



Glenfall Community Primary School

Confidentiality Policy

This policy should be read in conjunction with:

Allegations against staff guidance
Anti-bullying & Hate
Attendance
Behaviour
Complaints
Early Help Offer
Health & Safety
Intimate Care
PSHE Curriculum
Special Educational Needs and Disabilities
Code of Conduct and Confidential Reporting

Policy review:

Governor reviewer	Full Governing Body
Policy approval	Full Governing Body
Date approved	March 2023
Frequency of review	Annually
Date of next review	March 2024

Document history:

Version	Issue date	Summary of changes
0.1	March 2023	Revised policy in new format

Aims:

When teachers are working with children on personal, social and health education programmes, or in the teaching of any sensitive or controversial issue, it is possible that some children will want to discuss information that is of a personal nature, or may sometimes make disclosures about risky or illegal behaviour. This policy aims to set out guidelines for responding to such situations.

Objectives:

- To ensure that staff, parents and pupils understand what will happen if these situations occur.
- To define 'confidentiality'.
- To explain the implications of this for practice within the school.
- To ensure that staff, pupils and parents understand what is meant by 'confidentiality' at Glenfall School.
- To ensure that staff consider the issue of confidentiality when discussing the children in their care and incidents that may have happened in school.

Governors

Governors annually sign Code of Conduct which relates to confidentiality issues.

Guidelines for practice:

This policy is particularly relevant to the teaching of PSHE, Drug Education and SRE. However, it also covers all situations both in and outside the classroom.

'Ground Rules' will be made explicit in lessons whenever appropriate. These should outline the following (in appropriate language):

- We will respect each other's views
- We will listen carefully to one another
- No put-downs!
- We don't name names or talk about things that are very personal to us. If I (*the teacher*) think that someone has said something that makes me think they are being hurt in some way or are not safe, I will have to talk to someone else about it.

When the lesson is tackling particularly sensitive matters such as puberty, sex or drug education, we will add another rule that:

'Whatever we talk about in this lesson will stay between us. No gossiping in the playground!'

- Following the guidance in our Child Protection policy, where information of a sensitive nature is disclosed, this must be treated seriously and with

sensitivity. Under no circumstances must a promise be made that you will not tell anyone else. Explain that in order to help, you may need to talk to other people. If a child discloses information that indicates that they may be at risk of abuse, neglect or harm, you must seek further advice as indicated in our Child Protection policy.

- In the following circumstances we will always break confidentiality:
 - Threat to the life of or immediate risk to the pupil
 - Prevention of terrorism
 - A third party is at risk of abuse or neglect
 - When you have been subpoenaed to a Court of Law
- Following a disclosure:
 - Agree with the child who you will talk to and what you will say
 - How you will continue to support them through the process

The wider issue:

'Confidentiality' also refers to protecting the information we hold about the pupils in this school and their families. All staff will endeavour to maintain confidentiality when appropriate, for example by considering the conversations they have about pupils and their families, the purpose of these conversations and where these take place. All students and helpers at the school will be made aware of this through our Confidentiality Statement (see below).

Confidentiality Statement:

Teachers talk about their job constantly. Conversations at breaks and lunchtimes are often about school, individual children and their families.

We ask that such conversations are regarded as confidential.

Similarly, the work, progress and behaviour of individual children is a matter of fact for the teacher, the child and the parents of the child. Any comments made by students about a child, or an incident at school may be misinterpreted and lead to misunderstandings.

Small incidents are dealt with in school and should end there. More serious incidents will be discussed, in confidence, with parents.

We feel sure you will understand the need for such confidentiality on school matters. As a student/ helper in the school we ask that you respect confidentiality on such matters to avoid misunderstandings and upset.

Thank you for your cooperation!

How we are meeting these objectives:

- All staff working at Glenfall Primary School will be made aware of the contents of this policy and the implications of it for their everyday practice.
- All parents will be made aware of this policy and its contents.

- All external agencies working in school to deliver elements of CPSHE will be made aware of this policy and its contents. When working with the whole class or groups of children, their practice will be covered by this policy. When working with individual children or families, they will be bound by their own professional code of conduct.
- Failure to adhere to this policy will lead to disciplinary action which, in turn, may lead to dismissal.