

# Complaints and appeals

## VET policies and procedures

School RTO approval statement					
<b>School RTO name</b>	Glenmore State High School				
<b>Policy start date</b>	1 July 2025	<b>QCAA school number</b>	444	<b>National provider number</b>	30066
<b>The principal as Chief Executive Officer (CEO) approves:</b> <ul style="list-style-type: none"><li>• the policy, procedure and implementation requirements as part of the registered training organisation's (RTO's) quality management systems</li><li>• all identified attachments to this policy and procedure</li><li>• all modifications to the policy and procedure prior to implementation</li><li>• the delegated RTO officer/s to implement the policy and procedure</li><li>• the allocation of time to ensure delegated officers carry out all components within the prescribed timelines and dates of all activities outlined in this policy and procedure</li><li>• the RTO manager monitoring, evaluating and reviewing the application of this policy and procedure to inform continuous improvement</li><li>• that email addresses provide the same acknowledgment as a signature.</li></ul>					
<b>RTO manager</b>			<b>Principal</b>		
<b>Name</b>	Kelly Falconer		<b>Name</b>	Brendan Shannon	
<b>Email</b>	<a href="mailto:kfalc7@eq.edu.au">kfalc7@eq.edu.au</a>		<b>Email</b>	<a href="mailto:bshan39@eq.edu.au">bshan39@eq.edu.au</a>	
<b>Date</b>	30 June 2025		<b>Date</b>	30 June 2025	
<b>All additional delegated officers</b> (add additional places to this table as required)					
<b>Delegated officer</b>	Nathan Shonhan		<b>Delegated officer</b>	Luke Atkinson	
<b>Email</b>	<a href="mailto:nshon2@eq.edu.au">nshon2@eq.edu.au</a>		<b>Email</b>	<a href="mailto:lwatk0@eq.edu.au">lwatk0@eq.edu.au</a>	
<b>Date</b>	30 June 2025		<b>Date</b>	30 June 2025	
When completed, this form should be managed in accordance with the school's privacy obligations.					

# Section 1: Policy and procedure

Section 1 of this policy and procedure sets out how the RTO addresses a complaint or appeal it receives relating to its officers, students or third parties providing services on behalf of the school RTO.

## Relevant Standards:

- [National Vocational Education and Training Regulator \(Outcome Standards for NVR Registered Training Organisations Instrument 2025\)](#) (see Outcome Standards 2.7, 2.8)
- [National Vocational Education and Training Regulator \(Compliance Standards for NVR Registered Training Organisations Fit and Proper Person Requirement\) Instrument 2025](#) (see Clauses 20a–b)

## Complaints

Complaints policy and procedure			
Policy	Inform	Act	Record and review
<p>Students are supported to make complaints.</p> <p>Complaints received by the RTO will be acknowledged in writing and finalised as soon as practicable.</p> <p>Complaints can involve the conduct of the RTO's officers, students or third-party service providers of the RTO.</p> <p>Any RTO officer may receive a complaint verbally, in writing or electronically.</p> <p>The RTO identifies two types of complaints:</p> <ul style="list-style-type: none"> <li>• type 1 — allegations of inappropriate behaviour and/or child protection. These allegations are processed according to the RTO's student safeguarding and protection policy and procedure.</li> <li>• type 2 — all other complaints.</li> </ul>	<p>On receipt of a complaint, the delegated RTO Complaints officer:</p> <ul style="list-style-type: none"> <li>• provides written acknowledgment to the complainant</li> <li>• informs both the complainant and the respondent of their right to be assisted by a support person or representative throughout the complaint process</li> <li>• communicates on the progress of the proceedings to the complainant and the respondent throughout the complaint process</li> <li>• if the complaint relates to the conduct of a third-party service provider, the Complaints officer informs the third party on receipt of the complaint and communicates progress on the proceedings with the third party.</li> </ul>	<p>The RTO officer receiving the complaint forwards it to the RTO Complaints officer (unless it relates to the Complaints officer, in which case it is forwarded to the principal).</p> <p>For type 1 complaints, the Complaints officer follows the RTO's complaints policy and procedure in accordance with the student protection and safeguarding policy</p> <p>For type 2 complaints, the Complaints officer:</p> <ul style="list-style-type: none"> <li>• organises a mediation process that is non-threatening to the complainant</li> <li>• establishes a review by an appropriate party independent of the RTO if mediation has not resolved the complaint</li> </ul>	<p>The Complaints officer:</p> <ul style="list-style-type: none"> <li>• establishes a written record for each complaint received</li> <li>• updates the record throughout the complaint process.</li> </ul> <p>The RTO manager:</p> <ul style="list-style-type: none"> <li>• registers the complaint in the RTO's <i>Complaints and appeals register</i></li> <li>• securely retains all complaint records</li> <li>• communicates outcomes of complaints to appropriate person/s</li> <li>• reviews each complaint process to identify corrective action/s that eliminate or mitigate the likelihood of recurrence</li> <li>• uses each complaint to inform continuous improvement.</li> </ul>

Complaints policy and procedure			
Policy	Inform	Act	Record and review
<p>Without limiting the action in type 1 complaints, this complaints policy is publicly available and upholds the principles of procedural fairness.</p> <p>A review of the issues that triggered the complaint is undertaken. The review aims to identify corrective actions that will eliminate or mitigate the likelihood of a similar complaint occurring in the future.</p> <p>Records of complaints are securely retained and registered in the RTO's <i>Complaints and appeals register</i>.</p>	<p>All communication by the RTO complies with requirements of the RTO's complaint management system.</p>	<ul style="list-style-type: none"> <li>refers the complainant to the QCAA website for further information about complaint processes if the complainant is still not satisfied.</li> </ul>	
Complaints	Forwarding complaints	Timeframe	Impacting policies and procedures
<p>The receiving RTO officer informs the complainant that an appropriate delegated RTO officer will contact them regarding the complaint.</p> <p>Whenever applicable, the receiving RTO officer ensures that the safety of the complainant is maintained.</p>	<p>For type 1 complaints, the receiving RTO officer immediately commences to implement the RTO's student protection and safeguarding policy.</p> <p>For all other complaints, the receiving officer forwards the complaint to the RTO's Complaints officer for processing (unless it relates to the Complaints officer, in which case it is forwarded to the principal).</p> <p>The Complaints officer is responsible for ensuring a written record is established for all complaints received (unless it relates to the Complaints officer, in which case the principal is responsible).</p>	<p>The Complaints officer finalises complaints within 60 calendar days.</p> <p>If more than 60 days are required, the complainant and respondent are informed in writing of the reasons for the need to extend the time required to finalise the complaint.</p>	<p>Policies that must be considered in conjunction with this policy and procedure as part of the RTO's complaint system include:</p> <ul style="list-style-type: none"> <li>privacy policy</li> <li>school's complaints policy</li> <li>student protection and safeguarding policy</li> <li>Student Code of Conduct.</li> </ul>

# Appeals

Appeals policy and procedure			
Policy	Inform	Act	Record and review
<p>Students are informed about avenues for appeal.</p> <p>All appeals will be finalised as soon as practicable.</p> <p>Two types of appeal may be lodged:</p> <ul style="list-style-type: none"> <li>• appeal of final assessment decision</li> <li>• appeal of any other RTO decision.</li> </ul> <p>This policy is publicly available and upholds the principles of natural justice and procedural fairness.</p> <p>A record of each appeal process is reviewed to identify and implement corrective actions that aim to eliminate or mitigate the likelihood of recurrence.</p> <p>Records of appeals are securely retained and registered in the RTO's <i>Complaints and appeals register</i>.</p>	<p>The RTO manager provides written acknowledgment to the appellant.</p> <p>On receipt of an appeal, the RTO manager informs a third party of the appeal if the appeal relates to a decision made by an employee of the third party.</p> <p>The RTO manager communicates the progression of the appeal to all parties throughout the appeals process.</p>	<p>When appealing final assessment decisions, the RTO manager actions the following process:</p> <ul style="list-style-type: none"> <li>• the RTO manager provides information to the appellant on avenues for review</li> <li>• the appellant's trainer/assessor reviews the decision</li> <li>• if requested by the appellant, an independent party undertakes a review of the decision</li> <li>• if the appellant is still not satisfied, the RTO manager refers the appellant to the RTO's complaints policy and procedure.</li> </ul> <p>For all other appeals:</p> <ul style="list-style-type: none"> <li>• the RTO manager reviews the original decision</li> <li>• if requested by the appellant, an independent party undertakes a review of the decision</li> <li>• if the appellant is still not satisfied, the RTO manager refers the appellant to the RTO's complaints policy and procedure.</li> </ul>	<p>The RTO manager:</p> <ul style="list-style-type: none"> <li>• documents the appeal in the RTO's <i>Complaints and appeals register</i></li> <li>• securely retains all records of appeals</li> <li>• communicates outcomes of appeal to appellant</li> <li>• reviews each appeal process to identify corrective actions that eliminate or mitigate the likelihood of recurrence</li> <li>• uses each appeal to inform continuous improvement.</li> </ul>

## Requirements for processing appeals

Appeals	Forwarding appeals	Timeframe	Assessment result appeals
<p>Appeals must be submitted to the RTO in writing using the RTO's Appeal form.</p>	<p>If the appeal relates to a decision made by the RTO manager, the appeal is forwarded to the principal for actioning.</p>	<p>The RTO manager finalises appeals within 60 calendar days.</p> <p>If more than 60 days are required, the appellant is informed in writing of the reasons for the need to extend the time required to finalise the appeal.</p>	<p>For assessment results appeals, the RTO manager ensures the appeals process is informed by the:</p> <ul style="list-style-type: none"> <li>• assessment requirements of the relevant training product</li> <li>• Principles of Assessment</li> <li>• Rules of Evidence.</li> </ul>