

## COLLEGE COMMUNITY GRIEVANCE POLICY

<b>Effective from</b>	June 2019
<b>Approved by</b>	The Principal
<b>Policy Owner</b>	The Principal
<b>Policy Administrator</b>	Heads of School
<b>Application</b>	All Students, Parents, Carers and College Community members
<b>Last review date</b>	March 2025
<b>Next review date</b>	March 2027
<b>Version</b>	2.0
<b>Published externally</b>	Yes
<b>Related Documents</b>	College Community Grievance Protocol (Shortland School) College Community Grievance Protocol (Tuncurry School)
<b>File/Functional reference</b>	College Community
<b>NESA reference</b>	B8 Safe & Supportive Environment

*Margaret Jurd College provides an alternative education setting dedicated to supporting young people who find mainstream schooling challenging.*

*Our schools are each designed to meet the needs of students requiring tailored support:*

### ***Special Schools***

*Our Special Schools (Shortland and associated campuses) provide specialised support for students who:*

- *Live with diagnosed mental health conditions and associated challenging behaviours as defined by the Department of Education and Training;*
- *Have histories of complex trauma; or*
- *Have Autism Spectrum Disorder (ASD).*

### ***Special Assistance Schools***

*Our Special Assistance Schools (Tuncurry and associated campuses) provide targeted support for students who:*

- *Live with mental health conditions and associated challenging behaviours.*

### ***Our Commitment***

*The College is committed to delivering education that is trauma-informed, inclusive, and individually responsive, ensuring every student has the opportunity to complete their secondary schooling with dignity and support.*

## 1 Purpose

The purpose of this policy is to provide a fair, transparent, and consistent process for addressing grievances raised by or between members of the Margaret Jurd College (the College) community. It aims to ensure all community members have an appropriate mechanism to raise concerns or complaints about their experiences with the College and its community in a respectful and supportive environment - fostering a positive culture and maintaining trust.

## 2 Scope

This policy applies to all Students, Parents, Carers and College Community members.

## 3 Policy Statement

Margaret Jurd College is committed to creating an environment that models the rights and responsibilities of students and families through the services it provides. Where a member of the College community believes they have been unfairly treated, discriminated against, or received an unsatisfactory standard of service, a grievance may be raised under this policy.

The College values a culture where all community members feel respected, supported, and heard. Grievances are acknowledged as a natural part of organisational life, and the College is dedicated to resolving them promptly, fairly, and confidentially. Community members are encouraged to raise concerns without fear of retaliation, victimisation, or prejudice.

All grievances will be managed in accordance with the principles of natural justice, including the right to be heard and the right to a fair and impartial process. Wherever possible, grievances should be resolved informally and at an early stage. Where informal resolution is not appropriate or effective, a formal grievance process will apply.

## 4 Application of Policy

### Grievances

- 4.1 College community members are encouraged to resolve grievances informally where appropriate. If informal resolution is not possible, the grievance may be raised with the relevant Head of School.
- 4.2 If it is not appropriate to raise the grievance with the Head of School, the matter may be referred directly to the Principal. A meeting can be requested via the Principal's Executive Assistant.
- 4.3 If a student has a grievance involving someone other than their parent or carer, the matter should be raised with the Head of School.
- 4.4 Where a grievance cannot be resolved by the Head of School or the Principal, it may be escalated to the College's Grievance Committee - a sub-committee of the Board of Directors. To do so, a written application should be submitted, marked confidential, and addressed as follows:

*CONFIDENTIAL*  
*Margaret Jurd College Grievance Committee*  
*Margaret Jurd College*  
*Level 1, 31 Beaumont Street*  
*Hamilton NSW 2303*

### Limitations

- 4.5 The College's grievance process, including escalation to the Grievance Committee, is intended to support resolution of matters within the reasonable control and scope of the College. The Board is not bound to investigate or determine grievances that:

- fall outside the College's jurisdiction or legal authority;
- are considered vexatious, frivolous, or lacking substance;
- have already been adequately addressed; or
- involve matters that are intractable or otherwise incapable of practical resolution by the College.

4.6 Decisions regarding whether a grievance proceeds beyond the informal or formal stage, including escalation to the Grievance Committee, remain at the discretion of the College Principal and/or the Board.

#### **Variation**

4.7 The College reserves the right to vary, replace or terminate this policy from time to time.

### **5 Policy Administration**

#### 5.1 Definitions, Acronyms & Abbreviations

<b>College Community</b>	Enrolled or prospective students of Margaret Jurd College, their parents and/or carers, and stakeholders with a personal connection to the College (eg grandparents, contractors, church congregation members).
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[Attachments .... /over]

*[This protocol is to be followed in accordance with the College Community Grievance Policy.]*

**All Staff**
**1.1 Student Grievance Protocol**

<b>Who</b>	<b>What</b>	<b>When</b>
Student or their representative (parent, carer or caseworker)	Lodge a formal grievance with the HoS	If a student has a grievance with someone other than a family member
Head of School Shortland (HoS)	Carry out initial investigation (please note to the student that this step may require contact with parents/carers) and reach a resolution with all parties	Should a student submit a grievance
Head of School Shortland (HoS)	Escalate the grievance to the Principal	If a student's grievance cannot be resolved by the HoS
Complainant	Lodge the grievance with the Board's Grievance Committee in writing	In the event the grievance is not resolved via the Principal
Grievance Committee	Discuss the grievance and provide a formal response in writing	Once a formal outcome has been decided

**1.2 Other Community Member Grievance Protocol**

<b>Who</b>	<b>What</b>	<b>When</b>
Complainant	Raise a grievance with the Head of School Shortland	Should the grievance not be able to be solved informally
Head of School Shortland (HoS)	Raise the issue with the Principal	Following the receipt of a formal grievance
Head of School Shortland (HoS)	Discuss the process suggested by the Principal to resolve the grievance with the complainant and negotiate an acceptable outcome for all parties	Following meeting with the Principal on the matter
Complainant	If required, discuss the grievance directly with the Principal by booking an appointment via the Executive Assistant	If the grievance has not been resolved by or is not appropriate to be raised with the HoS
Complainant	Lodge the grievance with the Board's Grievance Committee in writing	In the event the grievance is not resolved via the Principal
Grievance Committee	Discuss the grievance and provide a formal response in writing	Once a formal outcome has been decided

*[This protocol is to be followed in accordance with the College Community Grievance Policy.]*

**All Staff**
**1.3 Student Grievance Protocol**

<b>Who</b>	<b>What</b>	<b>When</b>
Student or their representative (parent, carer or caseworker)	Lodge a formal grievance with the HoS	If a student has a grievance with someone other than a family member
Head of School Tuncurry (HoS)	Carry out initial investigation (please note to the student that this step may require contact with parents/carers) and reach a resolution with all parties	Should a student submit a grievance
Head of School Tuncurry (HoS)	Escalate the grievance to the Principal	If a student's grievance cannot be resolved by the HoS
Complainant	Lodge the grievance with the Board's Grievance Committee in writing	In the event the grievance is not resolved via the Principal
Grievance Committee	Discuss the grievance and provide a formal response in writing	Once a formal outcome has been decided

**1.4 Other Community Member Grievance Protocol**

<b>Who</b>	<b>What</b>	<b>When</b>
Complainant	Raise a grievance with the Head of School Tuncurry	Should the grievance not be able to be solved informally
Head of School Tuncurry (HoS)	Raise the issue with the Principal	Following the receipt of a formal grievance
Head of School Tuncurry (HoS)	Discuss the process suggested by the Principal to resolve the grievance with the complainant and negotiate an acceptable outcome for all parties	Following meeting with the Principal on the matter
Complainant	If required, discuss the grievance directly with the Principal by booking an appointment via the Executive Assistant	If the grievance has not been resolved by or is not appropriate to be raised with the HoS
Complainant	Lodge the grievance with the Board's Grievance Committee in writing	In the event the grievance is not resolved via the Principal
Grievance Committee	Discuss the grievance and provide a formal response in writing	Once a formal outcome has been decided