

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 whilst at Bishy Barnabees.

Aim

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

Methods

We keep two kinds of records on children attending Bishy Barnabees;

1. Developmental records – (Follow Me on My Journey)

- These include observations of our children, samples of their work, summary developmental reports and records of achievement.
- They are kept in the playroom and can be accessed, and contributed to, by staff, the child and the child's parents.

2. Personal records

- These include registration and admission forms, signed consents, and correspondence concerning the child or family, reports of minutes from meetings concerning the child from other agencies, an ongoing record of relevant contact with parents, and observations by staff on any confidential matter involving the child, such as developmental concerns or child protection matters.
- Parents have access, in accordance with the access to records procedure, 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.
- Students, when they are observing at Bishy Barnabees, are advised of our confidentiality policy and required to respect it.

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.

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 Louise.
- Louise will inform Helen who will send a written acknowledgement.
- Bishy Barnabees commits to providing access within 14 days - although this may be extended.
- Louise and Helen will 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 the 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.
- Louise and Helen will 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 Bishy Barnabees, detailing the work initiated and followed by us 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 worked through with Louise or Helen, so that it can be explained.
- Legal advice may be sought before sharing a file, especially where the parent has possible grounds for litigation against Bishy Barnabees or another (third party) agency.

All the undertakings above are subject to the paramount commitment of Bishy Barnabees, which is to the safety and well being of the child. Please also see our policy on Safeguarding and Data Storage and Retention Policy, Helper Guidelines and babysitting policy.

This policy was adopted in May 2008, updated July 2015.

Reviewed March 2017

See baby-sitting policy, Staffing Policy, Student Placement Policy, Social Networking Policy and Safer Recruitment Policy.