

The Den



Confidentiality Policy

At The Den we respect the privacy of the children attending The Den and the privacy of their parents or carers. Our aim is to ensure that all those using and working at The Den can do so with confidence.

We will respect confidentiality in the following ways:

- Parents can ask to see the records relating to their child but will not have access to information about any other children.
- Staff will only discuss individual children for purposes of planning and group management.
- Staff will be made aware of the importance of confidentiality during their induction during their first week of employment.
- Information given by parents to The Den staff will not be passed on to third parties without permission unless there is a safeguarding issue (as covered in our **Safeguarding Policy**).
- Concerns or evidence relating to a child's well-being, safety, will be kept in a confidential file and will not be shared within The Den, except with the designated Child Protection Officer.
- Issues relating to the employment of staff, whether paid or voluntary, will remain confidential to those making personnel decisions.
- Confidential records are stored securely in a locked filing cabinet within the clubhouse.
- Students on work placements and volunteers are informed of our confidentiality policy and are required to respect it.

Sharing information with outside agencies

We will only share information with outside agencies on a need-to-know basis and with consent from parents, except in cases relating to safeguarding children or criminal activity. If we decide to share information without parental consent, we will record this in the child's file, clearly stating our reasons.

We will only share relevant information that is accurate and up to date. Our primary commitment is to the safety and well-being of the children in our care.

Data Protection Act

We comply with the requirements of the Data Protection Act 1998, regarding obtaining, storing, and using personal data.

This policy was adopted by: The Den	Date: May 2023
To be reviewed: June 2024	Signed: Pauline Barritt Manager

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Information and records [3.68 -3.70]*. Also complies with *Keeping Children safe in Education (2022)*

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