



KING'S OAK PRIMARY SCHOOL

CONFIDENTIALITY POLICY

November 2025

Policy prepared/reviewed by: Ian Hutchings

Policy reviewed and approved by: Governing Body

Date of approval: November 2025

Date of next review: November 2027

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Rationale

We are committed to the provision of a safe and secure learning environment for every child and respect every individual's and family's right to privacy whilst ensuring that we offer high quality care and education. All of our staff and visitors are expected to work within the guidelines of this policy which conform to recent legislation and government guidelines.

We recognise our responsibilities relating to holding, using and safeguarding information received, in line with the Data Protection Act and General Data Protection Regulation (GDPR) as detailed in the Data Protection Policy.

In practice this means:

- Making it clear that information is shared on a 'need to know' basis.
- Not discussing personal information relating to any of our stakeholders (i.e. any member of the school staff, school volunteer, pupil, parent or carer of a pupil or those who are connected with our school) in a general way or where it may be overheard.
- Keeping all personal records confidential.
- Using teaching methods which protect confidentiality.
- Immediately reporting any breaches of confidentiality (or potential breaches such as loss of information) to the Data Protection Officer - Satswana.

Objectives

Through the implementation of our Confidentiality Policy we will ensure that:

- Stakeholders are protected at all times.
- All staff and visitors have clear, unambiguous guidance as to their legal and professional roles.
- Good practice is shared and understood by all stakeholders.

We will achieve our objectives through:

- Issuing clearly defined procedures.
- Providing consistent messages in our school relating to handling information, once it has been received, providing training where necessary.
- Fostering an ethos of trust within our school.
- Publishing our Confidentiality Policy.

Procedures:

1. All information about individual stakeholders, however obtained (e.g. from personal records/through observation/through meetings/through situations that arise during class, playtime or outside our premises), is private and will only be shared with those who have a need to know (i.e. those who need the information in their professional capacity). Information which relates to any individual stakeholder or brings our school into disrepute will never be posted or shared online, through any means including all areas of social media (e.g. Facebook, Instagram).
2. Even when information appears to be widely known, it will not be assumed by those immediately involved that it is appropriate to discuss or share this information further.
3. All social services, medical and personal information will be held in a safe and secure place which cannot be accessed by individuals other than nominated school staff. It will be considered whether the staff concerned have access to all, or only some, of the information.
4. Personal information such as social services reports, speech therapy, medical reports, SEN reports, minutes of meetings etc. will only be circulated in line with the Data Protection Policy.
5. Correspondence to parents/carers relating to social services, medical and personal information will be handed directly to the parent/carer, not via book bags.
6. Confidentiality will be maintained when distributing class information.
7. Logs of administration of medication to children will be kept secure.
8. The school's DSL/CPO (Designated Safeguarding Lead/Child Protection Officer) and deputies receive regular training. Child protection procedures are understood by all staff and training is undertaken regularly.
9. If any parent or carer wishes to make an allegation or complaint against a member of staff or school volunteer, they will be informed of the procedure.
10. Staff are always available to talk to both children and parents/carers about issues that are causing concern.
11. Parents/carers and children are made aware that our school cannot guarantee total confidentiality and we have a duty to report child protection issues. Any child protection disclosure will be shared with parents/carers before we inform the correct authorities unless we believe that this puts the child at greater risk.
12. Data generated by our school will be anonymised where necessary to ensure confidentiality. Information collected for one purpose will not be used for another.
13. Clear ground rules will be set for any classroom work such as circle time and other PSHE (Personal, Social & Health Education) sessions dealing with sensitive issues such as sex and relationships and drugs. Staff are aware that effective relationships and sex education which brings an understanding of what is and is not acceptable in a relationship, can lead to disclosure of a child protection issue. Strategies are in place for dealing with sensitive information which may fall outside the boundaries of child protection procedures. Staff will be proactive so children feel supported but information is not unnecessarily revealed in a public arena.

14. Photographs or videos of children will not be used without parents/carers permission and our policy on the use of images of children will be adhered to at all times.
15. We ensure that parents/carers have a right of access to any records the school may hold on their child, within legislative requirements. Parents/carers will not have access to any other child's books, marks and progress grades at any time.
16. Only those identified on our Management Information System as having parental responsibility will be contacted in relation to school concerns about their child. Should there be any concerns relating to safeguarding, these will be referred to the DSL/CPO (Designated Safeguarding Lead/Child Protection Officer) before a parent/carer is contacted.
17. Governors will be mindful that from time to time issues are discussed, or will be brought to their attention, about staff and children. Although decisions reached at governors' meetings are normally made public through the minutes or otherwise, the discussions on which decisions are based may be regarded as confidential and will be included in the confidential minutes of that meeting. Governors should exercise the highest degree of prudence when discussion of potentially contentious issues arises outside Governing Body meetings.
18. Health professionals have their own code of practice relating to confidentiality.
19. All requests for information (about our school or stakeholders) by an outside agency or the media will not be commented on by the person to whom the request was made, but will be referred immediately to the Headteacher.

Monitoring and Evaluation

1. This policy will be reviewed every two years by the Governing Body, as part of its monitoring cycle.

Links to other policies

- Data Protection
- Safeguarding
- Supporting children with medical conditions
- Staff handbook
- Complaints Policy
- Acceptable Use Policy