**Confidentiality Policy**

Pegasus Childcare Centre 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.

**Pegasus Childcare Centre will not discuss confidential information about children and their families with other parents/carers. Volunteers will be briefed on the importance of maintaining confidentiality and they will not have access to any personal files or information.**

**Records are as follows:**

* **Personal Records**: In 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 concern, reports or minutes that may arise from any meetings that concern the child from other agencies working with the child/family. Parents/Carers can request to access these records by following the access to information procedure.
* **Learning and Development Records**: Most forms of child’s development is on their individual Tapestry account, see Tapestry policy. Any extra reports, assessments, observations that are on paper will be sorted appropriately to ensure confidentiality within the office.
* **Staff Records:** Each team member paid or unpaid, will have a personnel file containing personal information, emergency contact details, next of kins, recruitment information, references, induction records, training records, qualifications, appraisal and supervision records, evidence of DBS clearance. This file can be accessed by the individual to whom the file relates upon request to the management.
* **Student Records:** Each student will have a file containing personal information, emergency contact numbers, next of kins and details of course, tutor and induction, confirmation from college/Uni evidence of DBS 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/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. The record will include counter signatures

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.

Pegasus Childcare Centre 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 Staff members/Committee are expected to regard confidentiality as a duty and a responsibility. Staff/Committee who disclose information observed or heard without proper authorisation will be subject  to the setting’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/Carers will have access to the records of their own child 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.
* Information given will be shared on a need to know basis with the child's key person, other team members and other professionals that may be involved. This will only be done with the consent of the Parents/Carers 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**

Parents/carers 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 in writing. (Where a verbal request is made the following process will still be applied)
* The Manager will reply with a written acknowledgment
* 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 for the file.
* Third parties including family members who may be referred to in the records as well as workers from other agencies such as the Lincolnshire Safeguarding Children’s Board.
* When all consent/refusals to disclose have been received these are attached to the copy of the request letter.
* A copy of the file 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 on screen.

**Data Protection**

Pegasus Childcare Centre 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 1998 and comply with the principles which stat 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 on longer than the required time.
* Accessible to the individual concerned of individuals with parental responsibility
* Appropriately secure
* Disclosed only using the access to information procedure

We have checked the requirements of the Data Protection Act 1998 and registered.

Parents/Carers will be required to sign to consent to necessary information being held.

***This Policy and Procedure has been adopted by Pegasus Childcare Centre***

**Signatures on behalf if the setting by:**

………… Machaela Heavens………………. .…. **Chairperson**

…………Paige Shackleton……………………. **Manager**

…………Emma Thornalley……………………. **Deputy Manager**

**Date of Implementation** - September 2017

**Date  Reviewed**- September 2019          **Date Reviewed and updated** - September 2021

**Date Reviewed** – April 2023               **Date Reviewed** - ……………………