

Confidentiality Policy

Rationale

Our School seeks to put the child at the heart of the learning process and to provide a safe and secure learning environment. It is committed to developing creative and positive ways for the child's voice to be heard whilst recognising the responsibility to use, hold and safeguard information received. Sharing information unnecessarily is an erosion of trust. The school is mindful that it is placed in a position of trust by all stakeholders and there is a general expectation that a professional approach will be used in all matters of confidentiality.

Aims & Objectives

To protect the child at all times and to give all staff involved clear, unambiguous guidance as to their legal and professional roles and to ensure good practice throughout the school which is understood by pupils, parents/carers and staff by:

1. Providing consistent messages in school about handling information about children once it has been received.
2. Fostering an ethos of trust within the school.
3. Ensure that staff, parents and pupils are aware of the school's Confidentiality Policy and procedures.
4. To reassure pupils that their best interests will be maintained.
5. To encourage children to talk to their parents and carers.
6. To ensure that pupils and parents/carers know that school staff cannot offer unconditional confidentiality.
7. To ensure that there is equality of provision and access for all including rigorous monitoring of cultural, gender and special educational and disability needs.
8. To ensure that if there are child protection issues then the correct procedure is followed.
9. To ensure that confidentiality is a whole school issue and that in lessons ground rules are set for the protection of all.
10. To understand that health professionals are bound by a different code of conduct.
11. To ensure that parents have a right of access to any records the school may hold on their child (with the exception of Child Protection Records) but not to any other child that they do not have parental responsibility for.

Organisation:

1. All information about individual children is private and should only be shared with those staff that have a need to know.
2. All Social Care and Health, medical and personal information about a child should be held in a safe and secure place which cannot be accessed by individuals other than school staff.
3. The school continues to actively promote a positive ethos and respect for the individual:
 - There is clear guidance for the handling of child protection incidents.
 - There is clear guidance for procedures if a member of staff, volunteer or governor is accused of abuse.
 - Staff are aware that effective relationship and sex education which brings an understanding of what is and is not acceptable in a relationship, can lead to disclosure of a child protection issue.
 - Staff are aware of the need to handle all issues about different types of families in a sensitive manner.
 - Any intolerance about gender, faith, race, culture or sexuality is unacceptable and should follow the school's discipline policy.
 - Information collected for one purpose should not be used for another.
4. Parents/carers and children need to be aware that the school cannot guarantee total confidentiality and the school has a duty to report child protection issues.
5. The school prides itself on good communication with parents/carers and staff are always available to talk to both children and parents/carers about issues that are causing concern. The school encourages children to talk to parents/carers about issues causing them concern and may in some cases support the children to talk to their parents. The school would share with parents any child protection disclosure before going on to inform the correct authorities – unless doing so would place the child in danger.
6. Parents/carers and children should feel reassured that in exceptional circumstances where a child would be endangered or otherwise at risk confidentiality will be broken.
7. All children have a right to the same level of confidentiality irrespective of gender, race, religion, medical concerns and special educational and disability needs. A lot of data is generated in schools by these categories but individual children should not be able to be identified.
8. The school has appointed a senior member of staff as Designated Safeguarding Lead for Child protection. Child protection procedures are understood by staff and training is undertaken every year for all staff.

9. Confidentiality is a whole school issue. Clear ground rules must be set for any classroom work such as circle time and other PHSE session dealing with sensitive issues such as relationships and sex and drugs. Strategies are in place and all children are aware of them for dealing with sensitive information which may fall outside the boundaries of child protection procedures. School needs to be proactive so children feel supported but information is not unnecessarily revealed in a public arena. Even when sensitive information appears to be widely known it should not be assumed by those immediately involved that it is appropriate to discuss or share this information further.
10. Health professionals have their own code of practice dealing with confidentiality. Staff should be aware of children with medical needs and the relevant information sheet should be accessible to staff who need that information but not on general view to other parents/carers and children.
11. Photographs of children should not be used without parents/carers permission outside of school's own displays. At no time should the child's name be used with a photograph outside of school's own displays so that they can be identified. Photographs of children with medical needs will be used for staff information with parental consent. The school gives clear guidance to parents about the use of cameras and videos during public school events.
12. Information about children will be shared with parents but only about their child. Parents should not have access to any other child's books, marks and progress grades at any time especially at parents evening. However parents should be aware that information about their child will be shared with the receiving school when they change school. All personal information about children including Social Care & Health records should be regarded as confidential. It should be clearly understood by those who have access to it, and whether those concerned have access to all, or only some of the information. Addresses and telephone numbers of parents and children will not be passed on except in exceptional circumstances or to a receiving school and only after verification has been received.
13. Governors must observe complete confidentiality when asked to do so by the governing body, especially in relation to matters concerning individual staff, pupils or parents. Although decisions reached at governors' meetings are normally made public through the minutes or otherwise, the discussions on which decisions are based should be regarded as confidential. Governors should exercise the highest degree of prudence when discussion of potentially contentious issues arises outside the governing body.

Conclusion:

We have a duty of care and responsibility towards pupils, parents/carers and staff. In working with a range of outside agencies we share information on a professional basis. The care and safety of the individual is the key issue behind this confidentiality policy.

Monitoring & Evaluation:

This policy will be monitored by the SLT who will report to the Governors any necessary amendments.

The effectiveness of our confidentiality policy is evaluated by the SLT from feedback from children, parents, staff and outside agencies.

Initial date of policy:	July 2006
Policy last reviewed:	July 2018

It is the intention to review this policy annually.