Principal may authorise the sharing of specific, relevant entries from the complaint register with other designated staff members (such as the leadership team), provided measures are taken to protect the confidentiality of all parties involved, particularly ensuring that respondents to a complaint do not gain inappropriate access to information about the allegations against them.

Complaint Handling Procedure

Please refer to the Birali Complaints Resolution System document for the full complaints procedure.