



PRIVACY POLICY AND PROCEDURES

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PRIVACY POLICY

Policy Objective

To provide guidance on how Esslemont College manages personal information provided to or collected and retained by the school.

Policy

Esslemont College is bound by the Australian Privacy Principles contained in the Commonwealth *Privacy Act 1988*. In relation to health records Esslemont College is also bound by the NSW Health Privacy Principles contained in the *Health Records and Information Privacy Act 2002 (NSW)* (Health Records Act).

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

What kinds of personal information does a school collect and how will Esslemont College collect it?

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

Students and parents and/or guardians before, during and after the course of a student's enrolment at the school:

- name, contact details (including next of kin), date of birth, gender, language.
- background, previous school, and religion.
- parents' education, occupation, and language background.
- medical information (e.g., details of disability and/or allergies, absence notes, medical reports and names of doctors).
- conduct and complaint records, or other behaviour notes, and school reports.
- information about referrals to government welfare agencies.
- counselling reports.
- health fund details and Medicare number.
- any court orders.
- volunteering information; and
- photos and videos at school events.

Job applicants, staff members, volunteers, and contractors, including:

- name, contact details (including next of kin), date of birth, and religion.
- information on job application.
- professional development history.
- salary and payment information, including superannuation details.
- medical information (e.g., details of disability and/or allergies, and medical certificates).
- complaint records and investigation reports.
- leave details.
- photos and videos at school events.
- workplace surveillance information;
- work emails and private emails (when using work email address) and Internet browsing history; and

Other people who come into contact with the school, including name and contact details and any other information necessary for the particular contact with the school.

Personal Information you provide:

Esslemont College will generally collect personal information held about an individual by way of forms filled out by parents or students, face-to-face meetings and interviews, emails, and telephone calls. On occasions people other than parents and students provide personal information.

Personal Information provided by other people:

In some circumstances Esslemont College 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.

Exception in relation to employee records:

Under the Privacy Act and the Health Records Act, the Australian Privacy Principles and Health 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.

How will the school use the personal information you provide?

Esslemont College 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, or to which you have consented.

Students and Parents

In relation to personal information of students and parents, the school's primary purpose of collection is to enable the school to provide schooling to students enrolled at the school, exercise its duty of care, and perform necessary associated administrative activities, which will enable students to take part in all the activities of the school.

This includes satisfying the needs of parents, the needs of the student and the needs of the school throughout the whole period the child is enrolled at the school.

The purposes for which Esslemont College uses personal information of students and parents include:

- to keep parents informed about matters related to their child's schooling, through correspondence, newsletters and updates.
- day-to-day administration.
- looking after students' educational, social, spiritual and medical wellbeing.
- seeking donations and marketing for the school; and
- to satisfy the NSW Education Standards Authority and 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 student or parent, if the information requested is not obtained, the school may not be able to enrol or continue the enrolment of the student or permit the student to take part in a particular activity.

Job applicants and contractors:

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

The purposes for which a school uses personal information of job applicants and contractors include:

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

The school uses Microsoft 365 to store personal information and to provide services to the school that involve the use of personal information, such as services relating to email, instant messaging and education and assessment applications. Some limited personal information may also be provided to these service providers to enable them to authenticate users that access their services. This personal information may be stored in the 'cloud' which means that it may reside on a cloud service provider's server which may be situated outside Australia

Volunteers

Esslemont College may also obtain personal information about volunteers who assist the school in its functions or conduct associated activities, such as attending excursions and participate in alumni associations, to enable the school and the volunteers to work together.

Marketing and fundraising

Esslemont College treats marketing and the seeking of donations for the future growth and development of the school as an important part of ensuring that the school continues to be a quality learning environment in which both students and staff thrive.

Personal information held by the school may be disclosed to an organisation that assists in the school's fundraising.

Parents, staff, contractors, and other members of the wider school community may from time to time receive fundraising information.

Who might the school disclose personal information to and store your information with?

Esslemont College may disclose personal information, including sensitive information, held about an individual for educational, administrative and support purposes. This may include to:

- other schools and teachers at those schools.
- government departments (including for policy and funding purposes).
- medical practitioners.
- people providing educational, support and health services to the school, including specialist visiting teachers, sports coaches, volunteers, and counsellors.
- providers of specialist advisory services and assistance to the school, including in the area of Human Resources, child protection and students with additional needs.
- providers of learning and assessment tools.
- assessment and educational authorities, including the Australian Curriculum, Assessment and Reporting Authority (ACARA) and NAPLAN Test Administration Authorities (who will disclose it to the entity that manages the online platform for NAPLAN).
- people providing administrative and financial services to the school.
- recipients of school publications, such as newsletters.
- students' parents or guardians.
- anyone you authorise the school to disclose information to; and
- anyone to whom we are required or authorised to disclose the information by law, including child protection laws.

Sending and storing information overseas

Esslemont College may disclose personal information about an individual to overseas recipients, for instance, to facilitate a school exchange. However, a 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.

The School uses Microsoft 365 to store personal information and to provide services to the school that involve the use of personal information, such as services relating to email, instant messaging and education and assessment applications.

Some limited personal information may also be provided to these service providers to enable them to authenticate users that access their services. This personal information may be stored in the 'cloud' which means that it may reside on a cloud service provider's server which may be situated outside Australia.

How does the school treat sensitive information?

In referring to 'sensitive information', this 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.

Management and security of personal information

Esslemont College staff are required to respect the confidentiality of students' 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.

Access and correction of personal information

Under the Commonwealth Privacy Act and Health Records Act, an individual has the right to seek and 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.

Students will generally be able to access and update their personal information through their parents, but older students 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 to update any personal information the school holds about you or your child, please contact the School Principal by telephone or 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.

Consent and rights of access to the personal information of students

Esslemont College respects every parent's right to make decisions concerning their child's education. Generally, a school will refer any requests for consent and notices in relation to the personal information of a student to the student's parents.

The School will treat consent given by parents as consent given on behalf of the student and notice to Parents will act as notice given to the student. Parents may seek access to personal information held by a school about them or their child by contacting the Principal by telephone or in writing.

However, there may 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 student.

Enquiries and complaints

If you would like further information about the way the School manages the personal information it holds, or wish to complain that you believe that the School has breached the Australian Privacy Principles, please contact the School's Principal in writing at admin@esslemont.nsw.edu.au. The School will investigate any complaint and will notify you of a decision in relation to your complaint as soon as is practicable after it has been made.

Related Documents

- Complaints Policy and Procedures
- Critical Incident Management Policy and Procedures
- Discrimination, Harassment and Bullying Statement
- Attendance Policy
- Enrolment Policy
- Grievance Procedure (Staff)
- Learning Support Policy