Statement

MacKillop Catholic College will address grievances fairly, honestly and openly following the gospel values of justice, compassion, reconciliation, truth and love which are integral to the Catholic ethos of the school.

Definition

Grievance: A feeling of resentment or injustice at having been unfairly treated*  
*Collins English Dictionary 2001

Rationale

The Grievance Policy recognises the desire of MacKillop Catholic College to resolve grievances promptly, justly and in accordance with relevant legislation, policies and current industrial awards or enterprise agreements. It is grounded in the College’s commitment to the dignity and merit of all and aims to contribute to a harmonious, positive and productive school environment.

Guidelines

1. The College will ensure that all parties have grievances addressed and a resolution sought.
2. It is incumbent on the Principal to act where a grievance has been brought to his/her attention.
3. The College will assist all parties to become aware of their rights and responsibilities with respect to specific issues such as discrimination and harassment.
4. All parties will be assisted and encouraged to talk through problems/issues in a constructive manner.
5. Aggrieved parties are encouraged to seek assistance from a relevant staff member of the College in resolving grievances. This assistance may include, but is not limited to, discussions, mediation, monitoring, training, restorative practice or counselling.
6. Grievances arising from discrimination or harassment may also be referred directly to the Archdiocesan Anti-discrimination Contact Officer.
7. Rights of complainants and respondents will be upheld at all times and the matter will be addressed with fair, confidential, impartial and dignified procedures.
8. Where specific formal processes are already in place and the grievance involves, for example, allegations of child abuse or teacher inability, these processes will override the policy guidelines.
9. This policy document will be made freely available and the College will use materials and/or other opportunities to communicate and reinforce the policy rationale and guidelines in this statement.

RELATED POLICIES: No. 8 Equity, No. 15 Employment, No. 16 Anti-Harassment, No. 22 Privacy & Confidentiality, No. 24 Professional Learning