





POLICY	  EARLY LEARNING AND PRIMARY EDUCATION
Title: Privacy	
Authorised by: Principal	Page Number: 1 of 6
No.: PRIN-28	
Issue Date: March 2014	
Last Reviewed: November 2019	
Next Review Date: April 2021	

Privacy Policy

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1 RATIONALE

This Privacy Policy sets out how the School manages personal information provided to or collected by it.

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

The 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.

2 SCOPE

This policy applies to SPW students, families, staff, volunteers, old scholars, contractors, and other persons who come into contact with the School

3 PERSONAL INFORMATION

3.1 TYPES OF PERSONAL INFORMATION COLLECTED AND HELD BY SPW

The type of information the School collects and holds includes (but is not limited to) personal information, including health and other sensitive information, about:

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

3.1.1 Personal Information provided by the individual/organisation:

The 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, emails and telephone calls. On occasions people other than parents/caregivers and pupils provide personal information.

3.1.2 Personal Information provided by others:

In some circumstances the 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 from another school.

3.1.3 Exception in relation to employee records

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


3.2 HOW PERSONAL INFORMATION IS USED BY SPW

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

3.2.1 Pupils and parents

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

The purposes for which the School uses personal information of pupils and parents include:

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- to keep parents informed about matters related to their child's schooling, through correspondence, newsletters and magazines;
- day-to-day administration of the School;
- looking after pupils' educational, social and medical wellbeing;
- seeking donations and marketing for the School; and
- to satisfy the School's legal obligations and allow the School to discharge its duty of care.

In some cases where the School requests personal information about a pupil or parent, if the information requested is not provided, the School may not be able to enrol or continue the enrolment of the pupil or permit the pupil to take part in a particular activity.

3.2.2 Job applicants, staff members, and contractors

In relation to personal information of job applicants, staff members and contractors, the 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 donations and marketing for the School; and
- to satisfy the School's legal obligations, for example, in relation to child protection legislation.

3.2.3 Volunteers

The School also obtains personal information about volunteers who assist the School in its functions or conduct associated activities, such as Parents & Friends Association, to enable the School and the volunteers to work together.

3.2.4 Marketing and fundraising


The School treats marketing and seeking donations for the future growth and development of the School as an important part of ensuring that the School continues to provide a quality learning environment in which both pupils and staff thrive. Personal information held by the School may be disclosed to organisations that assist in the School's fundraising, for example, the School's Foundation or alumni organisation [or, on occasions, external fundraising organisations].

Parents, staff, contractors and other members of the wider School community may from time to time receive fundraising information. School publications, like newsletters and magazines, which include personal information, may be used for marketing purposes.

3.3 DISCLOSURE OF PERSONAL INFORMATION

The 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, counsellors and sports coaches;
- recipients of School publications, such as newsletters and magazines;

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- parents;
- anyone you authorise the School to disclose information to; and
- anyone to whom we are required to disclose the information to by law.

3.3.1 Sending information overseas

The School may store personal information about an individual to overseas service providers, for instance, when storing personal information with 'cloud' service providers which are situated outside Australia.

However, the School will not send personal information about an individual outside Australia without:

- obtaining the consent of the individual (in some cases this consent will be implied); or
- otherwise complying with the Australian Privacy Principles or other applicable privacy legislation.

3.4 SENSITIVE INFORMATION

In referring to 'sensitive information', the School means: information relating to a person's racial or ethnic origin, political opinions, religion, trade union or other professional or trade association membership, philosophical beliefs, sexual orientation or practices or criminal record, that is also personal information; health information and biometric 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.

3.5 MANAGEMENT AND SECURITY OF PERSONAL INFORMATION

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

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

3.6 ACCESS AND CORRECTION OF PERSONAL INFORMATION

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. Pupils will generally be able to access and update their personal information through their parents, but older pupils may seek access and correction themselves.


There are some exceptions to these rights set out in the applicable legislation.

To make a request to access or update any personal information the School holds about you or your child, please contact the Business Manager in writing. The School may require you to verify your identity and specify what information you require. The School may charge a fee to cover the cost of verifying your 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. If we cannot provide you with access to that information, we will provide you with written notice explaining the reasons for refusal.

3.7 CONSENT AND RIGHTS OF ACCESS TO PERSONAL INFORMATION OF PUPILS

The School respects every parent's right 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. The School will treat consent given by parents as consent given on behalf of the pupil, and notice to parents will act as notice given to the pupil.

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As mentioned above, parents may seek access to personal information held by the School about them or their child by contacting the School. 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 the School's duty of care to the pupil.

Any request by a pupil to access 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 will be assessed on a case-by-case basis, in accordance with the Privacy Act 1988.

4 ENQUIRIES AND COMPLAINTS

If any individual would like further information about the way the School manages the personal information it holds, or wish to complain that they believe that the School has breached the Australian Privacy Principles, they are to contact the Business Manager who acts as the School's Privacy Officer. The School will investigate any complaint and will notify the complainant of the making of a decision in relation to the complaint as soon as is practicable after it has been made.

5 FURTHER INFORMATION

Further information regarding this policy is available from any member of the Executive Leadership Team.

Relevant Legislation

Australian Privacy Act 1988
 Australian Privacy Principles (APPs)

Related Policies

PRIN-04 Child Protection
 PRIN-11 Enrolments

Related Procedures & Standard Operating Procedures

None

Related Forms & Checklists

None

Related Safe Work Practices & Guidance Notes

None

Related Other Documentation

SPW Family Handbook

PRINCIPAL <i>(Signature)</i>	DATE