



## **ROMPERS PRIVATE NURSERY**

### **CONFIDENTIALITY POLICY**

#### **Policy Statement:**

Staff work to create a climate where mutual trust, respect, confidence and a caring ethos are evident throughout the centre.

This policy has been put in place to protect children, parents, carers, families and staff and to ensure that all service users of Rompers are absolutely clear about issues of confidentiality and to understand what Rompers procedures and routines are in respect of this.

Underpinning the policy is Rompers recognition that the safety and well being of children and families are of paramount importance, as is respect and privacy of those involved.

Rompers recognises that its work with children and families sometimes involves staff dealing with confidential information. Information verbal or written, provided by parents or carers is treated with confidentiality at all times.

#### **Aims of this Policy:**

- Rompers will ensure that appropriate records are kept for each child
- Rompers has a duty to ensure the safety and well being of each child within the nursery
- We will ensure that the employment and management of staff is confidential to the people directly involved
- To ensure SHANARRI indicators within GIRFEC are being met for each individual child

#### **Procedures:**

- Personal and emergency contact information is kept in the nursery office and can only be accessed by appropriate staff.
- Emergency phone numbers for parents can be found in designated areas in case of an emergency and there was no access to the office during the emergency.
- All children have personal folios of observations of learning. These are available for parents, visitors, staff and children to access at any time
- At no time will a child's personal information be passed on to another professional or person without the parent's knowledge or consent.
- All students working in the nursery will be made aware of the confidentiality policy and will be required to adhere to it
- Staff who work in Rompers will not talk publicly or through online social media about matters relating to the nursery children and their families
- As staff we will not discuss individual children other than for the purposes of planning without the parents knowledge or consent

- Any suspicions of abuse are reported to the appropriate agencies inline with our Child Protection policy
- All evidence relating to a child's personal safety is kept in a secure file within the office area. These files are only available to identified members of staff
- All staff files are held in the office area and individual staff can access their file when appropriate to update Continuous Professional Development and details. Staff must not ever remove staff files from Rompers nursery.
- Personal details of staff will not be passed onto other people unless requested by another nursery for safe staff recruitment purposes.
- Some staff do use own laptops and memory sticks for observations but these are strictly confidential and staff dispose of these as required when these are finished with.
- Staff members will not at any time discuss with other staff
  - Terms and conditions of employment
  - Disciplinary matters

**Monitoring:**

- Any confidential issues raised by parents/carers will be responded to immediately
- All staff will be made aware of this policy during staff induction
- Child Protection will be reviewed annually along with Angus Council annual Child Protection presentation
- Any staff member breaching the procedures in this policy will have disciplinary action taken against them
- This policy will be reviewed annually

Parents will be asked to sign when registering at Rompers to say that they have been fully informed that this policy is available in the parent policy folder in the cloakroom and available to view online at the nursery website.