

Policy reviewed: June 2020  
Policy review date: June 2021  
Designated SLT Link: Julian Young  
Archway School has a duty to monitor the operation and effectiveness of policies. Designated authority: Governors' Welfare & Discipline Committee



## Confidentiality / Disclosure Policy

### **Aims**

Archway School believes that the safety, well being and protection of our students are the paramount consideration in all decisions staff at the school make about disclosure of information.

We will create a trusting environment for all students in order to maximise safety for students, parents/carers and staff.

We will ensure that all students, parents/carers and staff know and understand and work with the boundaries of confidentiality.

We will promote the understanding that absolute confidentiality cannot be guaranteed on the grounds of safeguarding. Safeguarding procedures will be instigated if deemed necessary.

We will ensure that everyone in the school community knows how to direct individuals to the most appropriate professional.

### **Principles**

Different levels of confidentiality are appropriate for different circumstances:

- **In a classroom:**  
It will be made clear that the classroom is not the place to divulge confidential information.
- **One to one disclosures:**  
The discloser will be encouraged to discuss issues with parents but the needs of the individual are paramount and school staff will not automatically share information about the student with parents unless it is considered to be in the child's best interests.
- **Disclosures to other agencies operating a confidential service on behalf of the school:**  
Such individuals can give confidential medical advice to students provided they comply with the Fraser Guidelines (medical advice to under 16's) Issues of concern - perhaps relating to age, coercion or abuse will be referred through the safeguarding procedures.
- Promises about confidentiality cannot be made to students.
- Staff who are unsure how to proceed following a disclosure will share concerns with the designated safeguarding officers without disclosing names.
- Confidentiality must be broken if there are safeguarding issues.
- Staff should be encouraged to confidentially share concerns without necessarily identifying the child.
- All staff will receive required training in safeguarding.
- Professionals working in the school will not be expected to share confidential information about any student unless there are safeguarding issues which need to be addressed.
- Any visitor or non-teaching staff are expected to report any disclosures by student, parent/carer, which are of a concerning nature, to the designated safeguarding officer in the school as soon as possible following the disclosure.
- Where there are areas of doubt about the sharing of information the school will consult with the local safeguarding board.

- All staff will know that Julian Young, Elaine Coley and Bridget Durrant are the designated safeguarding officers in the school.

### **Responsibilities**

Headteacher  
Senior Leadership Team  
Heads of Department and Key Stage  
All teaching and support staff  
All external agencies  
All students and their parents  
Chair of Governors  
Nominated Safeguarding Governors

### **Further References**

Gloucestershire County Council Guidelines (Tackling Bullying in Schools)  
Behaviour Policy  
Safeguarding Policy  
PSHE Programme  
Equal Opportunities policy  
Internet User Policy  
Physical Restraint Policy  
SEN Policy  
Home/School Agreement  
LA Behaviour Plan  
Croner's Legal Guide  
Appendix