



Dunoon ELC

Confidentiality Policy

This policy was adopted at a meeting of:

Dunoon Early Learning and Childcare

On September 2023

Signed: *Rachael Bryant*

Designation: Principal Teacher

Statement of Purpose

The UN Convention on the Rights of the Child



Article 2 (non-discrimination)

Article 3 (best interests of the child)

Article 8 (protection and preservation of identity)

Article 12 (respect for views of the child)

Dunoon Primary School ELC recognises that the safety and well-being of children and families is of paramount importance. All information, verbal or written, will be treated confidentially and the privacy of those involved in the service will be respected.

Consistency of Approach

We require to hold information about the children, families and staff working within the setting and systems will be in place regarding the sharing and storage of this information. Parents will be able to share information in confidence knowing it will only be used to enhance the welfare of their children. However we cannot withhold confidential information regarding the welfare of the child and this information will be disclosed to specified personnel and agencies if required. Families will be made aware of this on enrolling their child to the setting. Data Protection Act 1998 (DPA) The Data Protection Act controls how personal information is used and certain principles must be followed regarding information.

- Information must be used fairly and lawfully
 - Information must be used for limited, specifically stated purposes
 - Information must be used in a way that is adequate and relevant
 - Information must be accurate
 - Information must be kept safe and secure and kept for no longer than absolutely necessary.
- Records and Storage of Records To ensure the smooth running of the setting we keep a variety of records including health and safety records, financial records, employment records of staff, students and volunteers and development plans. We also keep records of the children including:
- Personal Records
 - Developmental Records Personal Records will record information including registration and consent forms, contact information, correspondence from other agencies regarding the child and or family, health issues and any other, relevant, confidential information.

These records will be stored securely in a lockable cabinet. Parents will have access only to their own child's file. Developmental Records may include samples of the children's work, photographs, observations of the child's progress in the setting and any other relevant information pertaining to the child's progress. These records are usually kept online or on site, and can be accessed and contributed to by children, staff and parents. Parents will only have access to their own child's records.

All information regarding children and /or their families will be accurate and up to date and shared only with the appropriate personnel. Each child's personal records concerning information relating to medical matters, child protection matters, additional support needs will be retained

for a ten year period and safely disposed of by shredding.

In collecting, holding and processing personal data the setting complies with current Data Protection rules and guidance. Last updated: July 2020 Author: Early Years Scotland Version 1.0
Staff Records

All issues regarding the employment and management of staff are confidential to the people directly involved i.e. the staff member and those involved in making the decisions. Staff will have their own personal record containing relevant information and they will have access only to their own personal record. Records will be kept securely by the person specified by the employer as having access to the personnel files. Records will be disposed of by shredding and will be kept no longer than necessary. Records will be regularly reviewed and information no longer required will be deleted. Any personal information regarding a member of staff will not be passed to another person without their prior knowledge and consent. Information regarding an individual's performance will be confidential as will any disciplinary or grievance matters in which they are directly involved. Any breach of these procedures will be investigated and will result in disciplinary action being taken if involving a staff member.

Health and Social Care Standards:

1.2 My human rights are protected and promoted and I experience no discrimination.

3.14 I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes

3.20 I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.

3.25 I am helped to feel safe and secure in my local community