



Elmfield Rudolf Steiner School

Confidentiality Policy

January 2020

Policy Tracker – Responsibility for monitoring this policy: Simon Birch (Interim School Lead) (Reviewed annually or in response to changes in legislation)			
Date	Reviewed and Updated By:	Role	Date Approved by the Council of Management
08/2017	Lesley Taberer	Bursar	
02/2018	Lesley Taberer – Minor amendment	Bursar	
10/01/19	College	College of Teachers	22/01/2019
06/01/20	Lesley Taberer	Bursar	
09/01/20	College	College of Teachers	
16/01/20	Julian Gilde	Council Member	21/01/2020
15/7/20	Name change update		

RELATED POLICIES

- Staff Code of Conduct
- Child Protection Policy
- Data Protection Policy

BACKGROUND

The nature of being involved with the School is such that employees, volunteers and Council members will often have access to sensitive information, including:

- personal information relating to pupils, their parents and families, staff, prospective employees or pupils, former employees or pupils and others connected to the School,
- financial or business information relating to the above or to the School.

Any unauthorised or inappropriate disclosure may be highly prejudicial to the School, its pupils, staff or parents and may also damage the reputation of the School or destroy the trust we are given. It is essential that **all** staff understand and appreciate the need to maintain this confidentiality at all times.

AIMS:

- To give clear guidance to all those working within the School, whether paid or voluntary, on issues around confidentiality.
- To enable young people to be able to talk to a trusted adult when they feel the need
- To ensure the welfare needs of staff are met
- To safeguard personal and sensitive information

KEY POINTS:

- All adults involved in the School should at all times maintain an attitude of care, respect and confidentiality towards information they receive relating to children, young people, staff, Council members, parents, families and prospective employees and towards the School's internal affairs.
- Pupils need to be reassured that their best interests will be maintained.
- Pupils need to know that staff are not able to offer unconditional confidentiality, but that if confidentiality has to be broken they will be informed first and supported accordingly.
- Any personal information should be regarded as private and not passed on indiscriminately
- If a staff member or volunteer receives any information that leads them to believe that there is a possibility of a child protection issue, the matter should be referred to the Designated Safeguarding Lead and the Child Protection Policy must be followed. If in doubt discussion with the Designated Safeguarding Lead is vital.
- Information about children and families should only be shared in a professional context and on a need to know basis.

Any breach of these principles may be considered gross misconduct. Given the local and small nature of the school community it is incumbent upon **all** staff to maintain this awareness, including in their own homes, among friends and in school to make sure conversations are neither inappropriate nor overheard. Similarly absolute care must be taken that paperwork is not left in areas readily accessible to a range of people.

Areas needing particular awareness

The list below contains examples and is not exhaustive.

Council, College, Child Study, Staff and Teachers' Meetings:

- College, Council, Teachers' Meetings and Child Study work is confidential.
- Some issues relating to children will need the awareness of others and should be shared in line with the above guidelines on a need to know basis.
- Child Study is confidential and thoughts arising from it should be treated with respect and care.
- Staff, College or Council members should not divulge details about individuals (staff, families, children or prospective employees) to any person outside of the meeting unless clearly authorised to do so or to a professional with a direct involvement in the individual.
- Staff should not discuss an individual child with or in the presence of another child, or with another parent or share documents that have matters relating to another child in them, without good reason.

Child and Staff Health and Welfare Issues

- Sometimes health or welfare issues may need a general awareness, such as risk of anaphylactic shock, epilepsy, heart conditions, depression. In drawing up protocols or procedures to maintain the health and welfare of the individual, the balance between confidentiality and knowledge sharing should be carefully considered.

Employment and Volunteers

- Applications for employment and the selection process are confidential. Employment decisions will be disseminated in a manner and time-frame determined by CG and not before.
- Parents, teachers and volunteers should not report cases of poor behaviour, pupil discipline or learning issues to other parents or pupils either within or outside of the School other than for professional reasons as outlined above.

Records

- Pupil files and pupil reports are NEVER to be taken off site.
- Parent contract files are never to be taken off site.
- School meeting minute books such as College, Council, Departments, etc are never to be taken off site other than with the express consent of the relevant Chair.
- Agendas, minutes and related documents that are off site, including documents sent to Council members, are to be kept in a secure place and shredded or returned to School for shredding when no longer needed.
- Photos and film of pupils must be maintained in accordance with the Media and Data Protection Policies.

Working at Home

- Staff members, volunteers and Council members working at home are asked to minimise the paperwork they take home, and follow the above and the Data Protection policy.
- Staff, volunteers and Council members are reminded to take care to ensure that paperwork or conversations on pupil or school matters are not accessible to or overheard by others not appropriate to the content or outside the School premises and that proper data protection procedures are maintained.

The School data protection policy and procedures for managing data state clearly that all sensitive data must be handled with due care and only relevant data will be stored or shared. For further information please see the Interim School Lead.