

# Complaints and Grievances Policy

## Parents / Families



<b>Policy Relevant to:</b>	Parents and Families
<b>Policy linked to</b>	Complaints and Grievance Procedure
<b>Last Reviewed:</b>	October 2025
<b>Next Review:</b>	October 2027
<b>ECS National Law:</b>	S172, S174(2)(b)
<b>ECS National Regulations:</b>	r12, r84, r149, r168 (2)(o), r170, r171, r173, r173(2)(b), r176, r183
<b>NQS:</b>	6.1, 6.1.2, 6.2, 7.1.2, 7.2.1
<b>Legislation:</b>	<p>Child Care Subsidy Secretary's Rules 2017</p> <p>Family Law Act 1975</p> <p>A New Tax System (Family Assistance) Act 1999</p> <p>Child Care Subsidy Minister's Rules 2017</p> <p>Child and Youth Safe Organisations Act 2023 (TAS)</p> <p>Child and Youth Safe Standards (TAS)</p> <p>Family Assistance Law – Incorporating all related legislation as identified within the Child Care Provider Handbook in <a href="https://www.education.gov.au/early-childhood/resources/child-care-provider-handbook">https://www.education.gov.au/early-childhood/resources/child-care-provider-handbook</a></p>

### Rational

Feedback from families, educators, staff and the wider community is fundamental in creating an evolving Child Care 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 Adventure Patch's procedures for receiving and managing informal and formal complaints.

Our policy and complaints processes support and encourage children, families, parents, visitors, students and members of the community to lodge a grievance or complaint with management in the understanding that it will be managed conscientiously and confidentially.

### Purpose

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

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

- Procedural fairness and natural justice.
- Child safe compliant culture.
- Adventure Patch code of conduct.
- Culture free from discrimination and harassment.
- Transparent policies and procedures.

- Opportunities for further investigation.
- Adhering to our Service philosophy.

### **Procedural Fairness and Natural Justice**

Adventure Patch 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.

### **Implementation**

Grievances and complaints can transpire in any education and care setting. Complaints help Adventure Patch identify problems and provide opportunities to address these appropriately and effectively to sustain a child safe, healthy, harmonious and productive service environment.

Our *Complaints and Grievances 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.
- Are transparent and equitable.

### **National Principles for Child Safe Organisations Child Focused Complaints Process**

Adventure Patch is committed to the Tasmanian Child and Youth Safe and adopts a child safe approach to complaints involving a child or young person. (Standard 6).

As a child-safe organisation, we will respond promptly and systematically to any concerns, disclosures, allegations, suspicions, or neglect while fostering an environment where children feel confident that their safety and well-being are our highest priority.

Adventure Patch ensures our complaint processes are easily understood by children, young people and families and are accessible, effective and culturally safe. Educators actively teach children about the complaints process so they know who to approach if they wish to raise a concern. We take all complaints seriously, address them promptly and thoroughly, in full compliance with our legal obligations.

Definitions	
<b>Complaint:</b>	<p>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]</p> <p>Complaints can be made to Adventure Patch, 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).</p>
<b>Complaints and Grievances Management Register:</b>	Records information about complaints and grievances received at Adventure Patch, 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 Adventure Patch and its management of our services to ensure children and families' needs are being met.
<b>Complaint handling:</b>	Effective processes of receiving, investigating and resolving complaints.
<b>Grievance:</b>	A grievance is a formal statement of complaint that cannot be addressed immediately and involves matters of a more serious nature. A <i>workplace grievance</i> is a complaint raised towards an employer by an employee due to a violation of legalities (workplace policies, employment contract, national standards).
<b>Investigation:</b>	A formal and systematic inquiry to establish facts about the complaint by collecting, documenting, examining and evaluating evidence.
<b>Mediator:</b>	A person who attempts to assist and support people involved in a conflict come to an agreement
<b>Mediation:</b>	An attempt to bring about a peaceful settlement or compromise between disputants through the objective intervention of a neutral party.
<b>Notifiable complaint:</b>	<p>A complaint that alleges a breach of the <i>Education and Care Services National Law and Regulations</i>, National Quality Standard or alleges that the health, safety or wellbeing of a child at an Adventure Patch service may have been compromised. Any complaint of this nature must be reported by the Adventure Patch and its management to the Regulatory Authority within 24 hours of the complaint being made – (Section 174[2][b], Regulation 176[2][b]).</p> <p>If Adventure Patch management is unsure whether the matter is a notifiable complaint, it is good practice to contact the</p>

	<p><u>Regulatory Authority</u> for confirmation. Written reports must include:</p> <ul style="list-style-type: none"> <li>• Details of the event or incident.</li> <li>• The name of the person who initially made the complaint.</li> <li>• If appropriate, the name of the child concerned and the condition of the child, including a medical or incident report (where relevant)</li> <li>• Contact details of a nominated member of the manager</li> <li>• Any other relevant information.</li> </ul> <p>Written notification of complaints must be submitted using the appropriate forms, which can be found on the ACECQA website: <a href="http://www.acecqa.gov.au">www.acecqa.gov.au</a> and logged using <u>NQA ITS</u> (National Quality Agenda IT System).</p>
<b>Serious Incident:</b>	<p>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 an Adventure Patch service in contravention of the Regulations or is mistakenly locked in/out of the service premises(Reg.12).</p> <p>A serious incident should be documented in an <i>Incident, Injury, Trauma and Illness Record</i> 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 (Reg.176(2)(a)).</p> <p>These records are required to be retained for the periods specified in Reg.183.</p> <p>Adventure Patch 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 a service, or any allegation that sexual or physical abuse of a child has occurred or is occurring at the service.</p>

## Privacy and Confidentiality

Management and educators will adhere to our *Privacy and Confidentiality Policy* when dealing with grievances. However, if a grievance involves a staff member or child protection issues, a relevant government agency will need to be informed. (i.e. Education Care Unit (ECU), Strong Families Safe Kids)

## 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 a team member, other Management will be nominated as an alternative mediator.

Adventure Patch 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, Adventure Patch's Code of Conduct is adhered to.

### Adventure Patch 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 and are advised on how and where the policy can be accessed.
- Provide an induction program for new staff and educators that includes an overview of policies and procedures, including *Dealing with Complaints and Grievances Policy* and procedure.
- Ensure the name and telephone number of the person to whom complaints can be made is clearly visible at the entry of 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 *Complaints and Grievances Policy* is easily accessible to all families, visitors and volunteers.
- Ensure our complaint handling processes are child-focused, providing support and age-appropriate guidance for children to know who to talk to if they are feeling unsafe and empowered to make a complaint.
- Notify the ECU and the Office of the Independent Regulator (OIR) within 24 hours if a complaint alleges the safety, health or well-being 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.
- 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.
- Conduct a review of policies and procedures, where required, following a complaint or grievance as part of our continuous improvement practices
- 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.

*The investigation will 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, family member, colleague, friend, hr representative; however, this does not include a lawyer acting in a professional capacity).
- 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 the complainant to be able to understand such as spoken language and special needs regarding reading
  - Responses to children and young people will be age and developmentally appropriate.
- 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 *Education and Care 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 the feedback form.
- Track complaints to identify recurring issues within the service, which are addressed appropriately within the Service's Quality Improvement Plan (QIP).

### **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 family to seek a balanced understanding of the issue.
- Discuss possible resolutions available to the family. These would include external support options.

- Encourage and assist the family to determine a preferred way of solving the issue.
- Record the meeting, confirming the details with the family at the end of the meeting.
- Maintain confidentiality at all times.
- Refer families (as necessary) to adventure patch 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, 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.
- Be aware of child protection law and their individual responsibilities as mandatory reporters/notifiers.

**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 for families ensures a fair opportunity for all stakeholders to be heard and promotes effective conflict resolution within Adventure Patch.
- Ensure children are able to express their concerns or allegations to either management, educators and/or family members who are encouraged by management to complete a child-friendly version of 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 and notification to the regulatory authority is to be made with 24 hours of the complaint.
- Communicate any concerns they may have in writing addressed to the manager of the service.
- Raise any unresolved concerns with the manager.
- Maintain confidentiality at all times.
- Be provided with details of external agencies to contact should they feel Adventure Patch has not resolved their concerns (e.g., regulatory authority, e-safety)

**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 our accounts team in the first instance. They can be reached at [accounts@adventurepatch.org.au](mailto:accounts@adventurepatch.org.au) Our team will follow the steps as outlined in this policy, including advising Adventure Patch of all grievances.

Families can raise concerns regarding the 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](#)

**Phone:** 1800 664 231

**Email:** [tipoffline@education.gov.au](mailto:tipoffline@education.gov.au)

## Complaints Involving Allegations of a 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).

Adventure Patch 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 the department or regulatory bodies.
- 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:
  - Age and developmental capacity of the child/children.
  - Reasons why a child may be behaving in sexually harmful ways.
  - Behavioural history of the child.
  - How the behaviour impacts the behaviour of other children.
  - Risk the behaviour imposes on others.
  - 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.

## Continuous Improvement / Evaluation

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

To ensure complaints and grievances are handled appropriately, Adventure Patch will:

- Evaluate each individual complaint and grievance as recorded in the *Complaints and Compliments 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 policy and procedures to ensure all complaints and grievances have been handled fairly and professionally.
- Consider feedback from staff, educators and families regarding the policy and procedure.

## Related Policies

CCS Accounts Policy	Interactions with Children, Family and Staff Policy
CCS Governance Policy	Payment of Fees Policy
Child Protection Policy	Privacy and Confidentiality Policy
Child Safe Environment Policy	Education and Care Record Keeping and Retention Policy
Code of Conduct	Staffing Policy
Dealing with Complaints Policy (Staff)	Safe Use of Digital Technologies and Online Environment Policy
Enrolment Policy	
Governance Policy	

## Source

Australian Children's Education & Care Quality Authority. (2025).

<https://www.acecqa.gov.au/sites/default/files/2023-03/Guide-to-the-NQF-March-2023.pdf>*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. (2025). [NQF Child Safe Culture Guide](#).

Australian Government Department of Education. [Child Care Provider Handbook](#) (Amended 2025)

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

Commissioner for Children and Young People- Western Australia. [Monitoring of Child-Focused Complaints Systems Report](#).

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

[Education and Care Services National Regulations](#). (Amended 2023).

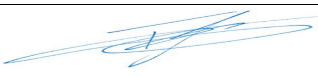
Fair Work Australia: <https://www.fairwork.gov.au/>

Queensland Government- [Guide for effective complaints management](#)

**Review History**

Policy Reviewed By:	Tim Short	CEO	October 2025
POLICY REVIEWED	October 2025	NEXT REVIEW DATE	October 2027
Modifications	<ul style="list-style-type: none"> <li>• General policy maintenance.</li> <li>• Additional information added re: child safe complaints process.</li> <li>• Added information re: National Principles for Child Safe</li> <li>• Checked laws and regulations.</li> <li>• Updated sources and checked links.</li> </ul>		
POLICY REVIEWED	PREVIOUS MODIFICATIONS		NEXT REVIEW DATE
October 2023	<ul style="list-style-type: none"> <li>• Updated related to legislation.</li> <li>• NQF changes effective 1<sup>st</sup> October 2023</li> </ul>		October 2025

**Signed**

CEO:	
Manager:	S. Norris