

Privacy Policy



**LORETO
COLLEGE**

Marryatville, South Australia

www.loreto.sa.edu.au

Loreto Mission and Values

Mary Ward was an inspirational leader, believing passionately that 'women, in time to come, will do much' and that a strong education focused on girls and women would create 'seekers of truth and doers of justice'. All Loreto schools in Australia share the same set of values: freedom, justice, sincerity, verity and felicity. These values are at the heart of our educational philosophy; they shape our identity and how we interact with others through our words, thoughts and actions.

Purpose

This Privacy Policy applies to Loreto College which is operated and administered by Loreto Marryatville Limited and hereinafter referred to as the College and sets out how the College manages personal information provided to or collected by it.

The College is bound by the Australian Privacy Principles contained in the Commonwealth *Privacy Act 1988*.

From time to time this Privacy Policy may be reviewed and updated to take account of new laws and technology, changes to the College's operations and practices and to make sure it remains appropriate to the changing school environment.

Scope

The provisions of this Policy applies to Loreto College owned and operated by Loreto Marryatville Limited.

Related Documents

This Policy is to be read in conjunction with, and is additional to, any other relevant South Australian Commission for Catholic Schools (SACCS), College Statements, Procedure or support document. All staff are required to comply with the provisions of any such documents, including the following:

- SACCS Privacy Policy (2018)
- SACCS Code of Conduct
- SACCS Charter for Staff
- Loreto College Acceptable Use of Technology Policy (Staff)
- Loreto College Responsible Use of Technology Guidelines Years 4-12
- South Australian Catholic Schools Enterprise Agreement 2020
- Fair Work Act 2009 (Cth)
- Privacy Amendment (Enhancing Privacy Protection) Bill 2012
- www.comlaw.gov.au/privacy_amendments
- National Catholic Education Commission and National Council of Independent Schools' Association Privacy Compliance Manual May 2018
- www.privacy.gov.au
- Privacy Collection – Privacy Policy, Statements and collection notice templates for schools, privacy information for enrolments, employees, volunteers, contractors, etc.
- [CESA privacy collection](#)
- Office of the Federal Privacy Commissioner

Definitions

- **The College** includes Loreto College as well as sites on which staff or others engaged in duties or activities such as excursions or conference attendance sanctioned by the College.

- **Staff** means staff employed by Loreto College.
- **Parents** means parents and/or guardians.
- **Personal information** is information or an opinion about an identified individual or an individual who is reasonably identifiable whether the information is true or not, and whether the information is recorded in a material form or not. It includes all personal information regardless of its source.
- **Sensitive information** is a type of personal information that is given extra protection and must be treated with additional care. It includes any information or opinion about an individual's racial or ethnic origin, political opinions, membership of a political association, religious beliefs or affiliations, philosophical beliefs, membership of a professional or trade association, membership of a trade union, sexual orientation or practices, or criminal record. It also includes health information.
- **CCTV** means Closed-Circuit Television and in the context of this document includes all equipment used to record and store video and/or audio for the purposes of surveillance and protection of College property.

Statement

What kind of personal information does the College collect and how does the College collect it?

The type of information the 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
 - photos and videos taken at school events;
 - CCTV video and still photo images from cameras located both internally and externally throughout the College,
 - photographic images or videos used on the College website or College-controlled social media;
- **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;
 - CCTV video and still photo images from cameras located both internally and externally throughout the College,
 - photographic images or videos used on the College website or College controlled social media;
 - work emails and private emails (when using work email address) and Internet browsing history; and
- **other people who come into contact with the College, including name and contact details and any other information necessary for the particular contact with the College.**

Personal Information you provide: 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, emails and telephone calls. On occasions people other than parents and students provide personal information.

Personal Information provided by other people: In some circumstances the 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.

Exception in relation to employee records: Under the Privacy Act 1988, this Privacy Statement 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 employee.

How will the College use the personal information you provide?

The 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, or to which you have consented.

Students and Parents: In relation to personal information of students and parents, the College's primary purpose of collection is to enable the College to provide schooling 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 student and the needs of the College throughout the whole period the student is enrolled at the College.

The purposes for which the College 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;
- looking after students' educational, social, spiritual and medical wellbeing;
- seeking donations and marketing for the College; and
- to satisfy the College and its legal obligations and allow the College to discharge its duty of care.

In some cases where the College requests personal information about a student or Parent, if the information requested is not obtained, the 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.

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

The purposes for which the College uses personal information of job applicants and contractors include:

- administering the individual's employment or contract, as the case may be;
- for insurance purposes;
- seeking funds and marketing for the school; and
- satisfying the College's legal obligations, for example, in relation to child protection legislation.

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

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 continues to be a quality 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, for example, the College's Foundation 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. College publications, like newsletters and magazines, which include personal information, may be used for marketing purposes.

Exception in relation to related schools: The Privacy Act 1988 allows the College to share personal (but not sensitive) information with other schools conducted by Loreto Marryatville Limited. Other College schools may then only use this personal information for the purpose for which it was originally collected by the College. This allows schools to transfer information between them, for example, when a student transfers from the College to another interstate/intrastate school conducted by the College's governing body.

Use of CCTV Footage

The Surveillance Devices Act prohibits the installation, use and maintenance of Surveillance Devices. A range of exceptions to the prohibition apply. Relevant exceptions to the prohibition in relation to schools are that:

- The use of a Surveillance Device must be reasonably necessary to protect the lawful interests of the School.

The College has CCTV cameras in place for safety and security purposes, Safety and security purposes include:

- To deter and detect acts of vandalism
- To deter and detect inappropriate or illegal behaviour (including at internal and external entrances/exits to the College, hallways and other open areas)

Accordingly, information may be collected in relation to anyone that comes into contact with the College through the use of those CCTV cameras installed on the College premises. CCTV cameras are not installed in private areas such as toilets, changerooms or staffrooms.

Access to CCTV Footage

Information collected via CCTV footage will be accessible only by the Principal, Executive Director: HR, Risk and Compliance and Chief Operating Officer. The Director of Information Technology will have administrator access.

Disclosure of CCTV Footage

CCTV footage collected is used only for the purpose of protecting the lawful interest of the College, disclosure of content is prohibited with the following exceptions:

- disclosure to the police or officers of an investigating agency for the purposes of a relevant lawful investigation;
- disclosure authorised by a judge;
- disclosure to the person who was a party to the activity or their parent/guardian;
- disclosure with consent of each person involved in the recorded activity;
- disclosure in relation to a situation in which a person is being subjected to violence or there is an imminent threat of violence to a person;

Storage of CCTV Footage

In relation to CCTV footage, the College will retain footage for 30 days.

The College will take reasonable steps to ensure that information is destroyed or de-identified when it is no longer required by law.

Who might the College disclose personal information to and store your information with?

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

- other schools and teachers at those schools;
- government departments (including for statement and funding purposes);
- Catholic Education South Australia, the Catholic Education Commission (CEC), the College's local diocese and parish, other related church agencies/entities, and other schools;
- medical practitioners;
- people providing educational, support and health services to the College, including specialist visiting teachers, sports coaches, volunteers, and counsellors;
- 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 the College;
- recipients of school publications, such as newsletters and magazines;
- students' parents or guardians;
- anyone you authorise the College to disclose information to; and

- anyone to whom we are required or authorised to disclose the information by law, including child protection laws.

Sending and storing information overseas:

The College may disclose personal information about an individual to overseas recipients, for instance, to facilitate a school exchange. However, the 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); or
- otherwise complying with the Australian Privacy Principles or other applicable privacy legislation.

The College may use online or 'cloud' service providers to store personal information and sensitive information and to provide services to the College that involve the use of personal information and sensitive 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 servers which may be situated outside Australia.

An example of such a cloud service provider is Microsoft. Microsoft provide Office 365 including Exchange Online, and stores and processes limited personal information for this purpose. School personnel, the College, the CEC and their 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 Office 365 and ensuring its proper use.

How does the College treat sensitive information?

In referring to 'sensitive information', the 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 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 allowed by law.

Management and security of personal information

The College's staff are required to respect the confidentiality of students' and parents' personal information and the privacy of individuals.

The College has in place steps to protect the personal information the 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.

Access and correction of personal information

Under the Commonwealth Privacy Act, an individual has the right to seek and obtain access to any personal information which the College holds about them. 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.

There are some exceptions to these rights set out in the applicable legislation.

To make a request to access or to update any personal information the College holds about you or your child, please contact the College's Principal by telephone or in writing.

The College may require you to verify your identity and specify what information you require. The 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, the College will advise the likely cost in advance. If the College cannot provide you with access to that information, you will be provided with written notice explaining the reasons for refusal.

Consent and rights of access to the personal information of students

The College respects every parent's right to make decisions concerning their child's education.

Generally, the College will refer any requests for consent and notices in relation to the personal information of a student to the student's parents. The 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.

Parents may seek access to personal information held by the College about them or their child by contacting the College's Principal by telephone or in writing. However, there may 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 College's duty of care to the student.

The College may, at its discretion, on the request of a student grant that student access to information held by the 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 the College manages the personal information it holds, or wish to complain that you believe that the College has breached the Australian Privacy Principles, please contact the College's Principal by writing or telephone. The College will investigate any complaint and will notify you of a decision in relation to your complaint as soon as is practicable after it has been made.

Document Control

Policy Title	Privacy Policy
Ratified by Executive	2025
Policy due for review	2028