



REDWOOD

COLLEGE

Proverbs 22:6

Privacy Policy

REDWOOD COLLEGE

STATUS: APPROVED

Privacy Policy

Purpose:	Redwood College is bound by the Australian Privacy Principles contained in the Commonwealth Privacy Act. This statement outlines the Privacy Policy of the College and describes how the College uses and manages personal information provided to or collected by it.	
Scope:	The policy applied to SCEE Board Members, employers, employees, volunteers, parents/guardians and students, contractors, and people visiting the college site; and describes the type of information the college collects, how the information is handled, how and to whom the information is disclosed, and how the information may be accessed.	
References:	<ul style="list-style-type: none"> • <i>Australian Privacy principles</i> • <i>Privacy Act 1988 (Cth)</i> • Redwood College Work Health and Safety Policy • Redwood College Disability Discrimination Policy • Redwood College Child Risk Management Strategy • Redwood College Child Protection Policy 	
Supersedes:	V2.1	
Authorised by:	SCEE Board Chair	Date of Authorisation: 2/6/18
Review Date:	Annually, as appropriate, 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 environment.	Review By: March 2024
Policy Owner:	SCEE Board	
Note:	This policy may be reviewed at any time at the discretion of the SCEE Board.	

Version History

Version	Date	Notes
Draft	26/1/18	Initial Draft Document
1.0	2/6/18	Approved
	4/2/19	Reviewed – no change
2.1	4/7/20	Review / Reflect changes in role descriptions
2.2	15/04/2021	Review
	17/02/2022	Review date changed to March (annually)
	09/06/2022	Review – no changes

	17/3/2023	Review. No changes
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Exception in Relation to Employee Records

Under the *Privacy Act 1988 (Cth) (Privacy Act)*, the Australian Privacy principles do not apply to an employee record held by the employing entity. As a result, this Privacy Policy does not apply to Redwood College's treatment of an employee record, where this treatment is directly related to a current or former employment relationship between Redwood College and an employee.

Policy

This Privacy Policy sets out how Redwood College manages personal information provided to it or collected by it. Redwood College is bound by the Australian Privacy Principles contained in the *Privacy Act*. Redwood College may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to Redwood 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 Redwood 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:
 - Name, contact details (including next of kin), date of birth, gender, language background, previous college/school and religion;
 - Parent's 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 reports;
 - Health fund details and Medicare number;
 - Any court orders;
 - Volunteering information; and
 - Photos, videos at College events.
- Job applicants, staff members, volunteers and contractors;
 - Name, contact details (including next of kin), date of birth, and religion;
 - Information on 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;
 - Leave details; photos and videos at College events;

- Workplace surveillance information;
- Work emails and private emails (when using a work email address) and Internet browsing history.
- Other people who come into contact with the College including name and contact details and any other information necessary for the particular contact with the College.

Personal Information You Provide

Redwood 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 and telephone calls. On occasions people other than parents and students provide personal information.

Personal Information Provided by Other People

In some circumstances Redwood 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 school/ college.

How Will the College Use the Personal Information You Provide?

Redwood College will use personal information it collects from you for the primary purpose of collection, 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, Redwood College's primary purpose of collection is to enable Redwood 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 all the activities of the college. This includes satisfying the needs of parents, the needs of students and the needs of Redwood College throughout the whole period the student is enrolled at the College.

The purposes for which Redwood College uses personal information of students and parents include:

- To keep parents informed about matters related to their child's schooling, through correspondence, newsletters, magazines;
- Day-to-day administration of Redwood College
- Looking after student's educational, social and medical wellbeing
- Seeking donations and marketing for Redwood College
- To satisfy Redwood College's legal obligations and allow the College to discharge its duty of care.

In some cases, where Redwood college requests personal information about a student or parents, of the information requested is not provided, Redwood College may not be able to enrol or continue the enrolment of the student or permit the student to take part in a certain activity.

On occasions information such as academic and sporting achievements, student activities and similar news is published in College newsletters and magazines and on our website. This may include photographs and videos of students' activities such as sporting events, College camps and College excursions. The College will obtain permissions [annually] from the students' parents (and from the student if appropriate) if we would like to include such photographs

or videos [or other identifying material] in our promotional material or otherwise make this available to the public such as on the Internet.

Job Applicants, Staff Members and Contractors

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

The purpose for which Redwood College uses personal information of job applicants, staff members and contractors include:

- In administering the individual's employment or contract, as the case may be
- For insurance purposes
- Seeking donations and marketing for the College
- To satisfy the College's legal obligations, for example, in relation to Child Protection legislation.

Volunteers

The College also obtains personal information about volunteers who assist Redwood College in its functions or conduct associated activities, such as alumni associations, to enable Redwood College and the volunteers to work together.

Marketing and Fundraising

Redwood College treats marketing and seeking donations for the future growth and development of the College as an important part of ensuring that Redwood College continues to provide a quality learning environment in which both students and staff thrive. Personal information held by Redwood College may be disclosed to organisations that assist in the college's fundraising, for example, Redwood College's Foundation or alumni organisation [or on occasions, external fundraising organisations].

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. If you would like to opt-out of direct marketing, please contact the College on 5405 1718.

Who might the College disclose Personal Information to and store your information with?

Redwood College may disclose personal information, including sensitive information about an individual for educational, legal, administrative, marketing and support purposes. This may include to:

- Another College or staff at another school
- Government departments (including for policy and funding purposes)
- Medical practitioners
- People providing educational support and health services to the College, including specialist visiting teachers, sports coaches, volunteers, counsellors, and 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 financial services to Redwood College
- Recipients of College publications, such as newsletters and magazines
- Students' parents or guardians
- Anyone you authorise Redwood College to disclose information to
- Anyone to whom we are required or authorised to disclose the information to by laws, including the Child Protection Laws.

Sending and Storing Information Overseas

Redwood College may disclose personal information about an individual to overseas recipients, for instance, to facilitate a College exchange. However, Redwood College will not send personal information about an individual outside Australia without:

- Obtaining the consent of the individual (in some cases the consent will be implied)
- Otherwise complying with the Australian Privacy Principles or other applicable privacy legislation.

Redwood College may use online or 'cloud' service providers to store personal information and to provide services to Redwood 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 server which may be situated outside Australia.

An example of such a cloud service provider is Google. Google provides the google Apps for Educations (GAFE) including Gmail, and stores and processes limited personal information for this purpose. College personnel and the AIS 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 GAFE and ensuring its proper use.

The data centres where personal information is likely to be kept are located in the USA, Taiwan, Singapore, Ireland, Netherlands and Belgium.

Sensitive information

In referring to 'sensitive information', Redwood 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, 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 required by law.

Data Breaches

It will be deemed that an 'eligible data breach' has occurred if:

- There has been unauthorised access to, or unauthorised disclosure of, personal information about one or more individuals (the affected individuals)
- A reasonable person would conclude that there is a likelihood of serious harm to any affected individuals as a result
- The information is lost in circumstances where:
 - Unauthorised access to, or unauthorised disclosure of, the information is likely to occur
 - Assuming unauthorised access to, or unauthorised disclosure of, the information was to occur, a reasonable person would conclude that it would be likely to result in serious harm to the affected individuals.

Serious harm may include serious physical, psychological, emotional, economic and financial harm as well as serious harm to reputation.

What must the College do in the event of an 'eligible data breach'?

If Redwood College suspects that an eligible data breach has occurred, it will carry out a reasonable and expedient assessment/investigation within 30 days.

If such an assessment/investigation indicated there are reasonable grounds to believe an eligible data breach has occurred, then Redwood College will be required to lodge a statement to the Privacy Commissioner (Commissioner). Where practical to do so, the College entity will also notify the affected individuals. If it is not practicable to notify the affected individuals, Redwood College will publish a copy of the statement on its website, or publicise it in another manner.

Exception to notification obligation

An exception to the requirement to notify will exist if there is a data breach and immediate remedial action is taken, and as a result of that action:

- There is not unauthorised access to, or unauthorised disclosure of, the information
- There is no serious harm to affected individuals, and as a result of the remedial action, a reasonable person would conclude the breach is not likely to result in serious harm.

Access and Correction of Personal Information

Under the *Privacy Act*, an individual has the right to seek and obtain access to any personal information which Redwood College holds about them and to advise Redwood College of any perceived inaccuracy. There are some exceptions to this right set out in the Act. Student will

generally be able to access and update their personal information through their parents, but older students may seek access and correction themselves.

To make a request to access or to update any personal information Redwood College holds about you or your child, please contact the College Principal in writing. Redwood College may require you to verify your identity and specify what information you require. Redwood College may charge a fee to cover the cost of verifying your application and locating, retrieving, reviewing and copying and material requested. If the information sought is extensive Redwood 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.

The College will take reasonable steps to ensure that any personal information is accurate, up to date, complete, relevant and not misleading.

Consent and Rights of Access to the Personal Information of Students

Redwood College respects every parent's right to make decisions concerning their child's education. Generally, Redwood College will refer any requests for consent and notices in relation to the personal information of a student to the student's parents. Redwood 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

As mentioned above, parents may seek access to personal information held by Redwood College about them or their child by contacting the College Principal. However, there will be occasions when access is denied. Such occasions would include where release of the information would have an unreasonable impact on the privacy of others, or where the release may result in a breach of Redwood College's duty of care to a student.

The College may, at its discretion, on the request of a student grant that student access to information held by Redwood 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 only 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 Redwood College manages the personal information it holds, or wish to make a complaint about Redwood College's breach of the Australian Privacy Principles, please contact the College Principal on 5405 1718. Redwood College will investigate any complaint and will notify you of the making of decision in relation to your complaint as soon as practicable after it has been made.

APPENDIX 1

Standard Collection Notice

1. The College collects personal information, including sensitive information about students and parents or guardians before and during the course of a student's enrolment at the College. This may be in writing or in the course of conversations. The primary purpose of collecting this information is to enable the College to provide schooling to students enrolled at the College, exercise its duty of care, engage in marketing/fundraising and perform necessary associated administrative activities, which will enable students to take part in all the activities of the College
2. Some of the information we collect is to satisfy the College's legal obligations, particularly to enable to College to discharge its duty of care.
3. Laws governing or relating to the operation of a college required certain information to be collected and disclosed. These include relevant Education Acts, and Public Health and Child Protection Laws.
4. Health information about students is sensitive information within the terms if the Australian Privacy principles (APPs) under the *Privacy Act 1988*. We may ask you to provide medical reports about students from time to time.
5. The College may disclose personal and sensitive information for educational, legal, administrative, marketing 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, including specialist visiting teachers, [sports] 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;
 - Anyone you authorise the College to disclose information to; and
 - Anyone to whom the College is authorised by law, including Child Protection laws, to disclose the information.
6. Personal information collected from students is regularly disclosed to their parents or guardians.
7. 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 reside on a cloud service provider's servers which may be situated outside Australia,

8. The College's Privacy Policy, accessible on the College's website, sets out how parents or students may seek access to and correction of their personal information which the College has collected and holds. However, access may be refused in certain circumstances such as where access would have unreasonable impact on the privacy of others, where access may result in a breach of the College's duty of care to a student, or where students have provided information in confidence. Any refusal will be notified in writing with reasons if appropriate.
9. The College's Privacy Policy also set out how parents and students can make a complaint about a breach of the APPs and how the complaint will be handled.
10. The College may engage in fundraising activities. Information received from you may be used to make an appeal to you. [It may also be disclosed to organisations that assist in the College's fundraising activities solely for that purpose]. We will not disclose your personal information to third parties for their own marketing purposes without your consent.
11. On occasions information such as academic and sporting achievements, student activities and similar news is published in College newsletters and magazines, on our intranet [and on our website] this may include photographs and videos of student activities such as sporting events, College camps, and College excursions. The College will obtain permissions [annually] from the student's parent or guardian (and from the student if appropriate) if we would like to include such photographs or videos [or other identifying material] in our promotional material or otherwise make this material available to the public such as on the internet.
12. If you provide the College with the personal information of others, such as doctors or emergency contacts, we encourage you to inform them that you are disclosing this information to the College and why.

APPENDIX 2

Employment Collection Notice

1. In applying for this position, you will be providing Redwood College with personal information. We can be contacted at:
Postal Address: P.O. Box 3102 Caboolture QLD 4510
Street Address: 6 Gleeson Rd Burpengary QLD 4505
Phone: (07) 5405 1718
Email: admin@rc.qld.edu.au
2. If you provide us with personal information, for example, your name and address or information contained on your resume, we will collect the information in order to assess your application for employment. We may keep this information on file if your application is unsuccessful in case another position becomes available.
3. The College's Privacy policy, accessible on the College's website, contains details of how you may complain about a breach of the Australian privacy principle and how you may seek access to and correction of your personal information which the College has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others. Any refusal will be notified in writing with reasons if appropriate.
4. We will not disclose this information to a third party without your consent unless otherwise permitted.
5. We are required to conduct a criminal record check, collect information regarding whether you are or have been the subject of an Apprehended Violence Order and certain criminal offences under child Protection laws. We may also collect personal information about you in accordance with these laws.
6. 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 email services. Some limited personal information may reside on a cloud service provider's servers which may be situated outside Australia.
7. If you provide us with the personal information of others, we encourage you to inform them that you are disclosing that information to the College and why.

APPENDIX 3

Contractor/Volunteer Collection Notice

1. In applying for this position, you will be providing Redwood College with personal information. We can be contacted at:
Postal Address: P.O. Box 3102 Caboolture QLD 4510
Street Address: 6 Gleeson Rd Burpengary QLD 4505
Phone: (07) 5405 1718
Email: admin@rc.qld.edu.au
2. If you provide us with personal information, for example, your name and address or information contained on your resume, we will collect the information in order to assess your application for employment. We may also make notes and prepare a confidential report in respect of your application.
3. You agree that we may store this information for a period of twelve months.
4. The College's Privacy policy, accessible on the College's website, contains details of how you may complain about a breach of the Australian privacy principle and how you may seek access to and correction of your personal information which the College has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others. Any refusal will be notified in writing with reasons if appropriate.
5. We will not disclose this information to a third party without your consent unless otherwise permitted.
6. We are required to conduct a criminal record check, collect information regarding whether you are or have been the subject of an Apprehended Violence Order and certain criminal offences under child Protection laws. We may also collect personal information about you in accordance with these laws.
7. 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 email services. Some limited personal information may reside on a cloud service provider's servers which may be situated outside Australia.
8. If you provide us with the personal information of others, we encourage you to inform them that you are disclosing that information to the College and why.