

Parent Issues and Concerns Policy and Procedures

Name of Child Care Centre: Toronto Waldorf School Child Care

Date Policy and Procedures Established: September 2017

Date Policy and Procedures Updated: 2026-07-01

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).

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 the Child Care Administrator/Supervisor 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 five (5) business days. 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 the 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 by 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 Child Care Administrator/Supervisor and/or the 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 and Family Services Act*.

For more information, visit <http://www.children.gov.on.ca/htdocs/English/childrensaidthereportingabuse/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:
Program Room-Related E.g: schedule, sleep arrangements, toilet training, indoor/outdoor program activities, feeding arrangements, etc.	Raise the issue or concern to - the classroom staff directly or - the Child Care Supervisor Designate or - the Child Care Administrator/Supervisor.	- Address the issue/concern at the time it is raised. or - arrange for a meeting with the parent/guardian within five (5) business days. Document the issues/concerns in detail. Documentation should include: - the date and time the issue/concern was received;
General, Centre- or Operations-Related E.g: child care fees, hours of operation, staffing, waiting lists, menus, etc.	Raise the issue or concern to - the Child Care Supervisor Designate or - the Child Care Administrator/Supervisor.	- the name of the person who received the issue/concern; - the name of the person reporting the issue/concern; - the details of the issue/concern; and - any steps taken to resolve the issue/concern and/or information given to the parent/guardian regarding the next steps or referral.
Staff-, Duty parent-, Supervisor-, and/or Licensee-Related	Raise the issue or concern to: - the individual directly or - the Child Care Administrator/Supervisor. All issues or concerns about the conduct of staff, duty parents, etc. that put 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. All issues or concerns about the Supervisor Designate or Child Care Administrator can be addressed to the Pedagogical Administrator and/or Director of Administration and Finance.	Provide contact information for the appropriate person if the person being notified is unable to address the matter. Ensure the investigation of the issue/concern is initiated by the appropriate party within two (2) business days or as soon as reasonably possible thereafter. Document reasons for delays in writing. Provide a resolution or outcome to the parent(s)/guardian(s) who raised the issue/concern.
Student- / Volunteer-Related	Raise the issue or concern to: - the staff responsible for supervising the volunteer or student or - the Child Care Supervisor Designate, or the Administrator/ Supervisor. - All issues or concerns about the conduct of students and/or volunteers that put a child's health, safety, and well-being at risk should be reported to the child care administration staff as soon as parents/guardians become aware of the situation.	

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 Pedagogical Administrator or the Director of Administration and Finance.

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.

Issues/concerns may also be reported to other relevant regulatory bodies (e.g. local public health department, police department, Ministry of Environment, Ministry of Labour, fire department, College of Early Childhood Educators, Ontario College of Teachers, College of Social Workers, etc.) where appropriate.

Contacts:

Child Care Office

Child Care Administrator/Supervisor – Helen Choi (hchoi@torontowaldorfschool.com) /
Tel: 905-881-1611 ext. 322

For Escalation of Issues or Concerns:

Pedagogical Administrator – Helene Gross (hgross@torontowaldorfschool.com) /
Tel: 905-881-1611 ext. 334

Director of Administration and Finance – Denis Sequeira (dsequeira@torontowaldorfschool.com) /
Tel: 905-881-1611

Relevant Regulatory Bodies:

Ministry of Education, Licensed Child Care Help Desk: 1-877-510-5333 or childcare_ontario@ontario.ca

York Children's Aid Society – Richmond Hill : (905) 895-2318

College of Early Childhood Educators (CECE) : 416-961-8558 / (toll free) 1-888-961-8558 | Fax: 416-961-8772

Ministry of Labour - Health and Safety: 1-877-202-0008
- Employment Standards Information: 1-800-531-5551

Health Information Line (York Region Public Health – Health Connection): 1-800-361-5653 | Email: AccessYork@york.ca