St Joseph’s School Sorrento
Grievance Policy

Rationale

Positive, clear and effective processes for resolving grievances between the school and community members assists in the building of strong relationships, dispels anxiety and ultimately provides students with an enhanced learning environment.

Goal

To provide clear, positive and fair processes that allow grievances to be aired and resolved in a timely and effective manner.

Implementation

St. Joseph’s prides itself on clear, consultative and open communication. While we accept our responsibility to consult and to communicate both clearly and effectively with the community, community members also have an obligation to read notices and newsletters, to attend briefings and to seek clarification when required. There may, however, still be times when members of the community disagree or are confused about the actions we are taking.

It is essential that the established process as outlined below is followed to resolve grievances:

- Try to establish the facts as clearly as possible, be wary of third hand information or gossip.
- If the matter involves your child or an issue of everyday class operation, make an appointment to see their classroom teacher, detailing the reasons for the appointment.
- An appointment should be made with the Principal to discuss issues involving school policy, operations beyond your child’s classroom, concerns about staff or grievances that are probably not easily resolved.
- All grievances are to be kept confidential.
- All formal discussions and processes involving grievances will be documented.
- The Principal will exercise his/her judgement as to whether or not they will act upon anonymous complaints.
- The Principal can provide community members with appropriate Catholic Education Office contact names and numbers if grievances are not resolved.

POLICY REVIEW: 2018