



CONFIDENTIALITY POLICY

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Approved By	Trust Board
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Next Review Date	30 June 2028

REVIEW HISTORY

VERSION NO.	DATE OF CHANGE	CHANGE SUMMARY	PAGE NO.
1.0	20.04.21	Draft	
2.0	April 2023	Update in new branding	Various
3.0	June 2024	Policy reviewed – no amendments required	
3.0	June 2026	Policy reviewed – no amendments required	

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CONFIDENTIALITY POLICY & CONFIDENTIALITY AGREEMENTS

Aim

To ensure that confidentiality and Data Protection Compliance are a natural part of good practice. To provide all staff, governors, Trustees and others in OAK Multi Academy Trust (the Trust) clear, unambiguous guidance as to their legal and professional roles. To make certain that the procedures throughout the Trust can be easily understood by pupils, parents/carers and staff.

Rationale

Schools hold a lot of confidential information about children, staff and sometimes parents and carers. Whilst it is important that we continue to develop positive ways to use that information, we all recognise that it is our responsibility to use, hold and safeguard information received.

The Trust is mindful that it is placed in a position of trust by all stakeholders and there is a general expectation that a professional approach will be used in all matters of confidentiality. Our obligation to comply with the UK Data Protection Act 2018, the UK GDPR and other legislation and statutory guidance underpins our management of data. Data will be processed to be in line with our requirements and protections set out in the UK General Data Protection Regulation, Data Protection Act as amended by the Data (Use and Access) Act 2025.

Associated Policies

- Volunteer Policy
- Safeguarding Policy (each school has an individual policy)
- Data Protection Policy
- Governor and Trustee Code of Conduct

Objectives:

- To provide consistent messages within the Trust about handling information about children and adults once it has been received.
- To foster an ethos of trust within the Trust.
- To ensure that staff, governors, Trustees, volunteers, students, parents, and pupils are aware of the Trust's confidentiality policy and procedures.
- To reassure pupils that their best interests will be maintained.
- To encourage pupils to talk to their parents and carers.
- To ensure that pupils and parents/carers know that school staff cannot offer unconditional confidentiality.
- To ensure that if there are child protection issues then the correct procedure is followed.
- To ensure that confidentiality is a whole Trust issue and that everyone understands their personal responsibilities.

Guidelines

- All information about individuals is private and should only be shared with those staff that have a need to know.
- All social services, medical and personal information about a child should be held in a safe and secure place which cannot be accessed by individuals other than school staff.
- The Trust continues to actively promote a positive ethos and respect for the Individual.
- The Safeguarding Policy will be applied and monitored by appropriate school personnel.
- All children and adults have a right to the same level of confidentiality irrespective of gender, race, religion, medical concerns, and special educational needs.

Day to Day Practice

Confidentiality is a whole Trust issue. Even when sensitive information appears to be widely known it should not be assumed by those immediately involved that it is appropriate to discuss or share this information further.

Health professionals have their own code of practice dealing with confidentiality. Staff should be aware of children with medical needs and the class information sheet should be accessible to staff who need that information but not on general view to other parents/carers and children.

Information about children will be shared with parents and carers but only about their child. Parents should not have access to any other child's books, marks and progress grades at any time especially at parents evening.

All personal information about children including social services records should be regarded as confidential. It should be clearly understood by those who have access to it, and whether those concerned have access to all, or only some of the information.

Information regarding health reports such as speech therapy, medical reports, SEN reports, SEN minutes of meetings and social services minutes of meetings and reports will be circulated in envelopes / files and once read should be returned for secure filing.

In all other notes, briefing sheets etc. a child should not be able to be identified. Addresses and telephone numbers of parents and children will not be passed on except in exceptional circumstances or to a receiving school.

Staff should exercise prudence and consider the dignity of individuals during conversations on the school site, for example in the staff room, particularly if non -members of staff are present and in the presence of children.

Non-members of staff, for example, students and voluntary helpers, will be asked to follow the principles of the Confidentiality Policy and sign a confidentiality agreement.

Governors/Trustees

Governors/Trustees need to be mindful that from time-to-time issues are discussed or brought to their attention about staff and children. All such papers should be marked as confidential and these confidential papers should be destroyed after use.

Governors/Trustees must observe complete confidentiality when asked to do so by the Local Governing Body / Trust Board, especially in relation to matters concerning individual staff, pupils or parents.

Governors/Trustees will sign a confidentiality agreement annually. This is the Governor/Trustee Code of Conduct.

Although decisions reached at Governors/Trustees meetings are normally made public through the minutes or otherwise, the discussions on which decisions are based should be regarded as confidential.

Governors/Trustees should exercise the highest degree of prudence when discussion of potentially contentious issues arises outside the Local Governing Body.

Monitoring and Evaluation

The policy will be reviewed as part of the Trust's monitoring cycle.

Conclusion

OAK Multi Academy Trust has a duty of care and responsibility towards pupils, parents/carers, and staff. It also needs to work with a range of outside agencies and share information on a professional basis. The care and safety of the individual is the key issue behind this document.

The policy will be shared with staff, volunteers, governors, Trustees and the Trust community.

OAK Multi Academy Trust
Governor - Confidentiality Agreement

First of all, thank you for volunteering to be a Governor of this school.

Your help and support in this role are greatly appreciated. In this role you are supporting the life of this school. This role carries certain responsibilities on your part including the requirement to be confidential about school matters. By signing this agreement, you agree to uphold the Trust's Confidentiality Policy.

This means you will not share pupil / staff information with anyone other than those who are directly involved.

Examples of confidential information are (but not limited to):

- Information about staff and pupils.
- Information about actions of the Local Governing Body that are not published In Local Governing Body minutes.
- Information accessed by 'privilege' e.g. notices on staff noticeboards.
- Information about future school plans / actions than have not been disclosed to parents.

I understand that I may have access to confidential information and that it is my responsibility to maintain the integrity of this information and to keep it private. I further understand that disclosure of confidential information may result in termination of my membership of the Local Governing Body.

If I breach confidentiality, I understand that I may be in breach of the Data Protection Act 2018 and could face external sanctions.

Name of Governor:	
Signature of Governor:	
Date:	
School Representative:	
Signature of School Representative:	
Date:	

OAK Multi Academy Trust
Volunteer - Confidentiality Agreement

First of all, thank you for volunteering to be a helper at this school. Your help and support in this role are greatly appreciated. In this role you are supporting the life of this school. This role carries certain responsibilities on your part including the requirement to be confidential about school matters.

By signing this agreement, you agree to uphold the Trust's Confidentiality Policy.

This means you will not share pupil / staff information with anyone that breaches confidentiality.

Examples of confidential information are (but are not limited to):

- Information about staff, pupils, and events that occur in school.
For example, a parent who knows you are a helper at the school may ask you how their child is getting on (e.g. academically / behaviour). To prevent any misunderstanding, it would be better to advise the parent to speak to the class teacher.
- Information accessed by 'privilege' e.g. notices on staff noticeboards / conversations
- If you see something in school that concerns you, please discuss the matter with the Headteacher.

I understand that I may have access to confidential information and that it is my responsibility to maintain the integrity of this information and to keep it private. I further understand that disclosure of confidential information may result in me no longer being required to be a volunteer.

If I breach confidentiality, I understand that I may be in breach of the Data Protection Act 2018 and could face external sanctions.

Name of Volunteer:	
Signature of Volunteer:	
Date:	
School Representative:	
Signature of School Representative:	
Date:	

OAK Multi Academy Trust
Student/Work Experience - Confidentiality Agreement

This work placement / experience carries certain responsibilities on your part including the requirement to be confidential about school matters.

By signing this agreement, you agree to uphold Trust’s Confidentiality Policy. This means you will not share pupil / staff information with anyone that breaches confidentiality.

Examples of confidential information are (but are not limited to):

- Information about staff, pupils, and events that occur in school.
- Information accessed by ‘privilege’ e.g. notices on staff noticeboard /conversations.
- If you see something in school that concerns you, please discuss the matter with the head teacher.
- You must never use information about individual children outside the school without parental permission (photographs/names).

I understand that I may have access to confidential information and that it is my responsibility to maintain the integrity of this information and to keep it private. I further understand that disclosure of confidential information may result in me no longer being able to complete my placement as a student and that this breach may be reported to those who arranged the placement or my course leader.

If I breach confidentiality, I understand that I may be in breach of the Data Protection Act 2018 and could face external sanctions.

Name of Student:	
Signature of Student:	
Date:	
School Representative:	
Signature of School Representative:	
Date:	