CONFIDENTIALITY and PRIVACY POLICY

Rationale:
Confidentiality is a fundamental attribute of any professional organisation. The protection of confidential information and private personal and health information of staff and students is a serious moral, professional, ethical and legal responsibility that our school recognises and upholds.

Aims:
To ensure that confidential information is managed in a manner consistent with community expectations, professional standards and legal obligations.
To collect, handle, use, store and disclose personal and health information of staff and students in a manner compliant with the Health Records Act 2001 and the Information Privacy Act 2000.

Implementation:
• Confidentiality and Privacy protects individuals from harm resulting from misuse of their information.
• Confidentiality and Privacy promotes effective service delivery by encouraging full and frank information provision.
• All staff at our school will be provided with up to date professional development in relation to Privacy, will be provided with and made aware of Department of Education and Early Childhood Development Bulletins and other information as they become available, and will made aware of, and reminded of their individual and our collective duty of care regarding Privacy as required.
• The ‘Privacy: Protecting Information’ posters will be prominently displayed about the school.
• While Privacy legislation is detailed, practising privacy involves:
  COLLECTING only information the school needs.
  INFORMING people why you need the information and how we will use it.
  DISCLOSING only the information that is necessary for the purpose of the service.
  ACCESSING – providing people with access to their own records.
  SECURING information against unauthorised use or disclosure.
• All information collected at our school (including enrolment, excursion and medical permission forms etc) will be subjected to the above principles.
• All collected information at our school will be retained in either the fireproof safe (in the case of staff), or in the secure compactus storage in the office as appropriate, or either disposed of or transferred to the Public Record Office of Victoria after use consistent with the Public Record Office Standard (PROS) 01/01.
• All relevant information and records relating to students (eg: enrolment forms, consent forms, assessments, psychological reports, academic reports etc) will all be retained in secure compactus storage in the office.
• All electronic data will be maintained, stored and transmitted in accordance with Department of Education and Early Childhood Development requirements and expectations.
• All records will be maintained and kept up to date by office administration staff.
• All requests (including requests by staff) for information stored at school must be made to the principal or his/her delegate.
• All requests for information (other than brief, easy to retrieve information solely about the person making the request, or standard information requests from parents about their children, or information requested by staff in the course of their work about students) will be referred to the principal and possibly the Freedom of Information Unit.
• Under no circumstances, will confidential or personal private information be disclosed to unauthorised people.

Evaluation:
This policy will be reviewed in line with best practice and DEECD guidelines.