



Privacy Policy

Rationale

All staff of Fairfield Primary School are required by law to protect the personal and health information the school collects and holds. The Victorian privacy laws, the Information Privacy Act 2014 and the Health Records Act 2001, provide for the protection of personal and health information. The privacy laws do not replace any existing obligations Fairfield Primary School has under other laws. This policy will apply when other laws do not regulate the use of personal information.

Aim

This policy aims to protect the personal and health information that Fairfield Primary School collects, uses and discloses.

Definitions

Personal information means information or opinion that is recorded in any form and whether true or not, about an individual whose identity is apparent, or can be reasonably determined from the information or opinion. For example, this includes all paper and electronic records, photographs and video recordings.

Health information is defined as including information or opinion about a person's physical, mental or psychological health, or disability, which is also classified as personal information. This includes information or opinion about a person's health status and medical history, whether recorded or not.

Parent in this policy in relation to a child, includes step parent, an adoptive parent, a foster parent, guardian, or a person who has custody or daily care and control of the child.

Staff in this policy is defined as someone who carries out a duty on behalf of the school, paid or unpaid, or who is contracted to, or directly employed by the school or the Department of Education and Training (DE&T). Information provided to a school through job applications is also considered staff information.

Implementation

Collection of personal information:

The school collects and holds personal information about students, parents and staff. Personal information is used by Fairfield Primary School to:

- provide services or to carry out the school's statutory functions
- assist the school services and its staff to fulfil its duty of care to students
- plan, resource, monitor and evaluate school services and functions
- comply with Department of Education and Training reporting requirements
- comply with statutory and or other legal obligations in respect of staff
- investigate incidents or defend any legal claims against the school, its services, or its staff

The collection, use and disclosure of personal and health information is managed by Fairfield Primary School in accordance with the Privacy Principles enunciated in the Victorian Information Privacy Act and the Health Records Act.



Use of personal information:

Students and parents

The purposes for which the school uses personal information of students and parents include:

- keeping parents informed about matters related to their child's schooling
- looking after students' educational, social and health needs
- celebrating the efforts and achievements of students
- day-to-day administration
- satisfying the school's legal obligations
- allowing the school to discharge its duty of care

Staff

The purposes for which the school uses personal information of job applicants, staff members and contractors include:

- assessing suitability for employment
- administering the individual's employment or contract
- for insurance purposes, such as public liability or WorkCover
- satisfying the school's legal requirements
- investigating incidents or defending legal claims about the school, its services, or staff

Disclosure of personal information:

The school will use and disclose personal information about a student, parent and staff when:

- it is required for general administration duties and statutory functions
- it relates to the purposes for which it was collected
- it is for a purpose that is directly related to the reason the information was collected and the use would be reasonably expected by the individual and there is no reason to believe they would object to the disclosure.

The school can only disclose personal information for another purpose when:

- the person consents
- it is necessary to lessen or prevent a serious or imminent threat to life, health or safety
- it is required by law or for law enforcement purposes.

Where consent for the use and disclosure of personal information is required, the school will seek consent from the appropriate person. In the case of a student's personal information, the school will seek the consent from the student and/or parent depending on the circumstances and the student's mental ability and maturity to understand the consequences of the proposed use and disclosure.

Accessing personal information

A parent, student or staff member may seek access to their personal information, provided by them, that is held by the school.

Access to other information may be restricted according to the requirements of laws that cover the management of school records. These include the Public Records Act and the Freedom of Information Act.



Updating personal information

The school aims to keep personal information it holds accurate, complete and up-to-date. A person may update their personal information by contacting the principal or delegate.

Complaints under privacy

Should the school receive a complaint about personal information privacy this will be investigated in accordance with the Department of Education and Training's privacy complaints handling policy.

References

DE&T's Privacy Complaints Handling Policy
Information Privacy Act (Vic) 2014: Information Privacy Principles
Health Records Act (Vic) 2001: Health Privacy Principles

This policy was ratified by School Council in July 2016