



PENINSULA

GRAMMAR

INSPIRING PERFORMANCE

## PRIVACY POLICY

This Privacy Policy details how we protect your privacy and how we comply with the requirements of the Privacy Act and the Australian Privacy Principles as well as the requirements of the Health Records Act (Vic) (“the Health Privacy Principles”). This policy also describes:

- Who we collect information from;
- The types of personal information collected and held by us;
- How this information is collected and held;
- The purposes for which your personal information is collected, held, used and disclosed;
- How you can gain access to your personal information and seek its correction;
- How you may complain or enquire about our collection, handling, use or disclosure of your personal information and how that complaint or enquiry will be handled; and
- Whether we are likely to disclose your personal information to any overseas recipients.

### Who do we collect Personal Information from?

At Peninsula Grammar we collect personal information from students, parents, prospective parents, job applicants, staff, volunteers, alumni, contractors, visitors and others that come into contact with the School.

It is noted that employee records are not covered by the Australian Privacy Principles or the Health Privacy Principles where they relate to current or former employment relations between the School and the employee. As a result, this policy does not apply to the School's treatment of an employee records, where treatment is directly related to a current or former employment relationship.

### What kind of Personal Information do we collect?

The kinds of personal information we collect is largely dependent upon whose information we are collecting and why we are collecting it, however in general terms, the Principal or his/her delegate may collect:

- Personal Information including names, addresses and other contact details, dates of birth, next of kin details, financial information, photographic images and attendance records.
- Sensitive Information (particularly in relation to student and parent records) including religious beliefs, government identifiers, nationality, country of birth, languages spoken at home, professional or union membership, family court orders and criminal records.
- Health Information (particularly in relation to student and parent records) including medical records, disabilities, immunisation details, individual health care plans, counselling reports, nutrition and dietary requirements.
- Financial information including salary information and assets.

This information may be collected before, during and after the course of a student's enrolment at the School.

### How do we collect Personal Information?

How we collect personal information will largely be dependent upon whose information we are collecting. If it is reasonable and practical to do so, we collect personal information directly from you.

Where possible the School has attempted to standardise the collection of personal information by using specifically designed forms and our Operoo System (e.g. an Enrolment Form or a Health Information Disclosure Form). However, given the nature of our operations, we often also receive personal information by email, letters, notes, over the telephone, in face to face meetings, through financial transactions and through surveillance activities such as the use of CCTV security cameras or email monitoring.

We may also collect personal information from other people or independent sources, however we will only do so where it is not reasonable and practical to collect the information from you directly. Examples of when the School may obtain personal information from third parties could include:

- A report provided by a medical professional;
- A reference from another school;
- Checking security you are offering through public registers;



# PENINSULA

GRAMMAR

INSPIRING PERFORMANCE

- At your request, through associated professional advisers;
- From debt tracing services.

Where the School obtains information from a third party the School will take reasonable steps to notify you of the collection of that information.

Sometimes we may be provided with your personal information without having sought it through our normal means of collection. We refer to this as “unsolicited information”. Where we collect unsolicited information we will only hold, use and/or disclose that information if we could otherwise do so had we collected it by normal means. If that unsolicited information could not have been collected by normal means then we will destroy, permanently delete or de-identify the information as appropriate.

### **How do we use Personal Information?**

We only use personal information that is reasonable and necessary for one or more of our functions or activities (the primary purpose) or for a related secondary purpose that would be reasonably expected by you, or to which you have consented.

Our primary uses of personal information include but are not limited to:

- Providing education, pastoral care, extra-curricular and health services;
- Satisfying our legal obligations including our duty of care and child protection obligations;
- Keeping parents informed as to School community matters through correspondence, newsletters and publications;
- Marketing, promotional and fundraising activities;
- Supporting the activities of the School associations such as The Old Peninsula School Association (TOPSA) and The Peninsula School Parents Association (PSPA);
- Supporting the activities of The Peninsula School Centenary Foundation;
- Supporting the community-based causes and activities, charities and other causes in connection with the School’s functions or activities;
- Helping us to improve our day to day operations including training our staff; developing our systems; developing new programs and services; undertaking planning, research and statistical analysis;
- Undertaking School administration requirements including for insurance purposes and debt collection;
- Employing staff;
- Engaging volunteers;
- For Government reporting purposes (e.g. occupation, address, education)

We only collect sensitive information when it is reasonable and necessary for one or more of these functions or activities, if we have the consent of the individuals to whom the sensitive information relates, or if the collection is necessary to lessen or prevent a serious threat to life, health or safety or there is another permitted general situation (such as locating a missing person) or permitted health situation (such as the collection of health information to provide a health service).

If we do not have the relevant consent and there is no permitted health situation or permitted general situation, then we may still collect sensitive information provided it relates solely to individuals who have regular contact with the School in connection with our activities. These individuals may include students, parents, volunteers, former students and other individuals with whom the School has regular contact in relation to our activities.

We will only use or disclose sensitive information for a secondary purpose if you would reasonably expect us to use or disclose the information and the secondary purpose is directly related to the primary purpose.

### **How is Personal Information stored and kept secure?**

We store personal information in a variety of formats, including on databases, in hard copy files and on personal devices including laptop computers, mobile phones, cameras and other recording devices.

The security of your personal information is of importance to us and we take all reasonable steps to protect the personal information we hold about you from misuse, loss, unauthorised access, modification or disclosure.



# PENINSULA

GRAMMAR

INSPIRING PERFORMANCE

These steps include:

- Restricting access to information on the School database on a need-to-know basis with different levels of security being allocated to staff based on their roles and responsibilities and security profile;
- Ensuring all staff are aware that they are not to reveal or share personal passwords;
- Ensuring where sensitive and health information is unable to be digitised and is required to be stored in hard copy files, that these files are stored in lockable filing cabinets and lockable rooms. Access to these records is restricted to staff on a need-to-know basis;
- Implementing physical security measures around the school buildings and grounds to prevent break-ins;
- Implementing ICT security systems, policies and procedures, designed to protect personal information storage on our computer networks;
- Implementing human resources policies and procedures, such as email and internet usage, confidentiality and document security policies, designed to ensure that staff follow correct protocols when handling personal information;
- Undertaking due diligence with respect to third party service providers who may have access to personal information, including cloud service providers, to ensure as far as practicable that they are compliant with the Australian Privacy Principles or a similar privacy regime.

Personal information we hold that is no longer needed is destroyed in a secure manner, deleted or de-identified as appropriate.

Our website may contain links to other websites. We do not share your personal information with those websites and we are not responsible for their privacy practices. Please check their privacy policies.

### **Responding to Data Breaches**

Peninsula Grammar will take appropriate, prompt action if we have reasonable grounds to believe that a data breach may have, or is suspected to have occurred. Depending on the type of data breach, this may include a review of our internal security procedures, taking remedial internal action, notifying affected individuals and the Office of the Australian Information Commissioner (OAIC).

If we are unable to notify individuals, we will publish a statement on our website and take reasonable steps to publicise the contents of this statement.

### **When do we disclose Personal Information?**

We only use personal information for the purposes for which it was given to us or for purposes which are related (or directly related in the case of sensitive information) to one or more of our functions or activities. We may disclose your personal information to government agencies, other parents, other schools, recipients of school publications, visiting teachers, counsellors and coaches, our service providers, agents, contractors, business partners and other recipients from time to time, only if one or more of the following applies:

- You have consented;
- You would reasonably expect us to use or disclose your personal information in this way;
- We are authorised or required to do so by law;
- Disclosure will lessen or prevent a serious threat to the life, health or safety of an individual or to public safety;
- Where another permitted general situation or permitted health situation exception applies;
- Disclosure is reasonably necessary for a law enforcement related activity.

### **How does this Policy relate to Personal Information of Students?**

The Privacy Act does not differentiate between adults and children and does not specify an age after which individuals can make their own decisions with respect to their personal information.

At Peninsula Grammar we take a common sense approach to dealing with a student's personal information and generally will refer any requests for personal information to a student's parents/ carers. We will treat notices provided to parents/carers as notices provided to students and we will treat consents provided by parents/carers as consents provided by a student.



PENINSULA

GRAMMAR

INSPIRING PERFORMANCE

We are however cognisant of the fact that children do have rights under the Privacy Act, and that in certain circumstances (especially when dealing with older students and especially when dealing with sensitive information), it will be appropriate to seek and obtain consent directly from students. We also acknowledge that there may be occasions where a student may give or withhold consent with respect to the use of their personal information independently from their parents/carers.

There may also be occasions where parent/carers are denied access to information with respect to their children, because to provide such information would have an unreasonable impact on the privacy of others, or result in a breach of the School's duty of care to the student.

#### **How does this Policy relate to the disclosure of Personal Information to Overseas Recipients?**

We may disclose personal information about an individual to overseas recipients in certain circumstances, such as when we are organising an overseas excursion, facilitating a student's exchange, or storing information with a 'cloud service provider' which stores data outside of Australia. We will however take all reasonable steps not to disclose an individual's personal information to overseas recipients unless:

- We have the individual's consent (which may be implied); or
- We have satisfied ourselves that the overseas recipient is compliant with the Australian Privacy Principles, or a similar privacy regime; or
- We form the opinion that the disclosure will lessen or prevent a serious threat to the life, health or safety of an individual or to public safety; or
- We are taking appropriate action in relation to suspected unlawful activity or serious misconduct.

#### **How do we ensure the quality of your Personal Information?**

We take all reasonable steps to ensure the personal information we hold, use and disclose is accurate, complete and up to date. These steps include ensuring that the personal information is accurate, complete and up to date at the time of collection and when using or disclosing the personal information. On an ongoing basis we maintain and update personal information when we are advised by individuals or when we become aware through other means that their personal information had changed.

Please contact us if any of the details you have provided change. You should also contact us if you believe that the information, we have about you is not accurate, complete or up to date.

#### **How do you gain access to your Personal Information we hold?**

You may request access to the personal information we hold about you, or request that we change the personal information, by contacting us.

If we do not agree to provide you with access, or to amend your personal information as requested, you will be notified accordingly. Where appropriate we will provide you with the reason/s for our decision. If the rejection relates to a request to change your personal information you may make a statement about the requested change and we will attach this to your record.

#### **European Union General Data Protection Regulations**

In circumstances where data is received from a resident of a European Union this data will be flagged and dealt with in accordance with the European Union General Data Protection Regulations.

#### **How do you make a Privacy Enquiry or Complaint?**

If you wish to gain further information about the way the School manages personal information it holds, or wish to make a complaint about a breach of the Australian Privacy Principles or the Health Privacy Principles you may do so by contacting the School's Privacy Officer by:

Emailing: [privacy@pgs.vic.edu.au](mailto:privacy@pgs.vic.edu.au)

Calling: 03 9788 7706



PENINSULA

GRAMMAR

INSPIRING PERFORMANCE

Writing to our Privacy Officer:

The Business Manager  
Peninsula Grammar  
20 Wooralla Drive Mount Eliza VIC 3930

We will respond to any complaint as soon as practicable. ( We may seek further information from you in order to provide a full and complete response.

Your complaint may also be taken to the Office of the Australian Information Commissioner.

If practical, you can contact us anonymously (i.e. without identifying yourself) or by using a pseudonym. However, if you choose not to identify yourself, we may not be able to give you the information or provide the assistance you might otherwise receive if it is not practical to do so.

### **What happens if there are changes to our Privacy and Information Handling Practices?**

The Privacy Policy is subject to change at any time to take account of new laws, changes to the School's operation and practices to ensure it accurately represents the School's current practices. Please check our Privacy Policy on our website regularly for any changes at:

<https://www.peninsulagrammar.vic.edu.au/current-students/important-information/>

### **Review**

This policy is to be reviewed, approved and endorsed annually.

Last review February 2021.

Review is to be undertaken prior to September 2021.