



Privacy Online Policy

Policy Rationale

Website and social media sites can provide information to potential clients on what an organisation offers. A website maintained by the education and care service can support families to make informed decisions about education and care and find out if a particular education and care service will suit their needs. Families are also able to gain contact information or request further information via email. Social media may also be utilised to support enrolled families to communicate and share information.

Policy Overview

Our Aim

It is our centres policy to ensure that our website and social media site is maintained to inform families about the activities and the services provided by the organisation. Our centre respects the privacy of educators, children and families. The service seeks to keep all records private and confidential and maintains records according to the *National Privacy Principles* and the *Education and Care Services National Regulations*. Our centre develops guidelines with educators in regard to social media participation connected with their work as early childhood educators.

Strategies

The Nominated Supervisor:

- Will ensure that no confidential information can be gained from the centre's website or social media site. Individuals and services are not obliged to give personal information through the website or social media site. However, if an individual chooses to provide information to a service via email, that information will remain confidential;
- Will ensure that information gained via email can only be used by administration staff or management to contact a person, offer or send information about the service and to request feedback on the website, social media site or service provided;
- Will ensure that information gained about users from the website and social media site will only be used for statistical research for the organisation to ascertain future development of the website and social media site. The following information will not be available to any other organisations:
 - IP address, the date and time of the visit;
 - Pages accessed, and documents downloaded on the site;
 - Search terms used;

- Previous site visited;
 - Network providers name;
 - Any cookies that the browser has presented to the server;
 - The browser, operating system and various plugins that were used in visiting the site.
- Will encourage families and educators to give feedback on the website and social media site and how it can be improved to meet the needs of the community;
 - Will not disclose or publish any information related to educators, children or families without written consent from that individual or their family;
 - Will develop guidelines for educators regarding their participation with families currently connected with the centre on social media sites such as Facebook, Instagram and Twitter.

Educators:

Company representatives are advised that it is inappropriate, and it is unacceptable for them to make insulting, intimidating or otherwise offensive remarks about current, or past employees, or about any aspect of the company's operations (including in relation to parents, families and children or any aspect of the company's operations) on social networking sites, including but not limited to blogs, chat rooms, My Space, Twitter, Instagram, Facebook and similar, or in any other forum or medium, electronic or otherwise, in any form.

Company representatives found breaching this policy requirement will be subject to disciplinary action and depending on circumstances may be subject to termination of employment and/or legal defamation or other proceedings.

The company does not condone, in any way at all, company representatives using 'public forums' of the type listed above to make inappropriate or offensive comments.

Company representatives are encouraged not to use their personal accounts to comment on company social media pages. The admins of the social media pages are to represent the company and answer questions and make comments to encourage interaction.

Evaluation

The centre's website and social media site is an information resource available to perspective families as well as current families and educators and abides by current legislation. The privacy and protection of children, families and educators is not compromised by participation on social media sites.

Statutory Legislation and Considerations

- Privacy Act 1988 – www.privacy.gov.au/law/act
- Privacy Amendment Private Sector Act 2000
- National Privacy Principles – www.privacy.gov.au/materials/types/infosheets/view/6583
- Privacy and Personal Information Protection Act 1998
- ECA- Code of Ethics
- Children(Education and Care Services National Law Application) Act 2010

- Education and Care Services National Regulations 2011
- Guide to the National Quality Standard (3) ACECQA (2011)
- Children and Young Persons (Care and Protection) Act 1998

Policy Reference Information

Education and Care Services National Regulations: 177-184

Link to National Quality Standard: 2.2, 4.2, 6.1, 7.1

Related Forms:

Social Media Permission Form
Staff Details Form
Enrolment Form

Related Policies:

Enrolment and Orientation Policy
Confidentiality Policy

Reviewed:

This policy was **reviewed** on the **10th December 2018**
This policy is due to be **re-reviewed** **1st July 2019**

Sourced:

Office of the Australian Information Commissioner
www.privacy.gov.au
This information was sourced on the 10th December 2018

Australian Legal Information Institute
www.austlii.edu.au
This information was sourced on the 10th December 2018

Early Childhood Australia
www.earlychildhoodaustralia.org.au
This information was sourced on the 10th December 2018

Guide to developing a Social Media Policy
<http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/socialmedia.aspx>
This information was sourced on the 10th December 2018