

2.55 Policy

Privacy Policy



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COLLEGE

Privacy Policy

Purpose:	Victory College is bound by the Australian Privacy Principles contained in the Commonwealth Privacy Act. This statement outlines the privacy policy of the College and describes how the College uses and manages personal information provided to or collected by it.	
Scope:	The policy applies to Board members, employers, employees, volunteers, parents/guardians and students, contractors, and people visiting the College grounds; and describes the type of information the College collects, how the information is handled, how and to whom the information is disclosed, and how the information may be accessed.	
References:	<ul style="list-style-type: none"> • Australian Privacy Principles • Privacy Act 1988 (Cth) • Child Protection Policy • Disabilities Policy 	
Supersedes:	Previous	
Authorised by:	Victory College Board	Date of Authorisation: September 2020
Review Date:	Biennially	Next Review Date: September 2022
Policy Owner:	Victory College Board	

EXCEPTION IN RELATION TO EMPLOYEE RECORDS

Under the *Privacy Act 1988 (Cth)* (**Privacy Act**), the Australian Privacy Principles do not apply to an employee record held by the employing entity. As a result, this Privacy Policy does not apply to Victory College's treatment of an employee record, where the treatment is directly related to a current or former employment relationship between Victory College and employee.

POLICY

This Privacy Policy sets out how Victory College manages personal information provided to or collected by the College. Victory College is bound by the Australian Privacy Principles contained in the *Privacy Act*. Victory College may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to Victory College's operations and practices and to make sure it remains appropriate to the changing education environment.

WHAT KINDS OF PERSONAL INFORMATION DOES THE COLLEGE COLLECT AND HOW DOES THE COLLEGE COLLECT IT?

The type of information Victory College collects and holds includes (but is not limited to) personal information, including health and other sensitive information, about:

- students and parents and/or guardians ('Parents') before, during and after the course of a student's enrolment at the College:
 - name, contact details (including next of kin), date of birth, gender, language background, previous school and religion;
 - parents' education, occupation and language background;
 - medical information (e.g. details of disability and/or allergies, absence notes, medical reports and names of doctors);
 - conduct and complaint records, or other behaviour notes, and school reports;
 - information about referrals to government welfare agencies;
 - counselling reports;
 - health fund details and Medicare number;
 - any Court Orders;
 - volunteering information; and
 - photos and videos at College events.
- Board Members, job applicants, staff members, volunteers and contractors:
 - name, contact details (including next of kin), date of birth, and religion;

- information on job application;
 - professional development history;
 - salary and payment information, including superannuation details;
 - medical information (e.g. details of disability and/or allergies, and medical certificates);
 - complaint records and investigation reports;
 - leave details;
 - photos and videos at College events;
 - workplace surveillance information;
 - work emails and private emails (when using work email address) and Internet browsing history.
- other people who come into contact with the College including name and contact details and any other information necessary for the particular contact with Victory College.

PERSONAL INFORMATION YOU PROVIDE

Victory College will generally collect personal information held about an individual by way of forms filled out, face-to-face meetings and interviews, emails and telephone calls. On occasions, individuals other than parents and students provide personal information to the College. These individuals give reference to:-

- Board Members;
- Job Applicants;
- Staff Members;
- Volunteers;
- Visitors;
- Contractors.

PERSONAL INFORMATION PROVIDED BY THIRD PARTY

In some circumstances Victory College may be provided with personal information about an individual from a third party, for example, a report provided by a medical professional or a reference from another school.

HOW WILL THE SCHOOL USE THE PERSONAL INFORMATION YOU PROVIDE?

Victory College will use personal information it collects from you for the primary purpose of collection, and for such other secondary purposes that are related to the primary purpose of collection and reasonably expected by you, or to which you have consented.

STUDENTS AND PARENTS/GUARDIANS

In relation to personal information of students and parents, Victory College's primary purpose of collection is to enable Victory College to provide an education to students enrolled at the College, exercise its duty of care, and perform necessary associated administrative activities, which will enable students to take part in all the activities of the College. This includes satisfying the needs of parents, the needs of the students and the needs of Victory College throughout the whole period the student is enrolled at Victory College.

The purposes for which Victory College uses personal information of students and parents include:

- to keep parents informed about matters related to their child's education, through correspondence, newsletters and magazines
- day-to-day administration of Victory College
- looking after student's educational, social and medical wellbeing
- seeking donations and marketing for Victory College
- to satisfy Victory College's legal obligations and allow the College to discharge its duty of care.

In some cases where Victory College requests personal information about a student or parent, if the information requested is not provided, Victory College may not be able to enrol or continue the enrolment of the student or permit the student to take part in a particular activity.

On occasions information such as academic and sporting achievements, student activities and similar news is published in College newsletters and magazines, on our intranet [and on our website] this may include photographs and videos of student activities such as sporting events, school camps and school excursions. The College will obtain permissions from the student's parent or guardian (and from the student if appropriate) if it would like to include such photographs or videos [or other identifying material] in our promotional material or otherwise make this material available to the public such as on the internet.

JOB APPLICANTS, STAFF MEMBERS AND CONTRACTORS

In relation to personal information of job applicants, staff members and contractors, Victory College's primary purpose of collection is to assess and (if successful) to engage the applicant, staff member or contractor, as the case may be.

The purposes for which Victory College uses personal information of job applicants, staff members and contractors include:

- in administering the individual's employment or contract, as the case may be;
- for insurance purposes;

- seeking donations and marketing for the College;
- to satisfy the College's legal obligations, for example, in relation to child protection legislation.

VOLUNTEERS

Victory College also obtains personal information about volunteers who assist Victory College in its functions or conduct associated activities, such as alumni associations, to enable Victory College and the volunteers to work together.

MARKETING AND FUNDRAISING

Victory College treats marketing and seeking donations for the future growth and development of the College as an important part of ensuring that Victory College continues to provide a quality learning environment in which both students and staff thrive. Personal information held by Victory College may be disclosed to organisations that assist in the College's fundraising, for example, the Victory College's Foundation or alumni organisation [or, on occasions, external fundraising organisations].

Parents, staff, contractors and other members of the wider Victory community may from time to time receive fundraising information. College publications, like newsletters and magazines, which include personal information, may be used for marketing purposes.

If you would like to opt-out of direct marketing, please contact the College Reception on (07) 5482 8206.

WHO MIGHT THE COLLEGE DISCLOSE PERSONAL INFORMATION TO AND STORE YOUR INFORMATION WITH?

Victory College may disclose personal information, including sensitive information, held about an individual for educational, legal, administrative, marketing and support purposes. This may include to:

- the Executive Officer at another school;
- government departments (including for policy and funding purposes);
- medical practitioners;
- people providing educational, support and health services to the College, including specialist visiting teachers, [sports] coaches, volunteers, counsellors and providers of learning and assessment tools;
- assessment and educational authorities, including the Australian Curriculum, Assessment and Reporting Authority (ACARA) and NAPLAN Test Administration

Authorities (who will disclose it to the entity that manages the online platform for NAPLAN);

- people providing administrative and financial services to Victory College;
- recipients of School publications, such as newsletters and magazines;
- students' parents or guardians;
- anyone you authorise Victory College to disclose information to;
- anyone to whom we are required or authorised to disclose the information to by law, including child protection laws.

SENDING AND STORING INFORMATION OVERSEAS

Victory College may disclose personal information about an individual to overseas recipients, for instance, to facilitate a school exchange. However, Victory College will not send personal information about an individual outside Australia without:

- obtaining the consent of the individual (in some cases this consent will be implied);
- otherwise complying with the Australian Privacy Principles or other applicable privacy legislation.

Victory College may use online or 'cloud' service providers to store personal information and to provide services to Victory College that involve the use of personal information, such as services relating to email, instant messaging and education and assessment applications. Some limited personal information may also be provided to these service providers to enable them to authenticate users that access their services. This personal information may be stored in the 'cloud' which means that it may reside on a cloud service provider's server which may be situated outside Australia.

An example of such a cloud service provider is Microsoft 365. Microsoft provides the Office 365 Education Service, and stores and processes limited personal information for this purpose. College personnel and its service providers may have the ability to access, monitor, use or disclose emails, communications (e.g. instant messaging), documents and associated administrative data for the purposes of administering Microsoft 365 and ensuring its proper use.

The personal information is stored on College servers located on the College grounds.

SENSITIVE INFORMATION

In referring to 'sensitive information', Victory College means: information relating to a person's racial or ethnic origin, political opinions, religion, trade union or other professional or trade association membership, philosophical beliefs, sexual orientation or practices or disciplinary

record and criminal record, that is also personal information; health information and biometric information about an individual.

Sensitive information will be used and disclosed only for the purpose for which it was provided or a directly related secondary purpose unless you agree otherwise, or the use or disclosure of the sensitive information is required by law.

MANAGEMENT AND SECURITY OF PERSONAL INFORMATION

Victory College's staff are required to respect the confidentiality of students' and parents' personal information and the privacy of individuals (as listed above). Victory College has in place steps to protect the personal information Victory College holds from misuse, interference and loss, unauthorised access, modification or disclosure by use of various methods including locked storage of paper records and password access rights to computerised records.

DATA BREACHES

It will be deemed that an 'eligible data breach' has occurred if:

- there has been unauthorised access to, or unauthorised disclosure of, personal information about one or more individuals (**the affected individuals**)
- a reasonable person would conclude there is a likelihood of serious harm to any affected individuals as a result
- the information is lost in circumstances where:
 - unauthorised access to, or unauthorised disclosure of, the information is likely to occur
 - assuming unauthorised access to, or unauthorised disclosure of, the information was to occur, a reasonable person would conclude that it would be likely to result in serious harm to the affected individuals.

Serious harm may include serious physical, psychological, emotional, economic and financial harm, as well as serious harm to reputation.

What must the College do in the event of an 'eligible data breach'?

If Victory College suspects that an eligible data breach has occurred, it will carry out a reasonable and expedient assessment/investigation within 30 days.

If such an assessment/investigation indicates there are reasonable grounds to believe an eligible data breach has occurred, then Victory College will be required to lodge a statement to the Privacy Commissioner (**Commissioner**). Where practical to do so, the College will also notify the affected individuals. If it is not practicable to notify the affected individuals, Victory College will publish a copy of the statement on its website, or publicise it in another manner.

Exception to notification obligation

An exception to the requirement to notify will exist if there is a data breach and immediate remedial action is taken, and as a result of that action:

- there is no unauthorised access to, or unauthorised disclosure of, the information
- there is no serious harm to affected individuals, and as a result of the remedial action, a reasonable person would conclude the breach is not likely to result in serious harm.

ACCESS AND CORRECTION OF PERSONAL INFORMATION

Under the *Privacy Act*, an individual has the right to seek and obtain access to any personal information which Victory College holds about them and to advise Victory College of any perceived inaccuracy. There are some exceptions to this right set out in the Act. Students will generally be able to access and update their personal information through their parents, but older students may seek access and correction themselves.

To make a request to access or to update any personal information Victory College holds about you or your child, please contact the Principal in writing. Victory College may require you to verify your identity and specify what information you require. Victory College may charge a fee to cover the cost of verifying your application and locating, retrieving, reviewing and copying any material requested. If the information sought is extensive, Victory College will advise the likely cost in advance. If the College cannot provide you with access to that information, we will provide you with written notice explaining the reasons for refusal.

The College will take reasonable steps to ensure that any personal information is accurate, up to date, complete, relevant and not misleading.

CONSENT AND RIGHTS OF ACCESS TO THE PERSONAL INFORMATION OF STUDENTS

Victory College respects every parent's right to make decisions concerning their child's education. Generally, Victory College will refer any requests for consent and notices in relation to the personal information of a student to the student's parents. Victory College will treat consent given by parents as consent given on behalf of the student, and notice to parents will act as notice given to the student.

As mentioned above, parents may seek access to personal information held by Victory College about them or their child by contacting the Principal. However, there will be occasions when access is denied. Such occasions would include where release of the information would

have an unreasonable impact on the privacy of others, or where the release may result in a breach of the Victory College's duty of care to a student.

The College may, at its discretion, on the request of a student grant that student access to information held by Victory College about them, or allow a student to give or withhold consent to the use of their personal information, independently of their parents. This would normally be done only when the maturity of the student and/or the student's personal circumstances warrant it.

ENQUIRIES AND COMPLAINTS

If you would like further information about the way Victory College manages the personal information it holds, or wish to make a complaint about Victory College's breach of the Australian Privacy Principles, please contact the Principal on (07) 5482 8206. Victory College will investigate any complaint and will notify you of the making of a decision in relation to your complaint as soon as is practicable after it has been made.