

ST CLARE'S SCHOOL

PRIVACY POLICY

Originally released: 2014

Due for Review: 2018

RATIONALE

St Clare's School collects personal information, including sensitive information about pupils and parents or guardians before and during the course of a pupil's enrolment at the school. The primary purpose of collecting this information is to enable the school to provide appropriate education and pastoral care for the student.

DEFINITIONS Privacy Act (1988) includes the Privacy Amendment (Private Sector) Act 2000.

Personal Information – is information which can identify an individual.

Sensitive Information – is information about a person's religious and political beliefs, sexual preferences, racial or ethnic origin, membership of political associations, philosophical beliefs, criminal record or health information.

- PRINCIPLES**
1. Schools have a responsibility to use and manage personal and sensitive information collected by them in accordance with the Privacy Act.
 2. Schools have a responsibility to inform individuals of the purpose of collecting personal and sensitive information.
 3. All information is collected for the primary purpose of the Catholic education of the student.

PROCEDURES

- 1 St Clare's School Privacy Policy is consistent with the principles outlined above.
- 2 The Privacy Policy shall be publicly available.
- 3 All forms used by the school to collect personal and sensitive information shall reflect essential information required for the primary purpose of the school. The appropriate collection notice will be attached to each form.
- 4 All staff will be appropriately informed in relation to the Privacy Act.
- 5 The Principal shall ensure that all personal and sensitive information held by the school is properly secured.

Privacy is important

This statement outlines St Clare's School policy on how the School uses and manages personal information provided to or collected by it.

The School is bound by the National Privacy Principles contained in the Commonwealth Privacy Act.

St Clare's School may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to the school's operations and practices and to make sure it remains appropriate to the changing school environment.

What kind of personal information does the School collect and how does the School collect it?

The type of information St Clare's School collects and holds includes (but is not limited to) personal information, including sensitive information, about:

- pupils and parents and/or guardians before, during and after the course of a pupil's enrolment at St Clare's School;
- job applicants, staff members, volunteers and contractors; and
- other people who come into contact with St Clare's School.

Personal Information:

St Clare's School will generally collect personal information held about an individual by way of forms filled out by parents or pupils, face-to-face meetings and interviews, and telephone calls. On occasions people other than parents and pupils provide personal information.

Personal Information provided by other people:

In some circumstances St Clare's School may be provided with personal information about an individual from a third party, for example a report provided by a medical professional or a reference/report from another school.

Exception in relation to employee records:

Under the Privacy Act the National Privacy Principles do not apply to an employee record. As a result, this Privacy Policy does not apply to St Clare's School's treatment of an employee record, where the treatment is directly related to a current or former employment relationship between St Clare's School and employee.

How will the School use the personal information?

St Clare's School will use personal information it collects from for the primary purpose of collection, and for such other secondary purposes that are related to the primary purpose of collection and reasonably expected, or to which you have consented.

Pupils and Parents:

In relation to personal information of pupils and parents, St Clare's School's primary purpose of collection is to enable the School to provide schooling for the pupil. This includes satisfying both the needs of parents and the needs of the pupil throughout the whole period the pupil is enrolled at the school.

The purposes for which St Clare's School uses personal information of pupils and parents include:

- to keep parents informed about matters related to their child's schooling, through correspondence, newsletters and magazines;
- day-to-day administration;
- looking after pupils' educational, social and medical wellbeing;
- to satisfy the school's legal obligations and allow the school to discharge its duty of care.
- to create Individual Education Plans to assist with the day to day teaching and long term strategies relating to a pupil's education.

In some cases where St Clare's School requests personal information about a pupil or parent, if the information requested is not obtained, the school may not be able to enrol or continue the enrolment of the pupil.

Job applicants, staff members and contractors:

In relation to personal information of job applicants, staff members and contractors, St Clare's School's primary purpose of collection is to assess and (if successful) to engage the applicant, staff member or contractor, as the case may be.

The purposes for which the school uses personal information of job applicants, staff members and contractors include:

- in administering the individual's employment or contract, as the case may be;
- for insurance purposes;
- seeking funds and marketing for the school;
- to satisfy the school's legal obligations, for example, in relation to child protection legislation.

Volunteers:

St Clare's School also obtains personal information about volunteers who assist the School in its functions or conduct associated activities, such as [alumni associations], to enable the school and the volunteers to work together.

Who might the School disclose personal information to?

St Clare's School may disclose personal information, including sensitive information, held about an individual to:

- another school;
- government departments;
- medical practitioners;
- people providing services to the School, including specialist visiting teachers and sports coaches;
- recipients of School publications, like newsletters and magazines;
- parents; and
- anyone who authorises the school to disclose information to.

How does the School treat sensitive information?

In referring to 'sensitive information', St Clare's School means: information relating to a person's racial or ethnic origin, political opinions, religion, trade union or other professional or trade association membership, sexual preferences or criminal record, that is also personal information; and health information about an individual.

Sensitive information will be used and disclosed only for the purpose for which it was provided or a directly related secondary purpose, unless you agree otherwise, or the use or disclosure of the sensitive information is allowed by law.

Management and security of personal information

St Clare's School staff are required to respect the confidentiality of pupils' and parents' personal information and the privacy of individuals.

St Clare's School has in place steps to protect the personal information the School holds from misuse, loss, unauthorised access, modification or disclosure by use of various methods including locked storage of paper records and passworded access rights to computerised records.

Updating personal information

St Clare's School endeavours to ensure that the personal information it holds is accurate, complete and up-to-date. A person may seek to update their personal information held by St Clare's School by contacting the Secretary of the school at any time.

The National Privacy Principles require St Clare's School not to store personal information longer than necessary.

The right to check what personal information the School holds.

Under the Commonwealth Privacy Act, an individual has the right to obtain access to any personal information which the school holds about them and to advise the school of any perceived inaccuracy. There are some exceptions to this right set out in the Act. Pupils will generally have access to their personal information through their parents, but older pupils may seek access themselves. To make a request to access any information the School holds parents/guardians should contact the School Principal in writing.

St Clare's School may require verification of identity and specification of what information is required. The School may charge a fee to cover the cost of verifying the application and locating, retrieving, reviewing and copying any material requested. If the information sought is extensive, the School will advise the likely cost in advance.

Consent and rights of access to the personal information of pupils

St Clare's School respects every the right of every parent/guardian to make decisions concerning their child's education. Generally, the school will refer any requests for consent and notices in relation to the personal information of a pupil to the pupil's parents/guardian. St Clare's School will treat consent given by parents/guardians as consent given on behalf of the pupil, and notice to parent/guardians will act as notice given to the pupil.

Parents may seek access to personal information held by the School about them or their child by contacting the Principal. However, there will be occasions when access is denied. Such occasions would include where release of the information would have an unreasonable impact on the privacy of others, or where the release may result in a breach of St Clare's School's duty of care to the pupil.

The school may, at its discretion, on the request of a pupil grant that pupil access to information held by the school about them, or allow a pupil to give or withhold consent to the use of their personal information, independently of their parents. This would normally be done only when the maturity of the pupil and/or the pupil's personal circumstances so warranted.

Enquiries

Further information about the way the School manages the personal information it holds, can be accessed by contacting the Principal.