



CONFIDENTIALITY POLICY

Statement of intent

It is our intention to respect the privacy of children and their parents and carers, while ensuring that they access high quality early years care and education in our setting.

Aim

We aim to ensure that all parents and carers can share their information in the confidence it will only be used to enhance the welfare of their own children.

Methods

We keep two kinds of records on children attending our setting:

1. Developmental records

- These include observations of children in the setting, samples of their work, summary developmental reports, photographs and records of achievement.
- They are usually kept in a locked cabinet and can be accessed, and contributed to, by the staff, the child and the child's parents.
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2. Personal records

- These include registration and admission forms, signed consents, and correspondents concerning the child or family, reports or minutes from meetings concerning the child from other agencies, an ongoing record of relevant contact with parents, and observations by staff on any confidential matters involving the child, such as developmental concerns or safeguarding children matters.
- These confidential records are stored in a cabinet and are kept secure by the Head or Deputy Head of Nursery.
- Parents have access, in accordance with the governments Information Commissioner and Data protection Act (1998) and the freedom of Information Act (2000), to the files and records of their own children but do not have access to information about any other child.

- Staff will not discuss personal information given by parents with other members of staff except where it affects planning for the child's needs. Staff induction includes an awareness of the importance of confidentiality in the role of the key person.

Other records

- Issues to do with the employment of staff, whether paid or unpaid, remain confidential to the people directly involved with making personnel decisions.
- Students, when they are observing in the setting, are advised of our confidentiality policy and required to respect it.

Access to personal records

Parents may request access to any records held on their child and family following the procedure below.

- Any request to see the child's personal file by a parent or person with parental responsibility must be made in writing to the Head of Nursery.
- The Head of Nursery must send a written acknowledgment of the request.
- The setting commits to providing access within 14 days - although this may be extended.
- The Head of Nursery must prepare the file for viewing.
- All third parties are written to, stating that a request for disclosure has been received and asking for their permission to disclose to the person requesting it. Copies of these letters are retained on the file.
- "Third parties" include all family members who may be referred to in the records.
- It also includes workers from any other agency, including social services, the health authority, etc. It is usual for agencies to refuse consent to disclose, preferring the individual to go directly to them.
- When all consents/refusals to disclose have been received these are attached to the copy of the request letter.
- A photocopy of the complete file is taken.
- The Head of Nursery must go through the file and remove any information which a third party has refused consent to disclose. This is best done with a thick black marker, to score through every reference to the third party and information they have added to the file.

- What remains is the information recorded by the setting, detailing the work initiated and follows by them in relation to confidential matters. This is called the "clean copy".
- The "clean copy" is photocopied for the parents who are then invited in to discuss the contents. The file should never be given straight over, but should be gone through by the Head of Nursery, so that it can be explained.
- Legal advice may be sought before sharing a file, especially where the parents have possible grounds for litigation against the setting or another (third party) agency.

All the undertakings above are subject to the paramount commitment of the setting, which is to the safety and well-being of the child. Please see also our policy on Safeguarding Children.

This policy was reviewed and agreed at a meeting of the St Peter's Nursery School Management Committee held on **24th October 2012**



Signed on behalf of the Management Committee by Catherine Wilson, Chair of the Management Committee