



## Factsheet

# Making a complaint

Complaints may be received by Toowoomba Catholic Schools (TCS) from a number of sources, including TCS employees, parents, students and members of the community. TCS has procedures and guidelines to address the different types of complaints that may arise. These procedures detail the process for raising the complaint, and how it will be resolved.

This factsheet has been created to provide information for people who have made, or are considering making a complaint, and the nature of the complaint means that it may be investigated under the TCS Investigation guidelines. Examples include

- A complaint about the conduct, behaviour or performance of a TCS employee or volunteer.
- A complaint about inappropriate behaviour of a TCS employee or volunteer towards a student.

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### What is the investigation process?

The TCS Professional Standards team is responsible for managing and undertaking investigations in accordance with the TCS Investigation guidelines and works in collaboration with schools and colleges to do this.

After receiving a complaint that may require investigation under the [TCS Investigation guidelines](#), the first step is to gather all of the relevant information from the person making the complaint (the complainant).

TCS will appoint an investigator to conduct the investigation, who will either contact you directly, or will work with appropriate school staff (such as the school principal) to do so.

Usually, you will be interviewed in order to gather all relevant information. You may be asked a number of questions to clarify information and you will have the opportunity to ask questions of the investigator. You are encouraged to speak openly and honestly, and to answer any questions to the best of your ability. In some circumstances you may be asked to document your concerns.

Interviews are audio recorded to ensure everything that is discussed is accurately captured. Interview recordings and transcripts are stored confidentially, and you are able to access a copy of the interview recording if requested.

### Can I bring a support person to the interview?

Yes, you have the right to bring a support person to an interview if you wish. A support person must not be a person otherwise involved in the investigation, for example a person who is a witness. Support persons have a clearly defined role in an interview, which is detailed in the 'Being a support person' factsheet.

### What happens after I make my complaint?

Once the investigator has received all relevant information from you, they will determine the scope and next steps of the investigation in conjunction with the person who will ultimately be responsible for deciding the outcome (the decision maker). Dependent on the nature of the complaint, this may be the principal of a school, or the Director: Human Resources.

### Will I be kept informed as the investigation progresses?

TCS is committed to open and transparent processes, and you will be kept informed of the progress of the investigation. You may not be provided with specific information such as the names of other people being interviewed, however you will be provided with general information about the progress of the investigation.

