



Leibler Yavneh College Privacy Policy

Rationale

This Privacy Policy sets out how the College manages personal information provided to or collected by it. Personal information is defined in the *Privacy Act 1988* (Cth) ('Act') as "information or opinion, whether true or not, and whether recorded in a material form or not, about an identified individual, or an individual who is reasonably identifiable."

Policy

Leibler Yavneh College (the **College**) is bound by the Australian Privacy Principles contained in the Act. In relation to health records, the College is also bound by the Victorian Education Act and the Health Privacy Principles which are contained in the *Health Records Act 2001* (Vic) (**Health Records Act**.)

The College may, from time to time, review and update this Privacy Policy including 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 College environment.

What kinds 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 including;
 - name, contact details (including next of kin), date of birth, gender, language background, previous College 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 College reports;
 - information about referrals to government welfare agencies;
 - counselling and educational testing reports;
 - health fund details and Medicare numbers;
 - court orders;
 - volunteering information;

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- photos and videos at College events; and
- video recordings of teachers and students in learning sessions.
- Job applicants, staff members, volunteers and contractors including:
 - name, contact details (including next of kin), date of birth and religion;
 - information in 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;
 - police checks and working with children details;
 - leave details;
 - photo and videos at College events;
 - workplace surveillance information; and
 - work emails and private emails (when using work email address) and internet browsing history.
- Other people who come into contact with the College, including name and contact details and 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, other electronic communication 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 College.

Exception in Relation to Employee Records

The College handles staff health records in accordance with the Health Privacy Principles in the Health Records Act.

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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 enabling the College to provide the best learning environment for its students, to exercise its duty of care, respond to any legal obligations, and perform necessary administrative activities, 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, 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 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 College, through correspondence, newsletters and magazines;
- day-to-day administration of the College;
- looking after students' educational, social and medical well-being;
- seeking donations and marketing for the College, Parent's Organisation and the Yavneh Foundation;
- to satisfy the College's legal obligations and allow the College to discharge its duty of care; and
- to enable students and Yavneh staff to review recorded lessons for educational purposes.

Leibler Yavneh College can provide remote learning opportunities for its students. Teaching and learning sessions provided use a variety of platforms. These include, but are not limited to: Microsoft Teams, Zoom and Seesaw. These sessions are recorded and stored electronically for the purpose of student and teacher review and for College administrative purposes.

Contact information only, may be provided to Mizrahi Organisation, Emunah Australia and to Kosher Australia to enable parents to maintain subscriptions or be kept informed of their activities.

Where the College requests personal information about a student or parent, if the information requested is not provided, the College may not be able to enrol or to continue the enrolment of the student or permit the student to take part in a particular activity.

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Job Applicants and Contractors:

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

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

- administering the individual's employment or contract, as the case by be;
- for insurance purposes;
- seeking donations and marketing for the College; 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 provide a quality learning environment in which both students and staff thrive.

Personal information held by the College may be disclosed to organisations that assist in the College's fundraising, for example, the College's Foundation or alumni organisation and the Yavneh Parents' Organisation.

Parents, staff, contractors and other members of the wider College 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.

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 Colleges and teachers at those Colleges;
- government departments (including for policy and funding purposes);
- medical practitioners;
- people providing educational, support and health services to the College,

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- including specialist visiting teachers, 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 College publications, such as newsletters and magazines;
 - Parents;
 - anyone you authorise the College to disclose information to; and
 - anyone to whom we are required or authorised to disclose the information to 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 College 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 to provide services to the College 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 servers which may be situated outside Australia. To the extent that the College discloses personal information to a third party outside of Australia, it will seek assurances that any information provided is safeguarded adequately and in accordance with this Privacy Policy and the requirements of applicable privacy laws.

An example of such a cloud service provider is Microsoft 365. Microsoft provides applications that store and processes limited personal information for this purpose. College personnel 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 Microsoft 365 and ensuring its proper use. At present all cloud based data is kept on Australian servers.

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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 Act and the Victorian Health Records Act, an individual has the right to seek and obtain access to any personal information which the College holds about them and to advise the College of any perceived inaccuracy. 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 administrator administration@yavneh.vic.edu.au 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 we cannot provide you with access to that information, we will provide you with written notice explaining the reasons for refusal within 30 days.

The College also provides an opportunity to parents and guardians to confirm and/or correct their contact information on an annual basis, at the commencement of each school year, via

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the Compass App. Compass also allows parents and guardians to update their contact details at any time during the year and they are prompted when providing consent for events to confirm and/or update their details. If changes are made via Compass an email to officeadmins@yavneh.vic.edu.au is triggered and monitored daily by the administrative team to ensure details are updated across all platforms.

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 Privacy Officer in writing at privacy@yavneh.vic.edu.au.

However, there may be occasions when access is denied. Such occasions would include when 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 College 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 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 the College has breached the Australian Privacy Principles, please contact the College Privacy Officer in writing at privacy@yavneh.vic.edu.au.

The College will investigate any complaint and will notify you of the making of decision in relation to your complaint as soon as is practicable after it has been made.

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