

LEA
St. Laurence's
C of E Primary
School
CONFIDENTIALITY
POLICY

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School Name: St Laurence C E Primary School

Date of Policy:

Date of Policy Review:

1.0 INTRODUCTION AND CONTEXT

- 1.1 This school recognises its legal duty under section 175 Education Act 2002 to work with other agencies in safeguarding children and protecting them from “*significant harm*”.
- 1.2 This school recognises that a clear confidentiality policy will support the school in meeting the Every Child Matters outcomes of “be healthy” and “stay safe”.
- 1.3 The staff seek to adopt an open and accepting attitude towards children and young people as part of their general responsibility for pastoral care.
- 1.4 Staff hope that parents and children will feel free to talk about any concerns or worries which may affect educational progress and that they will see the school as a safe place if there are any difficulties at home.
- 1.5 This school recognises the following benefits of working to a confidentiality policy:
 - It highlights the importance of pupils being able to talk to adults in the school to share their problems in a safe and supportive environment.
 - It safeguards the well being of those involved in the disclosure of confidential information.
 - It builds trust between pupils and staff.
 - It empowers each pupil to exercise control over the choices that will affect their life.
 - It prevents the need to deal with each disclosure as a crisis in isolation. (See guidance on school specific information 1 – Appendix 1)

2.0 A DEFINITION OF CONFIDENTIALITY

- 2.1 Confidentiality is an understanding that any information shared with someone in trust can only be passed on to a third party with the agreement of the person disclosing it.

Please note, in this policy, a ‘disclosure’ is the sharing of any private/personal information.

It is a general term and does not just relate to child protection issues.

3.0 THE LIMITS OF CONFIDENTIALITY

- 3.1 Staff, pupils, parents/carers will be informed about the limits of confidentiality in this school. Some issues have to be shared with other people/agencies e.g. child protection.
- 3.2 Pupils will be advised (wherever possible prior to a disclosure) what kinds of disclosure will require information to be shared, what will be done with the information and who else will have access to it.
- 3.3 Members of staff will be made aware of who (if anyone) to inform in the event of different types of disclosures of a personal nature.

3.4 This school recognises that confidential discussions need to take place in a confidential environment. Public places such as the staffroom, the classroom and the playground are not, in general confidential environments.

3.5 This school will provide opportunities for its pupils to access confidential support on school premises in the following ways:-

Children may ask to speak to their class teacher

Children may ask to speak to a teaching assistant or lunchtime supervisor

Children may choose to go directly to the headteacher

3.6 Parents/carers and pupils have the right to view educational records upon written request. It is therefore not possible to guarantee the confidentiality of recorded information (see – Recording of information in Supporting Information).

3.7 **Staff are required to pass on confidential information in the following circumstances:**

- Child protection
- The school will consider other circumstances where confidentiality will not be guaranteed by this policy. (See guidance on school specific information 2 and 3 – Appendix 1)

3.8 **Responsibilities to parents/carers**

- Members of staff are not legally obliged to inform parents/carers in many instances when personal information has been disclosed. (See Guidance on school specific information 3 – Appendix 1).
- Where it is believed that the pupil may be at emotional or physical risk, or in breach of the law, staff will ensure that the pupil is aware of the risks they face.
- Staff will encourage the pupil to inform and seek support from their parents/carers.
- In most cases information provided by a pupil will only be passed to their parents/carers with the pupil's consent.
- When the school chooses to inform parents/carers it will only be done if it is in the best interests of the child.

3.9 **Illegal activity**

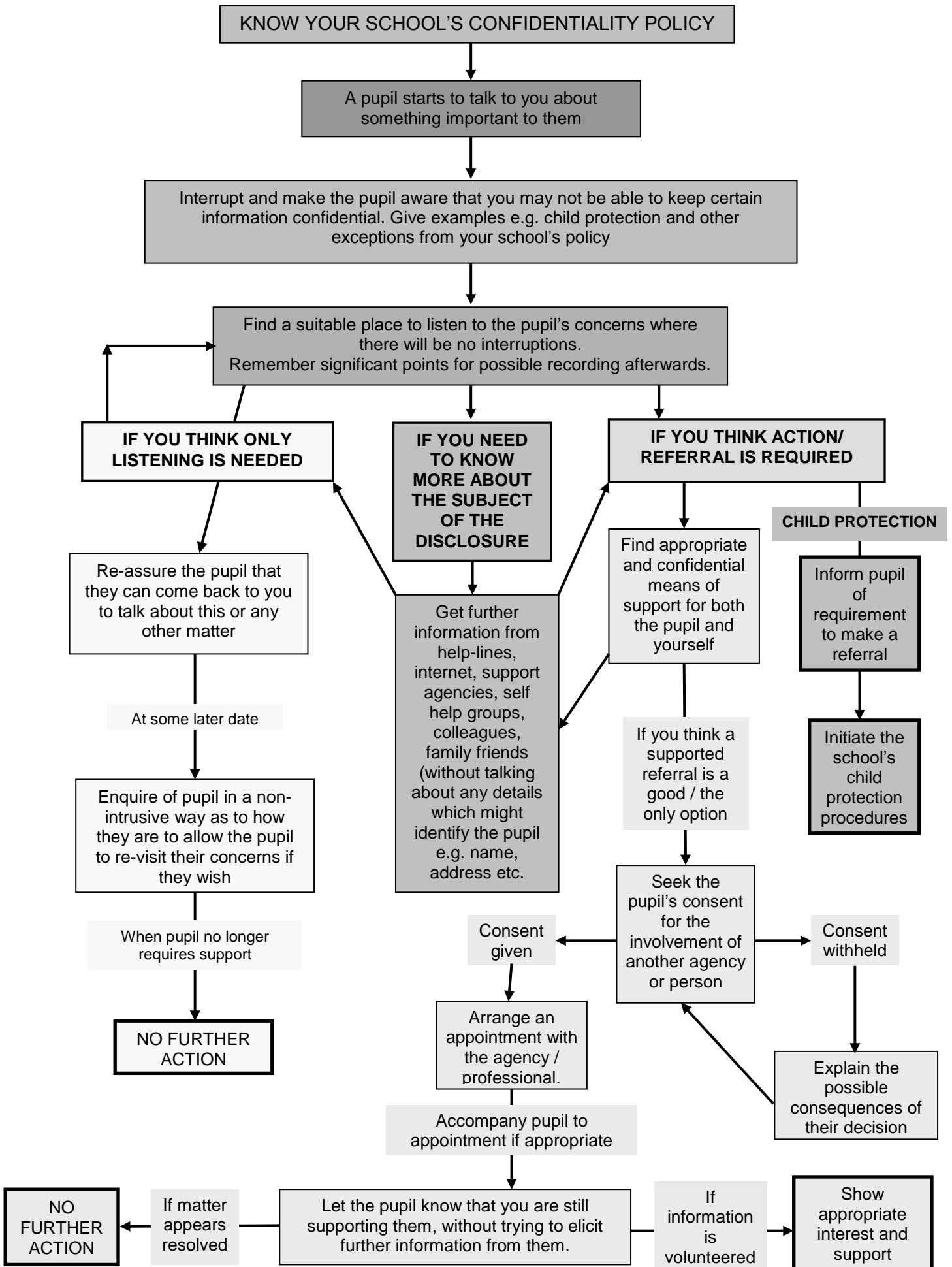
- Members of staff are not obliged to inform the police on most matters relating to illegal activity e.g. illegal drugs activity, assaults
- In the case of illegal activity, the school will discuss the possible consequences with the pupil and seek the course of action with the most positive outcomes for the pupil.

4.0 **STAFF ROLES AND RESPONSIBILITIES**

4.1 All staff (teaching and non-teaching staff) will be made aware of the confidentiality policy.

4.2 All staff are under a contractual obligation to uphold the policy as with all other school policies. Failure to comply with this policy will result in disciplinary procedures being followed.

FLOWCHART TO SHOW THE PROCESS FOR HANDLING A DISCLOSURE OF CONFIDENTIAL INFORMATION



GUIDANCE ON SCHOOL SPECIFIC INFORMATION

1. Examples of where a confidentiality policy might be of use:

- a pupil knows someone who is bullying others at the school but is unsure about whether or not to tell
- a pupil starts sharing something very personal in a classroom situation
- a school uses staff or peers as a support system for pupils e.g. listening, befriending
- a pupil tells a member of staff that they are pregnant or sexually active
- a pupil informs a lunchtime supervisor that their Dad is hitting their Mum
- a pupil talks to a member of staff about their knowledge of a crime e.g. shoplifting, assault

2. **Exceptions to confidentiality**

Likely exceptions requiring consideration by the school might include:-

- where there is risk of serious harm or threat to life
- where a pupil needs urgent medical treatment
- where potential or actual serious crime (e.g. murder, rape) is involved
- where safeguarding national security is involved e.g. terrorism

3. **Age-related considerations**

Confidentiality issues need to take into consideration the differing abilities of pupils to understand the consequences of their choices. This understanding depends on the level of maturity of each individual, but there may be some correlation to their age.

The judge in the Victoria Gillick case gave the following general advice:-

“It is suggested that a child or young person’s ability to make decisions about his/her life depends on him/her having "sufficient understanding and intelligence to be capable of making up his/her own mind".

Before sharing any disclosed information with parents/carers, schools need to either obtain the consent of the pupil or consider the possible consequences of sharing the information, taking into account knowledge of family circumstances. This will need to be done on a case by case basis.

Each school will need to consider issues relating to confidentiality and the age/maturity of their pupils.