



POL14 Privacy Policy

Purpose

The Brisbane Independent School is bound by the Australian Privacy Principles contained in the Commonwealth Privacy Act. This statement outlines the privacy policy of the school and describes how the school uses and manages personal information provided to or collected by it.

Scope

The policy applies to Management Committee members, employers, employees, volunteers, parents/guardians and students, contractors, and people visiting the school site; and describes the type of information the school collects, how the information is handled, how and to whom the information is disclosed, and how the information may be accessed.

Relevant legislation

- Australian Privacy Principles
- Privacy Act 1988 (Cth)
- POL 20 Child Protection Policy
- POL27 Disability Discrimination Policy

Definitions

The School – Brisbane Independent School Inc.

Data security – Confidentiality, availability, and integrity of data

Data Privacy – Appropriate use of data

Data – Paper and digital information

Documents that inform this Policy

POL24 Intellectual Property

POL22 Employment Contract Teacher

POL22a Employment Probationary Teacher

POL23 Employment Contract Teacher Aide

POL23b Employment Contract 4 days Teacher Aide

POL20 Child Protection

POL21a Enrolment Contract

POL18 Workplace Bullying

POL16 Sexual Harassment

POL12 Family Law

STD08a Standard Collection Notice – STAFF

STD08b Standard Collection Notice – Student and Parent

STD08c Standard Collection Notice – Volunteer

STD08d Standard Collection Notice Alumni

Change Register and Review Schedule

As a Policy this document is owned by the Brisbane Independent School Inc. Management Committee. Any changes to this document must be authorised by a Management Committee Meeting or as delegated by the Management Committee.

Document control is maintained by ensuring that Versions are saved by each person who has changed the document using the format – Author, yyyyymmdd, description of the change

- Annual
- Next Date: July 2025
- Review responsibility sits with: Management Committee

Change Register			
Document Version	Change Description	Authorised By	Date Implemented
1.0	Policy Development	Management Committee/C. Crombie Principal/J. Haynes	2020/08/10
1.1	Policy Review, header update	Management Committee/A. Scown Principal/L.Bowie	2022/09/28
1.2	Policy Review without change.	Management Committee/S. Eastwell Principal/L.Bowie	2023/09/19
1.3	Policy Formatting Update	Management Committee/A.Scown Principal/L.Bowie	2024/07/30

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 Brisbane Independent School's treatment of an employee record, where the treatment is directly related to a current or former employment relationship between Brisbane Independent School and employee.

Policy

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

What kinds of personal information does the School collect and how does the School collect it?

The type of information Brisbane Independent School 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 School:
 - 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 school events.
- job applicants, staff members, volunteers and contractors:

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

Personal Information you provide:

Brisbane Independent School will generally collect personal information held about an individual by way of forms filled out by parents or students, face-to-face meetings and interviews, emails and telephone calls. On occasions people other than parents and students provide personal information.

Personal Information provided by other people:

In some circumstances Brisbane Independent School 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?

Brisbane Independent School 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

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

The purposes for which Brisbane Independent School uses personal information of students and parents include:

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

In some cases where Brisbane Independent School requests personal information about a student or parent, if the information requested is not provided, Brisbane Independent School 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 community events, student activities and similar news is published in School newsletters and magazines, School Stream on our community information portal website and on our website, this may include photographs and videos of student activities such as events, school camps and school excursions. The School will obtain permissions [annually] from the student's parent or guardian (and from the student if appropriate) if we 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. This digital form is collected through the Annual Administration requests through School Stream.

Job applicants, Staff Members and Contractors

In relation to personal information of job applicants, staff members and contractors, Brisbane Independent School'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 Brisbane Independent School 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 School
- to satisfy the School's legal obligations, for example, in relation to child protection legislation.

Volunteers

The School also obtains personal information about volunteers who assist Brisbane Independent School in its functions or conduct associated activities, such as alumni associations and Brisbane Independent School Inc. Members, to enable Brisbane Independent School and the volunteers to work together.

Marketing and Fundraising

Brisbane Independent School treats marketing and seeking donations for the future growth and development of the school as an important part of ensuring that Brisbane Independent School continues to provide a quality learning environment in which both students and staff thrive. Personal information held by Brisbane Independent School may be disclosed to organisations that assist in the school's fundraising, for example, the Brisbane Independent School Incorporated Association, Friends of BIS or alumni organisation or, on occasions, external fundraising organisations.

Parents, staff, contractors and other members of the wider School community may from time to time receive fundraising information. School 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 Principal on principal@bis.qld.edu.au.

Who might the School disclose Personal Information to and store your information with?

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

- another school or staff at another school
- government departments (including for policy and funding purposes)
- medical practitioners
- people providing educational, support and health services to the School, 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 Brisbane Independent School;
- recipients of School publications, such as newsletters and magazines
- students' parents or guardians
- anyone you authorise Brisbane Independent School 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

Brisbane Independent School may disclose personal information about an individual to overseas recipients, for instance, to facilitate a school exchange. However, Brisbane Independent School 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.

Brisbane Independent School uses online or 'cloud' service providers to store personal information and to provide services to Brisbane Independent School 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.

Brisbane Independent School uses Google Education Suite for cloud storage. Google provides the 'Google Apps for Education' (GAFE) including Gmail, and stores and processes limited personal information for this purpose. School personnel and the AIS 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 GAFE and ensuring its proper use. The data centres where the personal information is likely to be kept are located in the USA, Taiwan, Singapore, Ireland, Netherlands and Belgium. The current privacy and security offered by Google are:

[Google Privacy Policy](#)

[G Suite for Privacy and Security](#)

Sensitive Information

In referring to 'sensitive information', Brisbane Independent School 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 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

Brisbane Independent School's staff are required to respect the confidentiality of students' and parents' personal information and the privacy of individuals. Brisbane Independent School has in place steps to protect the personal information Brisbane Independent School 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 school do in the event of an 'eligible data breach'?

If Brisbane Independent School 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 Brisbane Independent School will be required to lodge a statement to the Privacy Commissioner (**Commissioner**). Where practical to do so, the school entity will also notify the affected individuals. If it is not practicable to notify the affected individuals, Brisbane Independent School 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

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- o 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 Brisbane Independent School holds about them and to advise Brisbane Independent School 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 Brisbane Independent School Holds about you or your child, please contact the Principal in writing. Brisbane Independent School may require you to verify your identity and specify what information you require. Brisbane Independent School 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, Brisbane Independent School will advise the likely cost in advance. If we cannot provide you with access to that information, we will provide you with written notice explaining the reasons for refusal.

The School 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

Brisbane Independent School respects every parent's right to make decisions concerning their child's education. Generally, Brisbane Independent School will refer any requests for consent and notices in relation to the personal information of a student to the student's parents. Brisbane Independent School 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 Brisbane Independent School 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 Brisbane Independent School's duty of care to a student.



Brisbane Independent School Inc.

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Authorised: Management Committee

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The School may, at its discretion, on the request of a student grant that student access to information held by Brisbane Independent School 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 Brisbane Independent School Manages the personal information it holds, or wish to make a complaint about Brisbane Independent School's breach of the Australian Privacy Principles please contact the Principal on contact information. Brisbane Independent School 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.