



NS04 Confidentiality Policy Little Stars Day Nursery

Change Control

Policy Name and Reference	Confidentiality Policy Little Stars Day Nursery [NS04]
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Name of Responsible Committee	GLT
Job Title of Responsible Author	Nursery Manager
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Revision History

Version	Date	Type of Amendment	Amendment Details
V1	October 2012	New	New
V1.2	October 2013	Annual review	Reviewed
V1.3	November 2014	Annual review	Reviewed
V1.4	March 2015	Annual review	Reviewed
V1.5	July 2016	Annual review	Reviewed
V1.6	July 2017	Annual review	Updated
V1.7	January 2019	Annual review	Reviewed parts added
V1.8	Oct 2020	Annual review	Reviewed
V1.9	October 2021	Annual review	Reviewed
V1.10	April 2024	Annual review	Reviewed
V1.11	June 2025	Annual review	Reviewed

Confidentiality Policy

Little Stars Day Nursery takes the confidentiality of all staff, children and families very seriously. We will only use and share confidential information when necessary to support the wellbeing of individual children.

The setting will not discuss confidential information about children and their families with other parents/carers. Parent helpers/volunteers will be briefed on the importance of maintaining confidentiality and they will not have access to any personal files or information.

Records are kept as follows:

- **Personal Records:** Each child's individual file will include registration and enrolment forms, consent forms, information and observations by staff on any confidential issue involving the child; for example, developmental concerns or safeguarding concerns. Also, reports or minutes that may arise from any meetings that concern the child from other agencies working with the child/family.
- **Learning and Development Records:** These include observations, assessments, photos, developmental records, and samples of the child's work. Learning and development records will be stored appropriately to ensure confidentiality within the child's playroom. These records can be accessed, and contributed to, at any time by staff, the child's parents/carers and the child. Please also refer to the settings Tapestry and ICT policy.
- **Staff Records:** Each team member, paid or unpaid, will have a personnel file containing personal information, emergency contact details, next of kin, recruitment information, references, induction records, training records, qualifications, appraisal records, evidence of CRB clearance. This file can be accessed by the individual to whom the file relates upon request to the management. Duplicate information is held in the Grimsby Institutes HR department.
- **Student Records:** Each student will have a file containing personal information, emergency contact numbers, next of kin, and details of course, tutor and induction, confirmation from college/evidence of CRB clearance. This file can be accessed by the individual to whom the file relates upon request to the management.
- **Medication Records:** Individual records relating to each child/staff member detailing ongoing medication and emergency treatment with consent from parents/carers or the individual.
- **Accident and Incident Records:** Individual records relating to each child/staff member detailing the nature of the accident/incident, pre-existing injuries, who dealt with it and the outcome. If an accident has occurred at home staff complete a 'body map' this record will include counter signatures from staff and parents.

All records relating to the children and individuals who have worked with the setting whether paid or unpaid will be archived for a period of time in line with regulations and guidance in the EYFS (minimum of 3 years).

Little Stars Day Nursery will ensure all Management, Committee Members/Staff/ Volunteers and Students are aware of, and understand the confidentiality policy, and will be asked to sign a record to agree that they have read the policy and agree to abide by it. They will be made aware that any breach of confidentiality may lead to disciplinary action.

Breach of Confidentiality.

All Committee/Staff members are expected to regard confidentiality as a duty and a responsibility. Committee/Staff members who disclose information observed or heard without proper authorisation, will be subject to the Grimsby Institutes Group's disciplinary procedure and this could lead to the termination of their contract.

Action taken will correspond to the seriousness and level of the breach of the confidentiality policy; however, all cases will be treated in a serious manner.

Sharing information with confidence:

- Parents will have access to the records of their own children but will not have access to information about any other child.
- Personal records will be stored in a lockable filing cabinet within the provision and will be accessed only by staff members through the Manager/Supervisor.
- Information given will be shared on a need-to-know basis with the child's key person, other team members in the child's playroom and other professionals. This will only be done with the consent of the parent/carer or in cases of safeguarding issues.
- Issues relating to the employment of staff, whether paid or unpaid, will remain confidential to the people directly involved with making workforce decisions.

Access to personal information procedure:

Parents may request access to records held on their child by following this procedure.

- Any request to see the child's **personal record** by a person with parental responsibility must be made to the Manager/Supervisor in writing. (Where a verbal request is made the following process will still be applied).
- The Manager/Supervisor will reply with a written acknowledgement.
- The setting commits to providing access within 5 days.
- Any third parties will be contacted in writing stating that a request for disclosure has been received, and asking for their permission to disclose, to the person making the request. Copies of these letters are retained for the children's personal files which are kept in the office.
- Third parties, including family members, who may be referred to in the records, as well as workers from other agencies such as the North East Lincolnshire's Local Safeguarding Children's Board, can refuse consent to disclose, preferring the individual to go directly to them.
- When all consent/refusals to disclose have been received these are attached to the copy of the request letter.

- A copy of the personal record is taken.
- Where a third party has refused disclosure of information, these references will be edited and as much information supplied as is possible.
- The information will be supplied either in hard copy format or electronically on screen.
- The child's parent/carer may **verbally** request to see **their** child's **Learning and Development Record** at any time, to read or to contribute to. This request can be made to their child's Key Person and can be accessed at any time.
- Any requests will be processed in line with the Data Protection Policy and Subject Access Request procedure

Data Protection:

Little Stars Day Nursery is required to keep and maintain records to comply with Ofsted registration and the legal requirements in the EYFS. We are aware of the requirements of the Data Protection Act 2018 and comply with the principles which state that personal data must be:

- Obtained and processed fairly and lawfully.
- Held for lawful purpose.
- Used only for the purpose stated.
- Accurate and up to date.
- Held no longer than the required time.
- Accessible to the individual concerned or individuals with parental responsibility.
- Appropriately secure.
- Disclosed only using the access to information procedure.

For more information please see the Data Protection Policy

