

## **3.2(2) Parent Issues and Concerns Policy and Procedures**

Name of Child Care Centre: Growing Together Family Resource Centre

Date Policy and Procedures Established: July 20/17

Date Policy and Procedures Updated: September 23, 2021, Sept 4, 2024, April 2026

Upon orientation each family will receive a Parent Issues and Concerns Policies and Procedures with their registration package/parent handbook.

### **Purpose**

The purpose of this policy is to provide a transparent process for parents/guardians, the child care licensee and staff to use when parents/guardians bring forward issues/concerns.

### **Definitions**

*Licensee:* The individual or agency licensed by the Ministry of Education responsible for the operation and management of each child care centre it operates (i.e. the operator).

*Staff:* Individual employed by the licensee (e.g. program room staff).

Licensee: Rebecca Dodman, Director - rebecca.dodman@gtfrc.org  
Paula DeBoer, Board Chair

### **Policy**

#### **General**

Parents/guardians are encouraged to take an active role in our child care centre and regularly discuss what their child(ren) are experiencing with our program. As supported by our program statement, we support positive and responsive interactions among the children, parents/guardians, child care providers and staff, and foster the engagement of and ongoing communication with parents/guardians about the program and their children. Our staff are available to engage parents/guardians in conversations and support a positive experience during every interaction.

All issues and concerns raised by parents/guardians are taken seriously by Growing Together Family Resource Centre and will be addressed. Every effort will be made to address and resolve issues and concerns to the satisfaction of all parties and as quickly as possible.

Issues/concerns may be brought forward verbally or in writing. Responses and outcomes will be provided verbally, or in writing upon request. The level of detail provided to the parent/guardian will respect and maintain the confidentiality of all parties involved.

An initial response to an issue or concern will be provided to parents/guardians within 1 to 3 business day(s). The person who raised the issue/concern will be kept informed throughout the resolution process.

Investigations of issues and concerns will be fair, impartial and respectful to parties involved.

#### **Confidentiality**

Every issue and concern will be treated confidentially and every effort will be made to protect the privacy of parents/guardians, children, staff, students and volunteers, except when information must be disclosed for legal reasons (e.g. to the Ministry of Education, College of Early Childhood Educators, law enforcement authorities or a Children's Aid Society).

### **Conduct**

Our centre maintains high standards for positive interaction, communication and role-modeling for children. Harassment and discrimination will therefore not be tolerated from any party.

If at any point a parent/guardian, provider or staff feels uncomfortable, threatened, abused or belittled, they may immediately end the conversation and report the situation to the supervisor and/or licensee.

### **Concerns about the Suspected Abuse or Neglect of a child**

Everyone, including members of the public and professionals who work closely with children, is required by law to report suspected cases of child abuse or neglect.

If a parent/guardian expresses concerns that a child is being abused or neglected, the parent will be advised to contact the [local Children's Aid Society](#) (CAS) directly.

Persons who become aware of such concerns are also responsible for reporting this information to CAS as per the "Duty to Report" requirement under the *Child Youth and Family Services Act*.

For more information, visit

<http://www.children.gov.on.ca/htdocs/English/childrensaaid/reportingabuse/index.aspx>

## Procedures

Nature of Issue or Concern	Steps for Parent and/or Guardian to Report Issue/Concern:	Steps for Staff and/or Licensee in responding to issue/concern:
<p><b>Program Room-Related</b></p> <p>Ex.: schedule, sleep arrangements, toilet training, indoor/outdoor program activities, feeding arrangements, etc.</p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> <li>- the classroom staff directly</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>- the supervisor or licensee.</li> </ul>	<ul style="list-style-type: none"> <li>- Address the issue/concern at the time it is raised</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>- Arrange for a meeting with the parent/guardian within 3-5 business days.</li> </ul> <p>Document the issues/concerns in detail. Documentation should include:</p> <ul style="list-style-type: none"> <li>- the date and time the issue/concern was received;</li> <li>- the name of the person who received the issue/concern;</li> <li>- the name of the person reporting the issue/concern;</li> <li>- the details of the issue/concern; and</li> <li>- any steps taken to resolve the issue/concern and/or information given to the parent/guardian regarding next steps or referral.</li> </ul>
<p><b>General, Centre- or Operations-Related</b></p> <p>Ex: child care fees, hours of operation, staffing, waiting lists, menus, etc.</p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> <li>- the supervisor or licensee.</li> </ul>	<p>Provide contact information for the appropriate person if the person being notified is unable to address the matter.</p>
<p><b>Staff, Supervisor-, and/or Licensee-Related</b></p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> <li>- the individual directly</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>- the supervisor or licensee.</li> </ul> <p>All issues or concerns about the conduct of staff, that puts a child's health, safety and well-being at risk should be reported to the supervisor as soon as parents/guardians become aware of the situation.</p>	<p>Ensure the investigation of the issue/concern is initiated by the appropriate party within [3-5] business days or as soon as reasonably possible thereafter. Document reasons for delays in writing.</p> <p>Provide a resolution or outcome to the parent(s)/guardian(s) who raised the issue/concern.</p>
<p><b>Student- / Volunteer-Related</b></p>	<p>Raise the issue or concern to</p> <ul style="list-style-type: none"> <li>-the staff responsible for supervising the volunteer or student or the supervisor and/or licensee.</li> </ul> <p>All issues or concerns about the conduct of students and/or volunteers that puts a child's health, safety and well-being at risk should be reported to the supervisor as soon as parents/guardians become aware of the situation.</p>	<p>Provide a resolution or outcome to the parent(s)/guardian(s) who raised the issue/concern.</p>

## Growing Together Policy & Procedure – Section 3 – Operational Program Policies - 3.2(a) Parent Issues and Concerns Policy and Procedures

**Escalation of Issues or Concerns:** Where parents/guardians are not satisfied with the response or outcome of an issue or concern, they may escalate the issue or concern verbally or in writing to the Director, Rebecca Dodman – [rebecca.dodman@gtfrc.org](mailto:rebecca.dodman@gtfrc.org) who will work to resolve the concern with the parent, supervisor and staff. If unable to come to a resolution a written complaint from the parent will be forwarded to the Chairperson who with a Board delegation will meet with the parent within 14 days of the notification and offer a written response.

Issues/concerns related to compliance with requirements set out in the *Child Care and Early Years Act., 2014* and Ontario Regulation 137/15 should be reported to the Ministry of Education's Child Care Quality Assurance and Licensing Branch.

### **Contacts**

Ministry of Education, Licensed Childcare Help Desk: 1.877.510.5333 [childcare\\_ontario@ontario.ca](mailto:childcare_ontario@ontario.ca)

GT @ WJ Baird – Kelsey Stepniak – 519.676.1200 [kelsey.stepniak@gtfrc.org](mailto:kelsey.stepniak@gtfrc.org)

GT @ Harwich Raleigh – Tina Stefina – 519.676.9556 [tina.stefina@gtfrc.org](mailto:tina.stefina@gtfrc.org)

GT @ St. Anne's – Laurie Burse – 519.676.1757 [laurie.burse@gtfrc.org](mailto:laurie.burse@gtfrc.org)

GT @ May Court – Robyn Gore – 519.352.6554 [robyn.gore@gtfrc.org](mailto:robyn.gore@gtfrc.org)

GT @ Tecumseh – Robyn Gore – 519.352.6554 [robyn.gore@gtfrc.org](mailto:robyn.gore@gtfrc.org)

Director – Rebecca Dodman – 519.352-6554 [rebecca.dodman@gtfrc.org](mailto:rebecca.dodman@gtfrc.org)

Assistant Director – Melanie Brown – 519.676.1200 [melanie.brown@gtfrc.org](mailto:melanie.brown@gtfrc.org)

Board Chairperson – Paula DeBoer

Municipality of Chatham Kent – Josh Myers Director of Children's Services

Grand Avenue West, PO Box 1230 Chatham, ON N7M 5L8 [joshm@chatham-kent.ca](mailto:joshm@chatham-kent.ca)

519.360.1998 ext. 2178

Health Inspector – Erin Courtice – 519.352.7270 ext. 2471

A copy of this letter will be kept in the Board Meeting Minutes. (Nov. 2013/July 31, 2017/ Sept 23, 2021, Sept 4, 2024, April 2026)