



Parklands
CHRISTIAN COLLEGE
Foundations for life

Dispute Resolution Policy

Approved by the Board of Parklands Christian College

Reviewed and current as of 21 March 2018

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1. PURPOSE

The purpose of this policy is to ensure that student, parent and employee disputes are dealt with in a responsive, efficient, effective and fair way.

2. SCOPE

Students, parents and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.

3. REFERENCES

- Education (Accreditation of Non-State Schools) Regulations 2017
- Australian Education Regulations 2013
- Fair Work Act 2009
- Work Health and Safety Act 2011 (Qld)
- Privacy Act 1988 (Cth)
- Anti-Discrimination Act 1991 (Qld)
- Australian Human Rights Commission Act 1986 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Age Discrimination Act 2004 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Racial Discrimination Act 1975 (Cth)

4. POLICY STATEMENT

1. Parklands Christian College is committed to ensuring that student, parent and employee disputes are dealt with in a responsive, efficient, and effective and fair way.
2. Parklands Christian College views complaints and disputes as part of an important feedback and accountability process.
3. Parklands Christian College acknowledges the right of students, parents and employees to complain when dissatisfied with an action, inaction or decision of the school and the school encourages constructive criticism and complaints.
4. Parklands Christian College recognises that time spent on handling disputes can be an investment in better service to students, parents and employees.

5. TYPES OF DISPUTES THAT MAY BE RESOLVED UNDER THIS POLICY

Parklands Christian College encourages students, parents and employees to lodge promptly any concerns regarding sexual harassment, child protection, discrimination, workplace bullying and privacy breaches as well as more general complaints that include areas such as:

- the school, its employees or students having done something wrong
- the school, its employees or students having failed to do something they should have done
- the school, its employees or students having acted unfairly or impolitely
- issues of student or employee behaviour that are contrary to their relevant code of conduct
- issues related to learning programs, assessment and reporting of student learning
- issues related to communication with students or parents or between employees
- issues related to school fees and payments
- general administrative issues



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

6. ISSUES OUTSIDE OF THIS POLICY

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

- Child protection concerns or risks of harm to children should be dealt with in accordance with the law and the College's Student Protection Policy.
- Student bullying complaints should be dealt with under the Student Bullying Policy.
- Student discipline matters, including matters involving suspension or expulsion, should be dealt with under the Behaviour Education Policy.
- Employee complaints related to their employment should be directed to their supervisor.
- Student or employee violence or criminal matters should be directed to the College Principal who will involve the Police as appropriate.
- Formal legal proceedings.

7. COMPLAINTS HANDLING PRINCIPLES

Parklands Christian College is committed to managing complaints according to the following principles:

- Complaints will be resolved with as little formality and disruption as possible
- Complaints will be taken seriously
- Anonymous complaints will be treated on their merits
- Complaints will be dealt with fairly and objectively and in a timely manner
- Parklands Christian College will determine the appropriate person to deal with the complaint in the first instance. Complaints should be resolved with as little formality and disputation as possible.
- Mediation, negotiation and informal resolution are optional alternatives
- Procedural fairness will be ensured wherever practicable
- Natural justice principles will be observed wherever practicable, including the right of interested parties to the complaint to be heard
- Confidentiality and privacy will be maintained as much as possible
- All parties to the dispute will be appropriately supported
- The College will give reasonable progress updates
- Appropriate remedies will be offered and implemented
- A review pathway will be offered for parties to the complaint if warranted
- Complainants, respondents and people associated with them will not be victimised as a result of lodging the complaint nor will they suffer any other reprisals
- The College will keep records of complaints
- The College's insurer will be informed if a complaint could be connected to an insured risk

8. RESPONSIBILITIES

1. College

The school has the following roles and responsibilities:

- Develop, implement, promote and act in accordance with the school's Dispute Resolution Policy and procedures
- Appropriately communicate the school's Dispute Resolution Policy and procedures to students, parents and employees
- Ensure that the Complaints Handling procedures are readily accessible by staff, students and parents



- Upon receipt of a complaint, manage the complaint in accordance with the Complaints Handling Principles
- Ensure that appropriate support is provided 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
- Appropriately train relevant employees
- Keep records
- Report to the College's insurer when that is relevant
- Refer to the College's governing body immediately for any claim for legal redress

2. All Parties to a Dispute

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

- Apply and comply with the school's Dispute Resolution Policy and procedures
- Lodge the complaint as soon as possible after the issue arises
- Expect that the complaint will be dealt with fairly and objectively; in a timely manner; with procedural fairness wherever practicable; that confidentiality and privacy will be maintained as much as possible
- Provide complete and factual information in a timely manner
- Not provide deliberately false or misleading information
- Not make frivolous or vexatious complaints
- Act in good faith, and in a calm and courteous manner
- Act in a non-threatening manner
- Be appropriately supported
- 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

3. Employees Receiving Complaints

Employees receiving complaints have the following roles and responsibilities:

- Act in accordance with the College's Dispute Resolution Policy and procedures
- Inform the party lodging the dispute of how complaints can be lodged, when they should be lodged and what information is required
- Provide the complainant with information about any support or assistance available to assist them in lodging their complaint
- Provide the complainant with a copy of the school's Dispute Resolution Policy and procedures
- Maintain confidentiality
- Keep appropriate records
- Forward complaints to more senior employees, including the Principal, as appropriate
- Not victimise or act in reprisal against the complainant, respondent or any person associated with them



9. IMPLEMENTATION

1. Parklands Christian College is committed to raising awareness of the process for resolving disputes at the school, including by the development and implementation of this policy and related procedures, and via the clear support and promotion of the policy and procedures.
2. Parklands Christian College is also committed to appropriately training relevant employees (especially senior staff) on how to resolve disputes in line with this policy and the related procedures.
3. Parklands Christian College will keep appropriate records of complaints and their resolution and will report on a high-level basis to the school Board on dispute resolution at the College.
4. Parklands Christian College will act to encourage students, parents and employees to contribute to a healthy school culture where disputes are resolved with as little formality and disruption as possible.