

PRIVACY POLICY

What you need to know

- Mount Annan Christian College values the privacy of all stakeholders.
- The College understands that private information is sensitive and has protocols and procedures in place to protect stakeholders' privacy.
- The College operates in an ethical manner to ensure all personal information is treated with the appropriate confidentiality and integrity at all times.

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Vision Statement

To provide a Christ-centred learning environment that empowers each individual to enjoy a life of purpose.

Purpose

This policy seeks to outline how the College uses and manages personal information provided to or collected by it. The College is bound by the *National Privacy Principles* contained in the *Privacy and Personal Information Protection Act (1998)*. In relation to health records, the College abides by the *New South Wales Health Privacy Principles* which are contained in the *Health Records and Information Privacy Act (2002)*. The College may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to College operations and practices and to make sure it remains appropriate to the changing College environment.

The purpose of this policy is to:

- Highlight the importance placed by the College on stakeholders' privacy
- Outline the levels of data security in place to protect privacy
- Inform stakeholders of the types of information collected by the College

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Scope

This policy applies to all enrolled students of the College and their families. It also applies to all staff of the College, including teaching and operational staff. This policy outlines the circumstances in which the College obtains personal information, how that information is used and circumstances in which that information can be disclosed and how requests to access and/or change that information are managed.

Policy implementation

What kind of personal information does the College collect and how does the college collect it?

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

- Students and parents and/or guardians ('parents') before, during and after the course of a student's enrolment at the College
- Job applicants, staff members, volunteers, and contractors; and
- Other people who come into contact with the College.

Personal Information you provide: The 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, and telephone calls. On occasions people other than parents and students provide personal information.

Personal Information provided by other people: In some circumstances the 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 College.

Exception in relation to employee records: Under the Privacy Act the National Privacy Principles do not apply to an employee record. As a result, this Privacy Policy does not apply to the College's treatment of an employee record, where the treatment is directly related to a current or former employment relationship between the College and employee.

How will the College use the personal information you provide?

The 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 College's primary purpose of collection is to enable the College to provide schooling for the student. This includes satisfying both the needs of parents and the needs of the student throughout the whole period the student is enrolled at the College.

The purpose for which the 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 magazines;
- Day-to-day administration;

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- looking after students' educational social and medical wellbeing;
- seeking donations and marketing for the College;
- to satisfy the College's legal obligations and allow the College to discharge its duty of care.

In some cases where the College requests personal information about a student or Parent, if the information requested is not obtained, the College may not be able to enrol or continue the enrolment of the student.

Job Applicants, Staff Members and Contractors: In relation to personal information of job applicants, staff members and contractors, the College's primary purpose of collection is to assess and (if successful) to engage the applicant, staff member or contractor, as the case may be.

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

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

Volunteers: The College treats marketing and seeking donations for the future growth and development of the College as an important part of ensuring that the College continues to be a quality learning environment in which both students and staff thrive. Personal information held by the College may be disclosed to an organisation that assists in the College's fundraising.

Marketing and Fundraisers: The College treats marketing and seeking donations for the future growth and development of the College as an important part of ensuring that the College continues to provide a quality learning environment in which both students and staff thrive. Personal information held by the College may be disclosed to organisations that assists in the College's fundraising or, on occasions, external fundraising organisations.

Parents, staff, contractors, and other members of the wider College community may from time to time receive fundraising information. College publications, such as newsletters and magazines, which include personal information, may be used for marketing purposes.

Who might the College disclose personal information to?

The College may disclose personal information, including sensitive information, held about an individual to:

- another school;
- government departments;
- people providing services to the College, including specialist visiting teachers and sport coaches;
- recipients of College publications; e.g. newsletters and magazines;
- parents; and
- parents that authorise the College to disclose information to.

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Sending Information Overseas: The College will not send personal information about an individual outside Australia without:

- obtaining consent of the individual (in some cases this consent will be implied); or
- otherwise complying with the National Privacy Principles.

How does the College treat sensitive information?

In referring to 'sensitive information', the College means: information relating to a persons' racial or ethnic origin, political opinions, religion, trade union or other professional or trade association membership, sexual preferences, or criminal record, that is all personal information; and health 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 allowed by law.

Management and Security of Personal Information

The College's staff are required to respect the confidentiality of students' and parents' personal information and the privacy of individuals. The College's IT department have safety mechanisms and systems in place designed to protect data. Two-step authentication is used to ensure the identity of users on the College network is not compromised and users are authenticated each time they access a device.

The College has in place steps to protect the personal information the College holds from misuse, loss, unauthorised access, modification, or disclosure by use of various methods including locked storage of paper records and passworded access rights to computerised records. Financial records are kept secure and treated with the utmost confidentiality by senior administrative staff in the Finance Office.

The College's school management system Sentral includes multi-level user security to manage data digitalisation sensitively and confidentially. Sentral is preconfigured with system-wide user types, each with different access levels so that data is shown on a need-to-know basis and sensitive information is only able to be accessed by senior administrative and Executive Leadership staff.

Updating Personal Information

The College endeavours to ensure that the personal information it holds is accurate, complete, and up-to-date. A person may seek to update their personal information held by the College by contacting Student Services or the relevant member of the Executive Leadership at any time. The National Privacy Principles require the College not to store personal information longer than necessary.

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You Have the Right to Check What Personal Information the College Holds About You

Under the Privacy Act Cth (1988), an individual has the right to obtain access to any personal information which the College holds about them and to advise the College of any perceived inaccuracy. There are some exceptions to this right set out in the Act. Students will generally have access to their personal information through their parents, but older students may seek access themselves.

To make a request to access any information the College holds about you or your child, please contact the College Headmaster in writing.

The College may require you to verify your identity and specify what information you require. The College 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 College will advise the likely cost in advance.

Consent and Rights of Access to Personal Information By Students

Generally, the College will refer any requests for consent and notices in relation to the personal information of a student to the student's parents. The College 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 the College about them or their child by contacting the College Headmaster. However, there will be occasions when access is denied. Such occasions would include where the release of the information would have unreasonable impact on the privacy of others, or where the release may result in a breach of the College's duty of care to the student.

The College may, at its discretion, on the request of a student, grant that student access to information held by the College about them, or allow a student to give or withhold consent to the use of their personal information, independently of their parents. This would normally be done only when the maturity of the student and/or the student's personal circumstances so warranted, and at the discretion of the College Headmaster.

Enquiries

If you would like further information about the way the College manages the personal information it holds, please contact the College Headmaster.

Related policies and procedures

- Privacy Act cth1988
[Federal Register of Legislation - Privacy Act 1988](#)
- Privacy and Personal Information Protection Act 1998
[Privacy and Personal Information Protection Act 1998](#)
- Health Records and Information Privacy Act (2002)
[Health Records and Information Privacy Act 2002 No 71 - NSW Legislation](#)

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- Medical Administration Policy
- Enrolment Policy
- Employment Policy
- Grievance Policy