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RATIONALE

St Mary’s School requires information about students and their families in order to provide for the education of these students.

It is important for schools to recognise the significance of protecting the information they hold. The Privacy Act 1998 directs the manner in which private sector organisations, including Catholic schools and systems, manage the personal and sensitive information of individuals.

The purpose of the new provisions is to ensure that organisations, which hold information about people, handle that information responsibly. They aim to establish a nationally consistent approach to the management of personal information.

DEFINITION

Personal Information is information which can identify an individual.

Sensitive Information is information about a person’s religious and political beliefs, sexual preferences, racial or ethnic origin, membership of political associations, philosophical beliefs, criminal record or health information.

PRINCIPLES

1. Schools have a responsibility to use and manage personal and sensitive information collected by them in accordance with the Privacy Act 1988.
2. Schools have a responsibility to inform individuals of the purpose of collecting personal and sensitive information.
3. All information is collected for the primary purpose of the Catholic education of the student.

PROCEDURES

1. St Mary's School shall have a written Privacy Policy consistent with the principles outlined above.
2. The Privacy Policy shall be publicly available.
3. The Privacy Compliance Manual, prepared for CECWA through the National Catholic Education Commission, shall be used in developing school based documents in order to maintain consistency between schools. The manual can be accessed at www.ncec.catholic.edu.au
4. All forms used by St Mary's School to collect personal and sensitive information shall reflect essential information required for the primary purpose of St Mary's School. The appropriate Collection Notice must be attached to each form.
5. All staff of St Mary's School shall be appropriately informed in relation to the Privacy Act 1998.
6. The Principal shall ensure that all personal and sensitive information held by St Mary's School is properly secured.
7. Principals should note that school based staff are entitled to view and access records on their personnel file.

ST MARY'S PRIVACY POLICY

Your privacy is important

This Privacy Policy applies to schools conducted by the Perth Archdiocese/Catholic Education Western Australia (CEWA).

This statement outlines CEWA's Policy on how each school uses and manages personal information provided to or collected by it.

CEWA is bound by the National Privacy Principles contained in the Commonwealth Privacy Act.

CEWA 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 kind of personal information does St Mary's School collect and how do we collect it?

The type of information schools collect and hold includes, but is not limited to, personal information, including sensitive information, about:

- pupils and parents and/or guardians before, during and after the course of a pupil's enrolment at the school
- job applicants
- staff members
- volunteers
- contractors
- other people who come into contact with the school

Personal Information you provide

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

Personal Information provided by other people

In some circumstances, a school 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, the National 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 St Mary's School use the personal information you provide?

St Mary's School 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.

Pupils and Parents

In relation to personal information of pupils and parents, a school's primary purpose of collection is to enable the school to provide schooling for the pupil. This includes satisfying both the needs of parents and the needs of the pupil throughout the whole period the pupil is enrolled at the school.

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

- to keep parents informed about matters related to their child's schooling, through correspondence, newsletters and magazines
- day-to-day administration
- looking after pupils' educational, social, spiritual and medical well being
- seeking donations and marketing for the school
- to satisfy the CEWA's 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 pupil or parent, if the information requested is not obtained, the school may not be able to enrol or continue the enrolment of the pupil.

Job applicants, staff members and contractors

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

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

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

Volunteers

A school also obtains personal information about volunteers who assist the school in its functions or conduct associated activities, such as, alumni associations, to enable the school and the volunteers to work together.

Marketing and fundraising:

Schools treat marketing and seeking 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 pupils and staff thrive. Personal information held by a school may be disclosed to an organisation that assists in the school's fundraising, for example, the school's Foundation or alumni organisation.

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

Exception in relation to related schools:

The Privacy Act allows each school, being legally related to each of the other schools conducted by the CEWA to share personal, but not sensitive, information with other schools conducted by the CEWA. Other CEWA schools may then only use this personal information for the purpose for which it was originally collected by the CEWA schools. This allows schools to transfer information between them, for example, when a pupil transfers from a CEWA school to another school conducted by the CEWA.

Who might the school disclose personal information to?

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

- another school
- government department
- your local parish
- medical practitioners
- people providing services to the school, including specialist visiting teachers and sports coaches
- recipients of school publications, like newsletters and magazines
- parents
- anyone you authorise the school to disclose information to

Sending information overseas

The 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 National Privacy Principles.

How does the school treat sensitive information?

In referring to 'sensitive information', the school means information relating to a person's racial or ethnic origin, political opinions, religion, trade union or other professional or trade association membership, sexual preferences or criminal record, that is also 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 is allowed by law.

Management and Security of Personal Information

CEWA and the schools' staff are required to respect the confidentiality of pupils' 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, loss, unauthorised access, modification or disclosure by use of various methods including locked storage of paper records and pass worded access rights to computerised records.

Updating Personal Information

Each school endeavours to ensure that the personal information it holds is accurate, complete and up-to-date.

The school shall endeavour to update personal information each year in Term One.

A person may seek to update their personal information held by a school by contacting the Administration Officer of the school at any time.

The National Privacy Principles require a school not to store personal information longer than necessary.

You have the right to check what personal information the school holds about you

Under the Commonwealth Privacy Act, an individual has the right to obtain access to any personal information which the CEWA or the school holds about them and to advise the CEWA or the school of any perceived inaccuracy. There are some exceptions to this right set out in the Act. Pupils will generally have access to their personal information through their parents, but older pupils may seek access themselves. To make a request to access any information the CEWA or the school holds about you or your child, please contact the Principal 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 required. If the information sought is extensive, the school will advise the likely cost in advance.

Consent and rights of access to the personal information of pupils

The CEWA respects every parent's right to make decisions concerning their child's education. Generally, the school will refer any requests for consent and notices in relation to the personal information of a pupil to the pupil's parents. The school will treat consent given by parents as consent given on behalf of the pupil, and notice to parents will act as notice given to the pupil.

Parents may seek access to personal information held by the school or the CEWA about them or their child by contacting the Principal. However, there will 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 pupil.

The school may, at its discretion, on the request of a pupil, grant that pupil, access to information held by the school about them, or allow a pupil 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 pupil and/or the pupil's personal circumstances so warranted.

Enquires

If you would like further information about the way the CEWA or the school manages the personal information it holds, please contact the Principal.