



The Gateway Primary Academy

Confidentiality Policy

May 2025

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Next date of review: May 2026

Rationale and statement on the importance of confidentiality

At The Gateway Primary Academy, we understand that:

- Issues concerning personal information including sex and relationships and other personal matters can arise at any time.

We believe that:

- The safety, well being and protection of our pupils are the paramount consideration in all decisions staff at this school make about confidentiality. The appropriate sharing of information between school staff is an essential element in ensuring our pupils well being and safety.
- It is an essential part of the ethos of our school that trust is established to enable pupils, staff, and parents/carers to seek help both within and outside the school and minimise the number of situations when personal information is shared to ensure pupils, staff are supported and safe
- Pupils, parents/carers and staff need to know the boundaries of confidentiality in order to feel safe and comfortable in discussing personal issues and concerns, including sex and relationships.
- The school's attitude to confidentiality is open and easily understood and everyone should be able to trust the boundaries of confidentiality operating within the school.
- Everyone in the school community needs to know that no one can offer absolute confidentiality.
- Everyone in the school community needs to know the limits of confidentiality that can be offered by individuals within the school community so they can make informed decisions

about the most appropriate person to talk to about any health, sex and relationship or other personal issue they want to discuss.

Definition of Confidentiality

The dictionary definition of confidential is "something which is spoken or given in confidence; private, entrusted with another's secret affairs"

When speaking confidentially to someone, the confider has the belief that the confidant will not discuss the content of the conversation with another. The confider is asking for the content of the conversation to be kept secret. Anyone offering absolute confidentiality to someone else would be offering to keep the content of his or her conversation completely secret and discuss it with no one.

In practice, there are few situations where absolute confidentiality is offered in The Gateway Primary Academy. We have tried to strike a balance between ensuring the safety, well being and protection of our pupils and staff, ensuring there is an ethos of trust where pupils and staff can ask for help when they need it and ensuring that when it is essential to share personal information, child protection issues and good practice is followed.

This means that in most cases what is on offer is *limited confidentiality*. Disclosure of the content of a conversation could be discussed with professional colleagues but the confider would not be identified except in certain circumstances.

The general rule is that staff should make clear that there are limits to confidentiality, at the beginning of the conversation. These limits relate to ensuring children's' safety and well being. The pupil will be informed when a confidence has to be broken for this reason and will be encouraged to do this for themselves whenever this is possible.

Different levels of confidentiality are appropriate for different circumstances.

1. *In the classroom in the course of a lesson given by a member of teaching staff or an outside visitor, including health professionals.*

Careful thought needs to be given to the content of the lesson, setting the climate and establishing ground rules to ensure confidential disclosures are not made. It should be made clear to pupils that this is not the time or place to disclose confidential, personal information. (See setting ground rules and working agreements).

When a health professional is contributing to a school health education programme in a classroom setting, s/he is working with the same boundaries of confidentiality as a teacher.

2. *One to one disclosures to members of school staff (including voluntary staff).*

Staff, parents/carers and pupils will be made aware of any required actions and sources of further support or help available, both within school and from outside agencies where appropriate. All staff at this school encourage pupils to discuss difficult issues with their parents or carers, and vice versa. However, the needs of the pupil are paramount and school staff will not automatically share information about the pupil with his/her parents/carers unless it is considered to be in the child's best interests.

(Note: when safeguarding concerns for a child or young person come to the attention of staff, for example through observation of behaviour or injuries or disclosure, however insignificant this might appear to be, the member of staff should discuss this with the Designated Safeguarding Lead (DSL) as soon as is practically possible. More serious concerns must be reported immediately to ensure that any intervention necessary to protect the child is accessed as early as possible.

3. Disclosures to a counsellor, school nurse or health professional operating a confidential service in the school.

Health professionals such as school nurses can give confidential medical advice to pupils provided they are competent to do so and follow the Fraser Guidelines (guidelines for doctors and other health professionals on giving medical advice to under 16s). School nurses are skilled in discussing issues and possible actions with young people and always have in mind the need to encourage pupils to discuss issues with their parents or carers. However, the needs of the pupil are paramount and the school nurse will not insist that a pupil's parents or carers are informed about any advice or treatment they give.

The legal position for school staff:

School staff (including non-teaching and voluntary staff) should not promise confidentiality. Pupils need to understand that incidents may be reported to his/her parents/carers and may not, and other staff where necessary, (including the DSL) No member of this school's staff can or should give a promise of total confidentiality.

The safety, well being and protection of the child is the paramount consideration in all decisions staff at this school make about confidentiality.

School staff are NOT obliged to break confidentiality except where child protection is or may be an issue. However, at The Gateway, we believe it is important that staff are able to share their concerns about pupils with colleagues in a professional and supportive way, on a need to know basis. This ensures staff receive the guidance and support they need and the pupils' safety and well being is maintained. School staff should discuss such concerns with their line manager or the DSL.

All staff at our school receive basic training in child protection as part of their induction to this school and are expected to follow the schools' child protection policy and procedures.

Visitors and non-teaching staff:

At The Gateway, we expect all non teaching staff, including voluntary staff, except those identified in the paragraph above, to report any disclosures by pupils or parents/carers, of a concerning personal nature to the DSL as soon as possible after the disclosure and in an appropriate setting, so others cannot overhear. This is to ensure the safety, protection and well being of all our pupils and staff. The DSL will decide what, if any, further action needs to be taken, both to ensure the pupil gets the help and support they need and that the member of staff also gets the support and supervision they need.

Parents/carers:

We believe that it is essential to work in partnership with parents and carers and we endeavour to keep parents/carers abreast of their child's progress at school, including any concerns about their progress or behaviour. However, we also need to maintain a balance so that our pupils can share any concerns and ask for help when they need it. Where a pupil does discuss a difficult personal matter with staff, they will also be encouraged to discuss the matter with their parent or carer themselves.

The safety, well being and protection of our pupils is the paramount consideration in all decisions staff at this school make about confidentiality.

Complex cases:

Where there are areas of doubt about the sharing of information, the DSL may seek a consultation with the local KCC Children's Safeguards Service Child Protection Co-ordinator.

Links to other school policies and procedures

This policy is intended to be used in conjunction with:

Sex and Relationships Education Policy
Safe guarding and Child Protection Policy
Anti- Bullying Policy
Behaviour Management Policy
Looked After Children Policy

Statement of ground rules to be used in lessons

(This should also be contained in any policies relating to the teaching of PSHE, including SRE - sex and relationship education, and Drug Education)

We adopt ground rules to ensure a safe environment for teaching in particular in PSHE and Circle time. This reduces anxiety to pupils and staff and minimises unconsidered, unintended personal disclosures.

At the beginning of each PSHE lesson and Circle time, pupils are reminded of the ground rules by the teacher or outside visitor. The teacher establishes the ground rules together with the pupils at the beginning of each half term of teaching PSHE and Circle time.

This is an example of the ground rules which are shared in language that pupils can understand at each stage of their development:

- We won't ask each other or the teacher any personal questions
- We will respect each other and not laugh, tease or hurt others
- We won't say things we want to keep confidential
- We can pass or opt out of something if it makes us feel uncomfortable
- If we do find out things about other pupils, which are personal and private, we won't talk about it outside the lesson
- If we do find out things about other pupils, which are personal and private, we won't talk about it outside the lesson, but
- If we are worried about someone else's safety we tell a teacher

When should confidentiality be broken and what are the procedures for doing this?

First reference should be made to the Child Protection Policy procedures.

Where this does not apply and you are still concerned and unsure of whether the information should be passed on or other action taken staff should speak to the DSL anyway.

If the Headteacher issues instructions that s/he should be kept informed, all staff must comply. There is always a good reason for this, which you may not know about.

The guiding principles at The Gateway are that, in all cases, we:

- Ensure the time and place are appropriate, when they are not we reassure the child that we understand they need to discuss something very important and that it warrants time, space and privacy.
- See the child normally (and always in cases of neglect, or abuse) before the end of the school day. More serious concerns must be reported immediately to ensure that any intervention necessary to protect the child is accessed as early as possible.
- Tell the child we cannot guarantee confidentiality if we think they will:
 - › hurt themselves
 - › hurt someone else
 - › or they tell us that someone is hurting them or others.
- Not interrogate the child or ask leading questions
- We won't put children in the position of having to repeat distressing matters to several people.
- Inform the pupil first before any confidential information is shared, with the reasons for this.
- Encourage the pupil, whenever possible to confide in his/her own parents/carers

Support for staff

Staff may have support needs themselves in dealing with some of the personal issues of our pupils. At The Gateway, we prefer our staff to ask for help rather than possibly making a poor decision because they a) may not have all the facts b) may not have the necessary training. This also reduces the burden of worry regarding the pupil on an individual staff member, as staff well being is also very important to us. There are many agencies pupils who need additional support can be referred to and we have procedures to ensure this happens. We all work together as part of a team to support our pupils, and asking for help is a way we ensure our school is a happy and safe learning environment.

Any teaching, teaching assistant, support and voluntary staff should discuss any concerns about pupils with the Headteacher, who is the DSL.

Dissemination and implementation:

This policy has been discussed and agreed with all teaching and non-teaching staff. Additionally, it forms part of the induction of all new staff, including voluntary staff and is reviewed every 2 years. All staff have received basic training on the content and practical applications of the policy.

All new staff receive a copy of the policy, together with basic training on the school's Child Protection Policy and procedures from the Designated Child Protection Co-ordinator.

Review:

This policy is reviewed every 2 years or whenever deemed necessary by the Headteacher and Governors in the light of events and changes in the law.