



**Rainbow Education Multi Academy Trust**

**Confidentiality Policy and Declaration**

It is necessary to ensure the safeguarding of all pupils and staff at The Rainbow Education Multi Academy Trust.

It is expected that information regarding children is not to be discussed with parents of another child, member of the community or your own family members. Information regarding members of staff is to be treated in like manner.

Disclosure of information should not be an obstacle if an individual has particular concerns about the welfare of a child. In such circumstances, the information may be disclosed to the designated personnel and is justified under the common law duty of confidence. Such exchanges will take place on a need to know basis.

All staff (including volunteers) are required to read and sign this document as an indication of their agreement.

1. I understand that whilst working/volunteering at The Rainbow Education Multi Academy Trust, it is my duty to maintain confidential any information regarding the pupils and staff, gleaned during the course of my work. This will include matters of a personal or educational nature e.g. pupil ability or behaviour. Any personal information should be regarded as private and not passed on indiscriminately in the staff room or with parents.
2. I agree to maintain all information in clause one as confidential, even after my employment / volunteering with the school has ceased.
3. I have no interest in any other establishment that may conflict with my confidentiality.
4. I understand that non-teaching staff will not use or access records and resources without permission and that to do so would be a breach of duty of fidelity to the school.
5. I am in full compliance with the terms set out in this confidentiality declaration and understand that a breach of any of these terms could result in the termination of my employment / volunteer position at The Rainbow Education Multi Academy Trust.

This declaration applies, to the best of my knowledge, to all members of my immediate family (spouse, children and parents). In the event that facts change in the future that may create a potential breach of confidentiality, I agree to notify The Rainbow Education Multi Academy Trust in writing.

Signed:

Date: