



# **CONFIDENTIALITY POLICY 2023-2024**

**Effective Date: June 2017**

**Last Reviewed: June 2023**

**Reviewed by: Mrs C Jones, Director of HR,  
Site & Operations**

**Next Review Date: June 2024**

## **AIM**

To protect students at all times and to give all school staff clear, unambiguous guidance as to their legal and professional roles and to ensure good practice throughout the school which is understood by students, parents/guardians and staff.

## **Rationale**

Greensand Federation puts students at the heart of the learning process and provides a safe and secure learning environment. It is committed to developing creative and positive ways for the student'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.

## **Objectives**

1. To provide consistent messages in school about handling information about students once it has been received
2. To foster an ethos of trust within the Federation
3. To ensure that staff, parents and pupils are aware of the Federation's confidentiality policy and procedures
4. To reassure students that their best interest will be maintained
5. To encourage students to talk to their parents and guardian
6. To ensure that students/parents 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 needs
8. To ensure that if there are child protection issues then the correct procedure is followed as outlined in the school's Child Protection policy
9. To ensure that confidentiality is a whole Federation 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 all records held on their own child(ren), except those relating to child protection issues.

## **Guidelines**

1. All information about individual children is private and only shared with those staff that have a need to know

2. All social services, medical and personal information about a child is 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:
  - a) There is a clear guidance for the handling of child protection incidents. All staff have regular training on child protection issues
  - b) There is clear guidance for procedures if a member of staff is accused of abuse
  - c) Staff are aware that effective Relationship & 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
  - d) Staff are aware of the need to handle family issues (e.g. same sex parents) in a sensitive manner.
4. Parents/guardians and children are aware that the school cannot guarantee total confidentiality and the school has a duty to report child protection issues
5. Greensand Federation prides itself on good communication with parents and guardians and staff are always available to talk to both children and parents/guardians about issues that are causing concern. We encourage children to discuss issues with their parents/guardians that are causing them concern and may, in some cases, support the child in doing so. Where appropriate child protection disclosures are shared with parents/guardians as well as the correct authorities
6. Parents/guardians and children are reassured that only in exceptional circumstances is confidentiality broken
7. All children have a right to the same level of confidentiality irrespective of gender, race, religion, medical concerns and special educational needs. A lot of data is generated in schools by these categories but individual children are not identified
8. Greensand Federation has appointed three members of staff as Child Protection Officers. Child protection procedures are understood by staff and training is undertaken at least every three years for all staff
9. Confidentiality is a whole Federation issue. Clear ground rules are set for any classroom work such as SMSC sessions dealing with sensitive issues such as sex and relationships and drugs. Greensand Federation is proactive so that students feel supported but information is not unnecessarily revealed in a public arena. Even when sensitive information appears to be widely known it is not discussed or shared further
10. Health professionals have their own code of practice dealing with confidentiality. Staff are aware of students with medical needs and a class information sheet is accessible to staff who need that information but not on general view to other parents/guardians and children
11. Photographs of students are not used without parents/guardian's permission
12. Information about individual students is only shared with their parents/guardians. Parents/guardians do not have access to any other child's books or information about their progress at any time
13. Parents are aware that information about their child will be shared with the receiving school when they change school. All personal information about children, including social services records, is regarded as confidential. Information regarding health reports such as speech therapy, medical reports, SEND reports, SEND minutes of meetings and social services minutes of meetings and reports are forwarded

to the appropriate professionals in sealed envelopes and securely filed. Logs of administration of medication to children are kept secure and each child has their own individual log. Addresses and telephone numbers of parents and children are not passed on except in exceptional circumstances or to a receiving school

14. The Federation Board are mindful that from time to time issues are discussed or brought to their attention about staff and children. All such papers are marked as confidential and destroyed after the meeting. Governors observe complete confidentiality when asked to do so by the Federation Board, especially in relation to matters concerning individual staff, students or parents. Although decisions reached at Governors' meetings are normally made public through the minutes or otherwise, the discussions on which decisions are based are regarded as confidential. Governors exercise the highest degree of prudence when discussion of potentially contentious issues arises outside the Federation Board.

#### **Monitoring and Evaluation**

- This policy will be reviewed as part of Greensand Federation's monitoring cycle
- The SMSC Policy enables identified opportunities to deliver aspects of this policy in specified year groups
- The Executive Principal has responsibility for monitoring this policy.

#### **Conclusion**

Greensand Federation has a duty of care and responsibility towards students, parents/guardians and staff. It also needs to work with a range of outside agencies and share information on a professional basis. The care and safety of the individual is the key issue behind this document.