

PRIVACY POLICY

Updated: 2021
Review: 2025

Rationale

Our Lady of Mercy College requires information about students and their families in order to provide for the education of these students.

It is important that we recognise the significance of protecting the information we hold.

The Privacy Amendment (Private Sector) Act 2000 amends the Privacy Act 1988 to direct the manner in which private sector organisations, including Catholic schools and systems, manage the personal and sensitive information of individuals.

The purpose of the new provisions is to ensure that organisations which hold information about people handle that information responsibly. They aim to establish a nationally consistent approach to the management of personal information. The Privacy Act governs how private sector organisations handle personal and sensitive information.

Definitions

Privacy Act (1988) includes the Privacy Amendment (Private Sector) Act 2000.


Personal Information – is information which can identify an individual.

Sensitive Information – is information about a person's religious and political beliefs, sexual preferences, racial or ethnic origin, membership of political associations, philosophical beliefs, criminal record or health information.

Principles

1. Our Lady of Mercy College has a responsibility to use and manage personal and sensitive information collected by them in accordance with the Privacy Act.
2. Our Lady of Mercy College has a responsibility to inform individuals of the purpose of collecting personal and sensitive information.
3. All information is collected for the primary purpose of the Catholic education of the student at Our Lady of Mercy College.

Procedures

1. The College Privacy Policy shall be available on the College Website.
 2. The College will collect only that information that is essential for providing an education for our students. The appropriate collection notice will be provided as required.
 3. Staff shall be appropriately informed in relation to the Privacy Act.
 4. The Principal shall ensure that all personal and sensitive information held by the school is properly secured.
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PRIVACY INFORMATION

1. Your Privacy Is Important

- 1.1 This statement outlines the policy on how Our Lady of Mercy College uses and manages personal information provided to or collected by it.
- 1.2 The College is bound by the National Privacy Principles contained in the Commonwealth Privacy Act 1988.
- 1.3 The College may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to the College's and the Catholic Education Western Australia Limited (CEWA Limited) operations and practices, and to ensure it remains appropriate to the ever-changing school environment.

2 What Kind of Personal Information Does Lady of Mercy College Collect and How Is It Collected?

- 2.1 The type of information the College collects and holds includes personal information, including sensitive information, about:

- Students and parents/guardians before, during and after the course of a student's enrolment at the College.
- Job applicants, staff members, volunteers and contractors.
- Other people who come in contact with the College.

- 2.2 Personal information provided by parents/guardians as well as students:

The College 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, and telephone calls. On occasions people other than parents and students provide personal information.

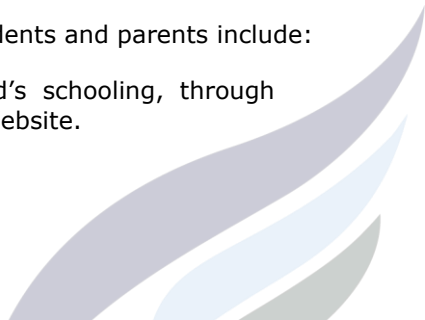
- 2.3 Personal information provided by other people:

In some circumstances, the College may be provided with personal information about an individual from a third party, eg a medical report or reference from another school.

- 2.4 Exception in relation to employee records:

Under the Privacy Act, the National Privacy Principles do not apply to an employee record. As a result, the Our Lady of Mercy College Privacy Policy does not apply to the College's treatment of an employee record where the treatment is directly related to a current or former employment relationship between the College and the employee.

3 How Does the College Use the Personal Information Provided by Parents/Guardians, Students and Others?

- 3.1 The College collects personal information, including sensitive information, for the primary purpose of enabling it to provide proper schooling for its students, and for such secondary purposes that are related to this primary purpose or to which consent has been given.
 - 3.2 The purposes for which the College uses personal information of students and parents include:
 - keeping parents informed about matters related to their child's schooling, through correspondence, weekly newsletters, the College Yearbook and Website.
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- general day-to-day administration of the College.
- caring for students' educational, social, spiritual and medical well-being
- marketing, seeking donations for the College.
- satisfying the Catholic Education Western Australia Limited (CEWA Limited) and the College's legal obligations and allowing it to discharge its duty of care.

3.3 Where personal information is requested by the College but not obtained, the College may not therefore be in a position to enrol a student or continue the enrolment of a student.

3.4 Job applicants, staff members and contractors:

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

3.5 The purpose for which the College uses personal information of job applicants, staff members and contractors include

- administering the individual's employment or contract as the case may be.
- insurance purposes.
- seeking funds and marketing for the College.
- satisfying the College's legal obligations, for example, in relation to child protection legislation.
- to enable the College, Catholic Education Western Australia Limited (CEWA Limited) and Catholic Schools Superannuation Fund (CSSF) to maintain necessary staff information for entitlements including long service leave, sick leave, maternity leave accreditation, funding and other necessary industrial and employment purposes.


3.6 Volunteers: The College also obtains personal information about volunteers who assist in activities conducted by the Parents and Friends' Association, Uniform Shop and Cafe all of whom contributes to and enables the College and volunteers to work together.

3.7 Marketing and fundraising: The College treats marketing and seeking donations for the future growth and development of the College as an important part of ensuring that the College community continues to be a quality teaching and learning environment in which both students and staff thrive. Personal information held by the College may be disclosed to an organisation that assists in the College's fundraising eg Parents and Friends Association, Uniform Shop etc.

3.8 Parents, staff, contractors and other members of the wider school community may from time to time receive fundraising information. College publications such as the weekly newsletter and College Yearbook, which can include personal information, may be used for marketing purposes.

4 To Whom Might the College Disclose Personal Information?

4.1 The College may disclose personal information, including sensitive information, held about an individual to:

- Catholic Education Western Australia Limited (CEWA Limited).
 - another school.
 - government departments.
 - medical practitioners.
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- people providing services to the College, including specialist visiting teachers (eg instrumental music tutors) and sports coaches.
- recipients of College publications such as newsletters and the Yearbook.
- Parents.
- anyone who has received authorisation to have such information disclosed to them.

4.2 The College will not send personal information about an individual outside Australia without:

- first obtaining the consent of the individual.
- otherwise complying with the National Privacy Principles.

5 How Does the College Treat Sensitive Information?

5.1 Sensitive information refers to information relating to a person's:

- Racial or ethnic origin
- Political opinions
- Religion
- Trade union or other professional or trade association membership
- Sexual preferences
- Criminal record
- Health

5.2 Sensitive information will be used and disclosed only for the purposes for which it was provided or a directly related secondary purpose unless the individual agrees otherwise, or law allows the use or disclosure of the sensitive information.

6 Management and Security of Personal Information

6.1 The staff at Our Lady of Mercy College respect the confidentiality of students' and parents'/guardians' personal information and the privacy of individuals.

6.2 Computerised records: access to computerised records is restricted through the use of pass worded entry and levels of access.

6.3 Files: current student files are housed in vertical filing cabinets in the main office. Files are secured at all times other than during normal office hours.

Past student files are stored in archives, which are locked and maintained under restricted access.

6.4 Internal modifications may not be made to personal information held either in computerised records or in the vertical file unless authorised specifically by the Principal or the person to whom the Principal has formally delegated such authority.

7 Updating Personal Information

- 7.1 The College endeavours to ensure that the personal information it holds is accurate, complete and up to date.
- 7.2 The person who provided that information may update personal information held by the school at any time. This is done directly and in writing through the Principal's Secretary or the Business Manager or a delegated staff member.
- 7.3 All personal information is deleted from the College database when that information is no longer necessary. Information will be kept until such time as a former student would have reached the age of twenty-five years. As a general rule, the seven-year statutory limit applies.

8 Individual Has the Right to Check What Personal Information the College Holds About Them


- 8.1 Under the Commonwealth Privacy Act, any person – staff, contractor, student, parent/guardian – has the right to obtain access to any personal information, which the College or the Catholic Education Western Australia Limited (CEWA Limited) holds about them and to advise the College or the Catholic Education Western Australia Limited (CEWA Limited) of any perceived inaccuracy.
- 8.2 Students have access to any information the College holds about them through their parents/guardians. Older students (16yrs or above) may access the information themselves (ref 9.4 below).
- 8.3 Requests for access to all personal information held by the College is to be made in writing to the Principal. The College reserves the right to charge a fee for retrieval of such information if this involves more than standard procedure. Such a fee would cover the cost of locating, retrieving, reviewing, verifying and copying of any material requested.

9 Consent and Rights of Access to The Personal Information for Students

- 9.1 Our Lady of Mercy College respects every parents'/guardians' right to make decisions concerning their child's education.
- 9.2 As a general rule, the College will refer any requests for consent and notices in relation to the personal information of a student to that student's parent/guardian. The College will treat consent given by parents/guardians as consent given on behalf of the student and notice to parents/guardians will act as notice given to the student.
- 9.3 Parents/Guardians may seek access to personal information held by the College about them or their child by contacting the Principal. However, there will be occasions when access to such information will be denied. Such occasions would include where release of information would have an unreasonable impact on the privacy of others or where the release, may result in a breach of the College's duty of care to the student.
- 9.4 On the request of a student, the College may, in exceptional circumstances and at the discretion of the Principal, grant that student access to information held by the College about them independent of their parents/guardians. This would be done only after the College had assessed the relative maturity of the student and/or the student's personal circumstances so warranted.

10 Enquiries

The Principal or Business Manager should be contacted directly should there be any queries about the way in which personal information is managed.





STANDARD COLLECTION NOTICE

1. The School collects personal information, including sensitive information about students and parents or guardians before and during the course of a student's enrolment at the School. As the School is a member of Catholic Education Western Australia (CEWA), it collects the information on behalf of CEWA. Collection may be in writing or in the course of conversations. The primary purpose of collecting this information is for the School and CEWA to support and administer students' safe participation in the educational programme of the school according to law, which will enable students to participate in School and CEWA activities.
2. Some of the information we collect is to satisfy the School and CEWA's legal obligations, particularly to enable the Principal to discharge their duty of care.
3. Laws governing or relating to the operation of a school require certain information to be collected and disclosed. These include the School Education Act, the Children and Community Services Act, and the System and funding agreements between CEWA and the State and Federal governments.
4. Health information about students is sensitive information within the terms of the Australian Privacy Principles (APPs) under the Privacy Act 1988. We may ask you to provide medical reports about students from time to time.
5. The School may disclose personal and sensitive information for educational, administrative and support purposes. This may include to:
 - other schools and teachers at those schools
 - government departments
 - the Catholic Education Office, the Catholic Education Commission, the diocese and the parish, other related church agencies/entities
 - medical practitioners
 - people providing educational, support and health services to the School and CEWA, including specialist visiting teachers, coaches, volunteers, counsellors and providers of learning and assessment tools
 - assessment and educational authorities, including the Australian Curriculum, Assessment and Reporting Authority
 - people providing administrative and financial services to the School and CEWA
 - anyone you authorise the School to disclose information to; and
 - anyone to whom the School or CEWA is required or authorised to disclose the information to by law, including child protection laws.
6. Personal information collected from students is regularly disclosed to their parents or guardians.
7. The School or CEWA may use online or 'cloud' service providers to store personal information and to provide services to the 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 reside on a cloud service provider's server which may be situated outside Australia. Further information about the School or CEWA's use of on online or 'cloud' service providers is contained in the School's Privacy Policy.
8. The School's Privacy Policy, accessible on the School's website, sets out how parents or



students may seek access to and correction of their personal information which the School has collected, and Page 2 of 2 20 May 2019 holds on behalf of CEWA. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others, where access may result in a breach of the School's duty of care to the student, or where students have provided information in confidence. Any refusal will be notified in writing with reasons if appropriate.

9. The School's Privacy Policy also sets out how parents and students can make a complaint about a breach of the APPs and how the complaint will be handled.
10. The School may engage in fundraising activities. Information received from you may be used to make an appeal to you. It may also be disclosed to organisations that assist in the School's fundraising activities solely for that purpose. We will not disclose your personal information to third parties for their own marketing purposes without your consent.
11. On occasions information such as academic and sporting achievements, student activities and similar news is published in School and CEWA newsletters and magazines, on our intranet and on ours or CEWA's website. This may include photographs and videos of student activities such as sporting 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, videos or other identifying material in our promotional material or otherwise make this material available to the public such as on the internet.
12. We may include students' and students' parents' contact details in a class/activity list and School directory.
13. If you provide the School or CEWA with the personal information of others, such as doctors or emergency contacts, we encourage you to inform them that you are disclosing that information to the School and why.





Our Lady of
Mercy College


ALUMNI COLLECTION NOTICE

1. Our Lady of Mercy College alumni may collect personal information about you from time to time. The primary purpose of collecting this information is to enable us to inform you about:
 - alumni activities
 - activities of Our Lady of Mercy College
 - and to keep alumni members informed about other members.
2. We must have the information referred to above to enable us to continue your association with Our Lady of Mercy College alumni.
3. As you know, from time to time we engage in fundraising activities. The information received from you may be used to make an appeal to you. It may also be used by Our Lady of Mercy to assist in its fundraising activities. If you do not agree to this, please advise us now.
4. Our Lady of Mercy College alumni may publish details about you in the Bulletin or the College Yearbook and the College's website. If you do not agree to this you must advise us.
5. You may seek access to personal information collected about you by contacting us at Our Lady of Mercy College.
6. If you provide personal information to us about other people, we encourage you to inform them of the above matters.



Our Lady of
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EMPLOYMENT COLLECTION NOTICE

1. In applying for this position individuals will be providing Our Lady of Mercy College with personal information.
 2. If individuals provide us with personal information, for example your name and address or information contained on your resume, we will collect the information in order to assess your application.
 3. You agree that we may store this information for 3 months.
 4. You may seek access to your personal information that we hold about you if you are unsuccessful for the position. However, there will be occasions when access is denied. Such occasions would include where access would have an unreasonable impact on the privacy of others.
 5. We will not disclose this information to a third party without your consent.
 6. We are required to conduct a criminal record check; collecting information regarding whether you are or have been the subject of an AVO and certain criminal offences under Child Protection law – you will be asked to provide a Federal Police Clearance.
 7. If you provide us with the personal information of others, we encourage you to inform them that you are disclosing that information to the College and why, that they can access that information if they wish, that the College does not usually disclose the information to third parties and that we may store their information for 3 months.
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Our Lady of
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CONTRACTOR / VOLUNTEER COLLECTION NOTICE

1. In applying to provide your services you will be providing Our Lady of Mercy College with personal information.
2. If you provide us with personal information, for example your name and address or information contained on your resume, we will collect the information in order to assess your application. We may also make notes and prepare a confidential report in respect of your application.
3. You agree that we may store this information for as long as you have a direct association with the College.
4. Access to this information may be available to you if you ask the College for it.
5. We will not disclose this information to a third party without your consent. We usually disclose this kind of information to the following types of organisations College Parents & Friends Association.
6. We are required to conduct a criminal record check collect information regarding whether you are or have been the subject of an AVO and certain criminal offences under Child Protection law – you will be asked to provide a Federal Police Clearance.
7. If you provide us with the personal information of others, we encourage you to inform them that you are disclosing that information to the College and why, that they can access that information if they wish and that the College does not usually disclose the information to third parties.





Our Lady of
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FINANCIAL INFORMATION COLLECTION NOTICE

Our Lady of Mercy College occasionally collects personal financial information from parents during the course of their association with the College.

The primary purpose of the collecting this information is to enable the College to assess the family's eligibility for a school fees review and various government subsidies.

If we do not obtain the information referred to above, we may not be able to conduct a review of your school fees.

The information collected is not disclosed to other parties except in the form of an application such as Clothing and Education Program allowance from the Education Department of Western Australia.

If you provide the College with personal financial information of others, such as estranged partners, we encourage you to inform them that you are disclosing that information to the College and why, and that they can access the information if they wish and that the College will not disclose the information to a third party.

