



# Confidentiality policy

## Statement of intent

It is our intention to respect the privacy of children and their parents and carers, while ensuring that they access high quality nursery care and education.

## Aim

We aim to ensure that all parents and carers can share their information in the confidence that it will only be used to enhance the welfare of their children.

## Methods

To ensure that all those using — and working in — the nursery can do so with confidence, we respect confidentiality in the following ways.

- Parents/carers have ready access to the files and records of their own children but do not have access to information about any other child.
- Staff will not discuss personal information given by parents with other members of staff, except where it affects planning for the child's needs. Staff induction includes an awareness of the importance of confidentiality in the role of the key person.

- Any concerns/evidence relating to a child's personal safety are kept in a secure, confidential file and are shared with as few people as possible on a "need-to-know" basis.
- Personal information about children, families and staff is kept securely in a lockable file whilst remaining as accessible as possible.
- Issues to do with the employment of staff, whether paid or unpaid, remain confidential to the people directly involved with making personnel decisions.
- Students on Nursery Learning Alliance or other recognised qualifications and training, when they are observing in the nursery, are advised of our confidentiality policy and required to respect it.
- Parents/carers permission will be sought before photographs are taken of children, either as individuals or in groups. Permission is normally given in the registration form.

All the undertakings above are subject to the paramount commitment of the nursery, which is to the safety and well-being of the child. Please see also our policy on child protection.