

# Dealing with Complaints Policy

QUALITY AREA 6: PARTNERSHIPS WITH FAMILIES AND COMMUNITY

QUALITY AREA 7: GOVERNANCE AND LEADERSHIP

## Policy Statement

Feedback from families, children, educators, staff and the wider community is fundamental in creating an evolving Childcare Service working towards the highest standard of care and education. It is foreseeable that feedback will include divergent views, which may result in complaints. This Policy details our Service's procedures for receiving and managing informal and formal complaints. Families, children, parents, visitors, students and members of the community can lodge a grievance or complaint with management in the understanding that it will be managed conscientiously and confidentially.

## Background

The *Education and Care Services National Regulations* requires approved providers to ensure their services have policies and procedures in place for dealing with complaints (Regulation 168) and take reasonable steps to ensure those policies and procedures are followed (Regulation 170).

We believe that children's safety, rights, and best interests are the paramount consideration for all Service operations, decisions and functions.

We aim to investigate all complaints and grievances with a high standard of equity and fairness. We will ensure that all persons making a complaint are guided by the following policy values:

- procedural fairness and natural justice
- code of ethics and conduct

Child safe complaint culture

- culture free from discrimination and harassment
- transparent policies and procedures
- opportunities for further investigation
- adhering to our Service philosophy

## Strategies

### Procedural fairness and natural justice

Our Service believes in procedural fairness and natural justice that govern the strategies and practices, which include:

- The right to be heard fairly

- The right to an unbiased decision made by an objective decision maker
- The right to have the decision based on relevant evidence.

and wellbeing of children by:

- supporting healthy sexual development (age-appropriate sexualised behaviour)
- protecting them from harm or abuse (inappropriate or problem sexualised behaviour).

Note that in some cases, sexualised behaviour involving children may fall within reporting requirements under other laws.

## Implementation

Grievances and complaints can transpire in any workplace. Complaints help our service identify problems and provide opportunities to address these appropriately and effectively to sustain a child safe, healthy, harmonious and productive service environment. Our *Dealing with Complaints Policy* ensures that all persons are presented with procedures that:

- value the opportunity to be heard
- promote conflict resolution
- encourage the development of harmonious partnerships
- ensure that conflicts and grievances are mediated fairly and are transparent and equitable.
- appropriately handle children exhibiting harmful sexual behaviours
- promote children's rights, safety and wellbeing
- consider a child's age, cultural, developmental and additional needs

Our Service is committed to the National Principles for Child Safe Organisations and adopts a child safe approach to complaints involving a child or young person. As a child safe organisation, we will respond promptly and systematically to any concerns, disclosures, allegations or suspicions while fostering an environment where children feel confident that their safety and wellbeing are paramount. Our Service ensures our complaint processes are easily understood by children, young people and families and are accessible, effective and culturally safe. Educators teach children about the complaints process so they know who to talk to if they want to make a complaint. We ensure complaints are taken seriously, addressed promptly and thoroughly, and comply with all legal obligations.

## Definitions

**Complaint:** Expression of dissatisfaction made to or about an organisation related to its products, services, staff or the handling of a complaint where a response or resolution is explicitly or implicitly expected or legally required. [AS/NZS

10002:2014 Complaint Management Standard] . Complaints can be made to the approved provider, staff/educators in the service, external bodies including the regulatory authority, police, child protection agency or e-Safety commissioner. Complaints can be verbal or in writing (letter, email or digital form).

**Complaints and Grievances Management Register:** Records information about complaints and grievances received at the Service, along with the outcomes. These documents must be securely stored, accessible only to management and the Regulatory Authority. They can provide valuable information to the Approved Provider and Nominated Supervisor of the Service to ensure children and family's needs are being met.

**Grievance:** A grievance is a formal statement of complaint that cannot be addressed immediately and involves matters of a more serious nature. A *workplace grievance* is a complaint raised towards an employer by an employee due to a violation of legalities (workplace policies, employment contract, national standards).

*Inappropriate conduct to a child:* any behaviour that a reasonable person would consider to be inappropriate in an education and care service, taking into account the child's age, development, safety, wellbeing and the context of the interaction.

*Investigation:* A formal and systematic inquiry to establish facts about the complaint by collecting, documenting, examining and evaluating evidence.

**Mediator:** A person who attempts to assist and support people involved in a conflict come to an agreement.

**Mediation:** An attempt to bring about a peaceful settlement or compromise between disputants through the objective intervention of a neutral party.

**Notifiable complaint:** A complaint that alleges a breach of the *Education and Care Services National Law and Regulations*, National Quality Standard or alleges that the health, safety or wellbeing of a child at the Service may have been compromised. Any complaint of this nature must be reported by the Approved Provider or Nominated Supervisor to the Regulatory Authority within 24 hours of the complaint being made – (Section 174[2] [b], Regulation 176[2][b]).

*If the Approved Provider/Nominated Supervisor are unsure whether the matter is a notifiable complaint, it is good practice to contact the Regulatory Authority for confirmation. Written reports must include:*

- details of the event or incident
- the name of the person who initially made the complaint
- if appropriate, the name of the child concerned and the condition of the child, including a medical or incident report (where relevant)
- contact details of a Nominated Supervisor/ Approved Provider.
- any other relevant information.

Written notification of complaints must be submitted using the appropriate forms, which can be found on the ACECQA website: [www.acecqa.gov.au](http://www.acecqa.gov.au) and logged using NQA ITS (National Quality Agenda IT System).

**Serious Incident:** An incident resulting in the death of a child, or an injury, trauma or illness for which the attention of a registered medical practitioner, emergency services or hospital is sought or should have been sought. This also includes an incident in which a child appears to be missing, cannot be accounted for, is removed from the Service in contravention of the Regulations or is mistakenly locked in/out of the Service premises (Regulation 12).

A serious incident should be documented in an Incident, Injury, Trauma and Illness Record as soon as possible and within 24 hours of the incident. The Regulatory Authority must be notified within 24 hours of a serious incident occurring at the Service (Regulation 176(2)(a)). These records are required to be retained for the periods specified in Regulation 183. The Approved Provider will notify the regulatory authority of any incident where there is a reasonable belief that physical and/or sexual abuse of a child has occurred or is occurring at the service, or any allegation that sexual or physical abuse of a child has occurred or is occurring at the service.

### ***Privacy and Confidentiality***

Management and educators will adhere to our Privacy and Confidentiality Policy when dealing with grievances and complaints. However, if a grievance or complaint involves a staff member or child protection issues, a relevant government agency will need to be informed. (see: Reportable Conduct Scheme in our Child Protection Policy).

[Responding to incidents, disclosures and suspicions of child abuse or harm NSW](#)

Our Service provides a safe and confidential process for reporting wrongdoing, misconduct, or any matter that may risk the safety, welfare, or wellbeing of children within the service through the *Protected Disclosure (Whistleblower) Policy*. This process supports a culture of integrity and accountability

### ***Conflict of Interest***

It is important for the complainant to feel confident in:

- being heard fairly
- an unbiased decision-making process

Should a conflict of interest arise during a grievance or complaint that involves the Approved Provider or Nominated Supervisor, other Management will be nominated as an alternative mediator. Our Service may also engage the resources of an Independent Conflict Resolution Service to assist with the mediation of a dispute. We will ensure that throughout the conflict resolution process the Services Code of Conduct is adhered to.

### ***The Approved Provider/ Nominated Supervisor/ Responsible Person will:***

- ensure that obligations under the Education and Care Services National Law and Regulations are met
- ensure educators, staff, students, visitors and volunteers have knowledge of and adhere to this policy and associated procedure
- ensure the name and telephone number of the person to whom complaints can be made is clearly visible at the service
- ensure the address and telephone number of the regulatory authority where complaints can be made are clearly visible at the entry of the Service

- ensure information about our *Dealing with Complaints Policy* and *Dealing with Complaints Procedure* and all appropriate forms are easily accessible to all families, children, staff, educators, visitors and volunteers
- treat all grievances and complaints seriously and as a priority
- ensure grievances and complaints remain confidential
- ensure grievances and complaints reflect procedural fairness and natural justice
- ensure people feel safe or comfortable when making a complaint, including children
- ensure educators, staff, volunteers and students are well informed about the different ways children may express concerns, distress and disclose harm as well as the process for responding to disclosures from children- including a complaint that alleges a child is exhibiting sexual behaviours that may be harmful to the child or another child. (ACECQA 2023)
- ensure our complaint handling processes are child-focused providing support and guidance for children to know who to talk to if they are feeling unsafe
- ensure child-focused complaint procedures are in place so any inappropriate conduct concerns are promptly identified, addressed, and reported to the regulatory authority
- notify the regulatory authority within 24 hours if a complaint alleges the safety, health or wellbeing of a child is being compromised. Notification must include any incident where there is a reasonable belief that physical and/or sexual abuse of a child has occurred or is occurring at the service or any allegation that sexual or physical abuse of a child has occurred or is occurring at the Service.
- conduct a review of policies and procedures, where required, following a complaint or grievance as part of our continuous improvement practices
- provide an induction program for new staff and educators that includes an overview of policies and procedures, including this *Dealing with Complaints Policy* and procedure
- ensure the approved provider is notified of all complaints and grievances
- acknowledge the complaint or grievance in writing within 2 working days of receipt
- discuss the issue with the complainant within 24 hours of receiving the verbal or written complaint
- investigate and document the grievance or complaint fairly and impartially
- provide details of an outcome following an investigation if required.
- If required, this investigation would consist of:
  - reviewing the circumstances and facts of the complaint (or breach) and inviting all affected parties to provide information where appropriate and pertinent
  - discussing the nature of the complaint (or breach) and giving the accused educator, staff member, volunteer or visitor an opportunity to respond

- permitting the accused person to have a support person present during the consultation (for example: Union Representative or family member) A support person may provide support by taking notes during the meeting, clarifying questions and allegations made, help formulate responses, engage in discussions and are more passive observer, aid in understanding processes, request breaks and be an emotional support. A support person cannot represent the employer, speak on their behalf or advocate for the organisation.
- providing the employee with a clear written statement outlining the outcome of the investigation
- advise the complainant and all affected parties of the outcome within 7 working days of receiving the verbal or written complaint
  - management will provide a written response outlining the outcome and provide a copy to all parties involved
  - if a written agreement about the resolution of the complaint is prepared, all parties will ensure the outcomes accurately reflect the resolution
  - all written responses will need to cater for complainant to be able to understand such as spoken language and special needs regarding reading
- should management decide not to proceed with the investigation after initial enquiries, a written notification outlining the reasoning will be provided to the complainant
- keep appropriate records of the investigation and outcome and store these records in accordance with our *Privacy and Confidentiality Policy* and *Record Keeping and Retention Policy*
- monitor ongoing behaviour and provide support as required
- ensure the parties are protected from victimisation and bullying
- request feedback on the grievance or complaint process using a feedback form
- track complaints to identify recurring issues within the Service
- notify the Regulatory Authority and 000/police within 24 hours if a complaint alleges the safety, health or wellbeing of a child is being compromised. Notification must include any incident where there is a reasonable belief that physical and/or sexual abuse of a child has occurred or is occurring at the service or any allegation that sexual or physical abuse of a child has occurred or is occurring at the service.

***Educators will:***

- report all complaints received to the nominated supervisor, and/or approved provider within required timeframes
- ensure the complaints handling process is child focused, culturally safe and accessible
- listen to the complainant's view of what has happened
  
- clarify and confirm the grievance or complaint, documenting all the facts prior to the investigation
  
- encourage and support the complainant to seek a balanced understanding of the issue
  
- discuss possible resolutions available to the complainant. These would include external support options.
  
- encourage and assist the complainant to determine a preferred way of solving the issue
  
- record the meeting, confirming the details with the complainant at the end of the meeting
  
- maintain confidentiality at all times
  
- refer complainant's (as necessary) to Service policies that may assist in resolving the grievance or complaint
  
- be informed about the different ways children can express concerns or distress and disclose harm
  
- be aware of child protection law and their individual responsibilities as mandatory reporters/notifiers
  
- ensure children know who to talk to if they are feeling unsafe and know the process that will happen to support them

*If the grievance cannot be resolved, it is to be referred to the Nominated Supervisor who will investigate further:*

- if appropriate, collect relevant written evidence. This evidence will be treated in strict confidence and will be held in a secure place
  
- involve the Approved Provider or Nominated Supervisor in the conflict resolution as required
  
- should it be necessary to interview relevant people concerning the grievance, their involvement should be kept to the minimum necessary to establish the facts
  
- third parties providing evidence must also be made aware that the matter is to be kept confidential.

Should the grievance or complaint be lodged against another person(s), these persons, will be interviewed separately and impartially. Individuals must be given the opportunity to respond fully to the allegations and may have another person present, as a support person, if they wish. If after investigation, it is concluded that the grievance is substantiated:

- both parties will be told of the decision and the reason for it
- immediate and appropriate steps will be taken to prevent the grievance from recurring
- if after investigation, it is concluded that the grievance is not substantiated both parties will be notified of the decision and the reason
- the complainant will be informed that if they are not satisfied with any decision relating to the grievance procedure that they should consult with an external body for further advice such as the Regulatory Authority
- if the grievance or complaint is of a serious nature, or there is a reasonable belief the complaint is any allegation of sexual or physical abuse the Approved Provider is responsible to inform the Regulatory Authority within 24 hours.

*Early Childhood Education Directorate, NSW Department of Education* Address: Locked Bag 5107 PARRAMATTA NSW 2124 Website: [education.nsw.gov.au](http://education.nsw.gov.au) Email: [ececd@det.nsw.edu.au](mailto:ececd@det.nsw.edu.au) Phone: 1800 619 113 (toll free) Fax: (02) 8633 1810

### Complainants will:

- be informed of our duty of care to ensure that all persons are provided with a high level of equity and fairness in relation to the management of complaints. The complaints procedure ensures a fair opportunity for all stakeholders to be heard and promotes effective conflict resolution within our Service.
- children are able to express their concerns or allegations to either the management, educators, and/or families who are encouraged by management to complete the *Complaints Form* on the child's behalf
- attempt to discuss their complaints with the relevant educator associated with a particular child and/or family as the first step to resolving the issue, unless it is a reportable offence to the Regulatory Authorities to be made with 24 hours of complaint
- communicate any concerns they may have in writing addressed to the approved provider or nominated supervisor [see: *Complaints/Grievance Form*]
- raise any unresolved concerns with the approved provider or nominated supervisor
- maintain confidentiality at all times
- be provided with details of external agencies to contact should they feel our Service has not resolved their concerns (e.g., regulatory authority)

### ***Complaints relating to the administration of Child Care Subsidy***

Families who wish to raise concerns regarding the management of Child Care Subsidy should speak with the Nominated Supervisor in the first instance. The Nominated Supervisor will follow the steps as outlined in this policy, including advising the Approved Provider of all grievances.

Families can raise concerns regarding management of the Child Care Subsidy to the Department of Education via their [Online contact form](#). Additionally, information about any potential breach of Child Care Subsidy can be reported anonymously by submitting an online report directly to the Department of Education. For more information visit the Department of Education website: [Reporting fraud via a tip-off](#)

## **Complaints involving allegations of child exhibiting sexual behaviours**

‘Providers and educators play an important role in making informed professional judgements regarding sexualised behaviours involving children. Not all sexual behaviour involving children poses a risk to their safety.’ (ACECQA, 2024).

The approved provider will ensure:

- educators and staff respond to any complaint that alleges a child is exhibiting sexual behaviours that may be harmful to the child or another child
- educators and staff assess the need for urgent police and emergency services assistance and inform the approved provider/nominated supervisor
- the regulatory authority is notified within 24 hours of any complaint alleging that a serious incident has occurred whilst a child is educated and cared for or complaints alleging that the Law has been contravened (S. 174 (2)(b))
  - educators and staff are aware of the process for responding to disclosures from children as per our Child Protection Policy (Reg.84)
  - educators and staff are aware of their duty of care and mandatory reporting obligations to make a report to Department of Communities and Justice (DCJ) Child Protection Hotline NSW
  - educators and staff have a sound understanding of developmentally appropriate sexual development in children and sexual behaviour that may be concerning and requires a response
  - families are encouraged and supported to raise concerns in confidence
  - educators and staff engage in professional learning to promote a consistent and appropriate approach to identifying and responding to sexual behaviours in children that may include:
    - o age and developmental capacity of the child/children
    - o reasons why a child may be behaving in sexually harmful ways
    - o behavioural history of the child
    - o how the behaviour impacts the behaviour of other children
    - o risk the behaviour imposes on others

- o vulnerability of the child to be engaging in harmful sexual behaviour

- procedures for supporting all stakeholders during the complaint procedure are implemented including documenting discussions, ensuring confidentiality and providing information of the progress of the complaint and access to support agencies as required (See *Complaints / Grievance Procedure and Complaints / Grievance Investigation Guide and Form*)
- educators and staff follow guidance from the Traffic Lights Framework to manage the concern or complaint
  - o RED- signals sexual behaviours which indicate immediate intervention and action
  - o ORANGE- signals sexual behaviour which may be concerning and educators to take notice and gather information to assess appropriate action
  - o GREEN- signals sexual behaviours that are ‘normal’ and age appropriate [Traffic Lights Framework-Age-appropriate Sexual Play and Behaviour in Children]

## Continuous Improvement/ Evaluation

Complaints provide our Service with opportunities for learning and improvement. We encourage regular and ongoing feedback from staff, children and families and the community. Our Service is committed to resolving complaints through prompt investigation, open communication, and transparent processes. Our *Dealing with Complaints Policy* will be updated and reviewed annually in consultation with families, children, staff, educators and management.

To ensure complaints and grievances are handled appropriately, the Approved Provider/ Nominated Supervisor will:

- evaluate each individual complaint and grievance as recorded in the *Complaints and Grievance Management Register* to assess that a satisfactory resolution that has been achieved
- review complaints and grievances as recorded in the *Complaints and Grievance Management Register* to ensure a pattern of similar grievances is not occurring
- review the effectiveness of the Service policy and procedures to ensure all complaints and grievances have been handled fairly and professionally
- consider feedback from staff, educators, families, children and community regarding the policy and procedure.

## National Quality Standard (NQS)

### QUALITY AREA 6: COLLABORATIVE PARTNERSHIPS

|       |  |  |
|-------|--|--|
| 6.1   | Supportive relationships with families | Respectful relationships with families are developed and maintained and families are supported in their parenting role.                                |
| 6.1.2 | Parent views are respected             | The expertise, culture, values and beliefs of families are respected and families share in decision-making about their child’s learning and wellbeing. |

|     |                            |   |
|-----|----------------------------|---|
| 6.2 | Collaborative partnerships | Collaborative partnerships enhance children’s inclusion, learning and wellbeing |
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**QUALITY AREA 7: GOVERNANCE AND LEADERSHIPS**

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|-------|------------------------|---|
| 7.1.2 | Management Systems     | Systems are in place to manage risk and enable the effective management and operation of a quality Service that is child safe |
| 7.2.1 | Continuous Improvement | There is an effective self-assessment and quality improvement process in place.   |

**EDUCATION AND CARE SERVICES NATIONAL LAW AND NATIONAL REGULATIONS**

|           |  |
|-----------|--|
| S. 2A     | Paramount consideration—safety, rights and best interests of children  |
| s. 3A     | Paramount consideration  |
| S.5AA     | Meaning of inappropriate conduct   |
| S.166A    | Offence to subject child to inappropriate conduct<br>Offences relating to inappropriate conduct  |
| 84        | Awareness of child protection law  |
| 149       | Volunteers and students  |
| 168(2)(o) | Education and care service must have policies and procedures... for dealing with complaints  |
| 170       | Policies and procedures must be followed   |
| 171       | Policies and procedures to be kept available   |
| 172       | Notification of change to policies or procedures   |
| 173(2)(b) | Requires an approved provider to make the name and telephone number of the person to whom complaints may be addressed clearly visible at the service |
| 173       | Prescribed information to be displayed- education and care service   |
| 176       | Time to notify certain information to Regulatory Authority   |
| 183       | Storage of records and other documents   |

**RELATED LEGISLATION**

Child Care Subsidy Secretary’s Rules 2017

Family Law Act 1975

A New Tax System (Family Assistance) Act 1999

Child Care Subsidy Minister’s Rules 2017

Family Assistance Law – Incorporating all related legislation as identified within the Child Care Provider Handbook in <https://www.education.gov.au/early-childhood/resources/child-care-provider-handbook>

## Related Resources

Australia Children’s Education & Care Quality Authority. (2024). *Guide to the National Quality Framework*

Australian Children’s Education & Care Quality Authority. (2023). *Using Complaints to support continuous improvement.*

Australian Children’s Education & Care Quality Authority. (2023). *Sexualised behaviour involving children.*

Australian Government Department of Education. *Child Care Provider Handbook* (Amended 2023)

Australian Human Rights Commission: <https://www.humanrights.gov.au>

Child Speak. *Traffic Lights Framework. Age Appropriate Sexual Play and Behaviour in Children.*

Education and Care Services National Law Act 2010. (Amended 2023).

*Education and Care Services National Regulations.* (Amended 2023).

Fair Work Australia: <https://www.fairwork.gov.au/>

## REVIEW

POLICY REVIEWED: February 2026

POLICY REVIEWED BY: Suzi Scott

NEXT REVIEW DATE : February 2027

MODIFICATIONS: Updated policy to include amendments to Children (Education and care Services 0 National Law (NSW)

Included additional points to strengthen child safe practices