This Privacy Policy sets out how the School manages personal information provided to or collected by it.

The School is bound by the Australian Privacy Principles contained in the Commonwealth Privacy Act 1988. In relation to health records, the School is also bound by the Health Records Act 2001 (Vic.) and the Health Privacy Principles in that Act.

The School may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to the School’s operations and practices and to make sure it remains appropriate to the changing school environment.

What kinds of personal information does the School collect and how does the School collect it?

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

- pupils and parents and/or guardians ('Parents') before, during and after the course of a pupil's enrolment at the School:
  - name, contact details (including next of kin), date of birth, previous school and religion;
  - medical information (eg details of disability and/or allergies; conduct and complaint records, or other behaviour notes, and school reports;
  - information about referrals to government welfare agencies;
  - counselling reports;
  - health fund details and Medicare number;
  - any court orders;
  - volunteering information (including working with children checks); and
  - photos and videos at school events.

- job applicants, staff members, volunteers and contractors, including:
  - name, contact details (including next of kin), date of birth and religion;
  - information on job application;
  - professional development history;
  - salary and payment information, including superannuation details;
  - medical information (eg details of disability and/or allergies and medical certificates);
  - complaint records and investigation reports;
  - leave details;
  - photos and videos at school events;
  - work emails and private emails (when using work email address) and internet browsing history; and
• other people who come into contact with the School, including name and contact details
  and any other information necessary for the particular contact with the School.

**Personal Information you provide:** The 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, emails and telephone calls. On occasions people other than Parents and pupils
provide personal information.

**Personal Information provided by other people:** In some circumstances the 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 Australian 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. The School
handles staff health records in accordance with the Health Privacy Principles in the Health
Records Act 2001 (Vic.).

**Anonymity:** The School needs to be able to identify individuals with whom it interacts and to
collect identifiable information about them to facilitate the delivery of schooling to its pupils and
its educational and support services, conduct the job application process and fulfil other
obligations and processes. However, in some limited circumstances some activities and
interactions with the School may be done anonymously where practicable, which may include
making an inquiry, complaint or providing feedback.

**How will the School use the personal information you provide?**

The 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 by you, or to which you have consented.

**Pupils and Parents:** In relation to personal information of pupils and Parents, the School's
primary purpose of collection is to enable the School to provide schooling to pupils enrolled at
the School (including educational and support services for the pupil), exercise its duty of care
and perform necessary associated administrative activities which will enable pupils to take part
in all the activities of the School. This includes satisfying the needs of Parents, the needs of
the pupil and the needs of the School 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 of the School;
• looking after pupils' educational, social and medical wellbeing;
• seeking donations and marketing for the School; and
• to satisfy 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 provided, the School may not be able to enrol or continue the
enrolment of the pupil or permit the pupil to take part in a particular activity.

**Job applicants and contractors:** In relation to personal information of job applicants and
contractors, the School's primary purpose of collection is to assess and (if successful) to
engage the applicant, or contractor, as the case may be.

The purposes for which the School uses personal information of job applicants and contractors include:

• administering the individual's employment or contract, as the case may be;
• for insurance purposes;
• seeking donations and marketing for the School; and
• satisfying the School's legal obligations, for example, in relation to child protection legislation.

**Volunteers:** The 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.

**Counsellors:** The School contracts with external providers to provide counselling services for some pupils. The principal may require the Counsellor to inform him or her or other teachers of any issues the Counsellor believes may be necessary for the School to know for the well-being or development of the pupil who is counselled or other pupils at the School.

**Parish:** The School may disclose personal information to the school parish to facilitate religious and sacramental programs, and other activities such as fundraising.

**Marketing and fundraising:** The School treats marketing and seeking donations for the future growth and development of the School as an important part of ensuring that the School continues to provide a quality learning environment in which both pupils and staff thrive. Personal information held by the School may be disclosed to organisations that assist in the School's fundraising, for example, the School's Foundation or alumni organisation [or, on occasions, external fundraising organisations].

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, may be used for marketing purposes.

**Who might the School disclose personal information to and store your information with?**

The School may disclose personal information, including sensitive information, held about an individual for **educational, administrative** and **support purposes**. This may include to:

• School service providers which provide educational, support and health services to the School, including the Catholic Education Commission of Victoria Ltd, (CECV), Catholic Education Offices, specialist visiting teachers, volunteers, counsellors, sports coaches and providers of learning and assessment tools;

• third party service providers that provide online educational and assessment support services or applications to schools and school systems including the Integrated Catholic Online Network (ICON) and Google’s G Suite, including Gmail;

• other third parties which the school uses to support or enhance the educational or pastoral care services for its students;

• another school including to its teachers to facilitate the transfer of a student;

• government departments;

• medical practitioners;

• recipients of School publications, such as newsletters and magazines;

• pupil's parents or guardians and their emergency contacts;

• assessment and educational authorities including the Australian Curriculum, Assessment and Reporting Authority;

• anyone you authorise the School to disclose information to; and

• anyone to whom we are required or authorised to disclose the information to by law, including child protection laws.

**Sending and storing information overseas**: The School may disclose personal information about an individual to overseas recipients, for instance, to facilitate a school exchange. However, 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 Australian Privacy Principles or other applicable privacy legislation.
The School may also store personal information [including sensitive information] in the 'cloud'. This means that the information is held on the servers of third party cloud service providers engaged by the School. The servers may be situated in or outside Australia.

The School may from time to time use the services of third party online service providers (including for the delivery of services and third party online applications, or Apps relating to email, instant messaging and education and assessment, such as Google’s G Suite, including Gmail) which may be accessible by you. Some personal information [including sensitive information] may be collected and processed or stored by these providers in connection with these services. These online service providers may be located in or outside Australia.

*The School has made reasonable efforts to be satisfied about the protection of any personal information that cloud and third party service providers collect and process or hold outside Australia as not all countries are bound by laws which provide the same level of protection as the APPs.*

School personnel, the CECV and the service providers may have the ability to access, monitor, use or disclose emails, communications (e.g. instant messaging), documents and associated administrative data for the purposes of administering the system and services ensuring their proper use. The School makes reasonable efforts to be satisfied about the security of any personal information processed and stored outside Australia as not all countries are bound by laws which provide the same level of protection for personal information provided by the APPs.

Where personal and sensitive information is retained by a cloud service provider on behalf of CECV to facilitate HR and staff administrative support, this information will be stored on servers located within Australia. This includes the ICON system.

**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, philosophical beliefs, sexual orientation or practices or criminal record, that is also personal information; health information and biometric 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**

The School's 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, interference and loss, unauthorised access, modification or disclosure by use of various methods including locked storage of paper records and password access rights to computerised records.

**Access and correction of personal information**

Under the Commonwealth Privacy Act and the Health Records Act, an individual has the right to seek and obtain access to any personal information and health records respectively which the School holds about them and to advise the School of any perceived inaccuracy. Pupils will generally be able to access and update their personal information through their Parents, but older pupils may seek access and correction themselves.

There are some exceptions to these rights set out in the applicable legislation.

To make a request to access or to update any personal information the School holds about you or your child, please contact the [School Principal] or [School Administrator] by telephone or 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 requested. If the information sought is extensive, the School will advise the likely cost in advance. If we cannot provide you with
access to that information, we will provide you with written notice explaining the reasons for refusal.

Consent and rights of access to the personal information of pupils

The School 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 about them or their child by contacting the [School Principal] or [School Administrator] by telephone or in writing. However, there may 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 warrant it.

Enquiries and complaints

If you would like further information about the way the School manages the personal information it holds, or wish to complain that you believe that the School has breached the Australian Privacy Principles please contact the [School Principal] by writing or telephone at [insert contact details here]. The School will investigate any complaint and will notify you of the making of a decision in relation to your complaint as soon as is practicable after it has been made.

REVIEW 2019
Sample Standard Collection Notice

1. The School collects personal information, including sensitive information about students and parents or guardians and family members before and during the course of a student’s enrolment at the School. This may be in writing or in the course of conversations. The primary purpose of collecting this information is to enable the School, Catholic Education Offices and the Catholic Education Commission of Victoria Ltd (CECV) to meet its educational, administrative and duty of care responsibilities to the student to enable them to take part in all the activities of the School.

2. Some of the information the School collects is to satisfy the School's legal obligations, particularly to enable the School to discharge its duty of care.

3. Laws governing or relating to the operation of a school require certain information to be collected and disclosed. These include relevant Education Acts and Public Health and Child Protection laws.

4. Health information about students is sensitive information within the terms of the Australian Privacy Principles (APPs) under the Privacy Act 1988. The School may request medical reports about students from time to time and may otherwise collect sensitive information about students and their families.

5. The School may disclose personal and sensitive information for administrative, educational and support purposes (or may permit the information to be directly collected by third parties). This may include to:
   - School service providers such as the CECV, Catholic Education Offices, school governing bodies and other dioceses;
   - third party service providers that provide online educational and assessment support services or applications (apps)*, which may include email and instant messaging;
   - School systems, including the Integrated Catholic Online Network (ICON) and Google’s ‘G Suite’ including Gmail. Limited personal information may be collected and processed or stored by these providers in connection with these services;
   - another school to facilitate the transfer of a student;
   - government departments;
   - medical practitioners, and people providing educational support and health services to the School, including specialist visiting teachers, sports coaches, volunteers, counsellors and providers of learning and assessment tools;
   - assessment and educational authorities, including the Australian Curriculum, Assessment and Reporting Authority;
   - people providing administrative and financial services to the School;
   - anyone you authorise the School to disclose information to; and
   - anyone to whom the School is required or authorised to disclose the information to by law, including under child protection laws.

6. Personal information collected from students is regularly disclosed to their parents or guardians.

7. The School may also use cloud computing service providers to store personal information (which may include sensitive information) on their servers in the 'cloud'. These servers may be located in or outside Australia. This may mean that personal information may be stored or processed outside Australia.

8. The School has made reasonable efforts to be satisfied about the protection of any personal information that may be collected, stored or processed outside Australia in connection with third party services, as not all countries are bound by laws which provide the same level of protection for personal information as the APPs.
9. When the School uses Google’s G-Suite including Gmail, some personal information (usually limited to name and email address) of students, parents or guardians may be transferred, stored and processed by Google in the United States, or in any other country through which Google provides these services or where it processes and stores information. This personal information will be stored and processed by Google in accordance with the contract CECV has entered into with Google on behalf of the School, which requires Google to take appropriate steps to protect the personal information.

10. Where personal, including sensitive information is held by a cloud computing service provider on behalf of CECV for educational and administrative purposes, it will be stored on servers located within Australia. This includes the ICON system.

11. School personnel, the CECV and its service providers may have the ability to access, monitor, use or disclose emails, communications (e.g. instant messaging), documents and associated administrative data for the purposes of administering the ICON system and ensuring its proper use.

12. The School may disclose personal information to the school parish to facilitate religious and sacramental programs, and other activities such as fundraising.

13. The School's Privacy Policy is accessible via the school website, newsletter, handbook, or from the School office. The policy sets out how parents, guardians or students may seek access to, and correction of their personal information which the School has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others, or may result in a breach of the School's duty of care to the student, or where students have provided information in confidence. Any refusal will be notified in writing with reasons if appropriate.

14. The School's Privacy Policy also sets out how parents, guardians, students and their family can make a complaint about a breach of the APPs and how the complaint will be handled.

15. The School may engage in fundraising activities. Information received from you may be used to make an appeal to you. [It may also be disclosed to organisations that assist in the School's fundraising activities solely for that purpose.] We will not disclose your personal information to third parties for their own marketing purposes without your consent.

16. On occasions information such as academic and sporting achievements, student activities and similar news is published in School newsletters and magazines, on our intranet [and on our website]. This may include photographs and videos of student activities such as sporting events, school camps and school excursions. The School will obtain permissions from the student's parent or guardian (and from the student if appropriate) prior to publication to enable the school to include such photographs or videos [or other identifying material] in our promotional material or otherwise make this material available to the public such as on the internet. The school may obtain permissions annually, or as part of the enrolment process. Permissions obtained at enrolment may apply for the duration of the student’s enrolment at the school unless the school is notified otherwise. Annually, the school will remind parents and guardians to notify the school if they wish to vary the permissions previously provided. [We may include student’s and parents' or guardians' contact details in a class list and School directory.]

17. If you provide the School with the personal information of others, such as other family members, doctors or emergency contacts, we encourage you to inform them you are disclosing that information to the School and why, that they can request access to and correction of that information if they wish and to also refer them to the School’s Privacy Policy for further details about such requests and how the School otherwise handles personal information it collects and complaints it receives.