



Early Bloomers After School Club Confidentiality and Information Sharing Policy

At Early Bloomers After School Club, we respect the privacy of the children attending the Club and the privacy of their parents or carers. Our aim is to ensure that all those using and working with us can do so with confidence.

We will respect confidentiality in the following ways:

- Parents can ask to see the records relating to their child, but they will not have access to information about any other children.
- Staff only discuss individual children for purposes of planning and group management.
- Staff are made aware of the importance of confidentiality during their induction process.
- Information given by parents to Club staff will not be passed on to third parties without permission unless there is a safeguarding issue (as covered in our **Safeguarding Policy**).
- Concerns or evidence relating to a child's safety, will be kept in a confidential file and will not be shared within the Club, except with the Safeguarding Lead Practitioner and the manager.
- Issues relating to the employment of staff, whether paid or voluntary, will remain confidential to those making personnel decisions.
- Confidential records are stored securely in a lockable file.
- Students on work placements and volunteers are informed of our confidentiality policy and are required to respect it.

Sharing information with outside agencies

We will only share information with outside agencies on a need-to-know basis and with consent from parents, except in cases relating to safeguarding children or criminal activity. If we decide to share information without parental consent, we will record this in the child's file, clearly stating our reasons.

We will only share relevant information that is accurate, relevant to the purpose and up to date. Our primary commitment is to the safety and well-being of the children in our care.

General Data Protection Regulations (GDPR); Data Protection Act (2018); Freedom of Information Act 2000

We comply with the requirements of the General Data Protection Regulation and Data Protection Act 2018 regarding obtaining, storing and using personal data.

We recognise that parents have a right to know that the information they share with us will be regarded as confidential, as well as to be informed about the circumstances when, and the reasons why, we are obliged to share information.

We record and share information about children and their families (data subjects) in line with the six principles of the General Data Protection Regulations (GDPR; 2018).

The six principles state that personal data must be:

1. Processed fairly, lawfully and in a transparent manner in relation to the data subject.
2. Collected for specified, explicit and legitimate purposes and not further processed for other purposes incompatible with those purposes.
3. Adequate, relevant and limited to what is necessary in relation to the purposes for which data is processed.
4. Accurate and where necessary, kept up to date.
5. Kept in a form that permits identification of data subjects for no longer than it is necessary for the purposes for which the data is processed.
6. Processed in a way that ensures appropriate security of the personal data including protection against accidental loss, destruction or damage, using appropriate technical or organisational measures

We are obliged to share confidential information without authorisation from the person who provided it, or to whom it relates, if it is in the public interest. That is when:

- it is to prevent a crime from being committed or to intervene where one may have been, or to prevent harm to a child or adult; or
- not sharing it could be worse than the outcome of having shared it.

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| This policy was adopted by: Early Bloomers After School Club on: 12/09/2014 | Review date: August 2021 |
| To be reviewed: Yearly and/or following changes in legislation, whichever happens first | Signed: Mrs Talvinder Kaur |

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (DfE, 2021): Safeguarding and Welfare Requirements: Information and records [3.69]*