



Samford Valley
Steiner School

Privacy Policy 2026

Purpose:	Samford Valley Steiner School is bound by the Australian Privacy Principles contained in the Commonwealth Privacy Act 1988. This statement outlines the privacy policy of the school and describes how the school uses and manages personal information provided to or collected by it.	
Status:	DRAFT	
Applies to:	The policy applies to board members, employers, employees, volunteers, parents/guardians and students, contractors, and people visiting the school site and describes the type of information the school collects, how the information is handled, how and to whom the information is disclosed and how the information may be accessed.	
References:	<ul style="list-style-type: none">• Australian Privacy Principles• Privacy Act 1988 (Cth)• Child Protection Policy• Disability Discrimination Policy	
Authorised by:	School Director	Date of Authorisation: Apr 2026
Review:	Biannually	Next Review Date: Apr 2028
Policy Owner:	School Board	

Exception in Relation to Employee Records:

Under the *Privacy Act 1988 (Cth)* (**Privacy Act**), the Australian Privacy Principles do not apply to an employee record held by the employing entity. As a result, this Privacy Policy does not apply to Samford Steiner's treatment of an employee record, where the treatment is directly related to a current or former employment relationship between Samford Steiner and employee.

Policy

This Privacy Policy sets out how Samford Steiner manages personal information provided to or collected by it. Samford Steiner is bound by the Australian Privacy Principles contained in the Privacy Act and may from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to Samford Steiner's operations and practices and to make sure it remains appropriate to the changing school environment.

What Kinds of Personal Information Does the School Collect and How Does the School Collect it?

The type of information Samford Steiner collects and holds includes (but is not limited to) personal information, including health and other sensitive information, about:

1. Students and parents and/or guardians ('Parents') before, during and after the course of a student's enrolment at the School:
 - name, contact details (including next of kin), date of birth, gender, language background, previous school and religion
 - parents' education, occupation and language background
 - medical information (e.g. details of disability and/or allergies, absence notes, medical reports and names of doctors)
 - conduct and complaint records, or other behaviour notes and school reports
 - information about referrals to government welfare agencies
 - counselling reports
 - health fund details and Medicare number
 - any court orders
 - volunteering information; and
 - photos and videos at school events.

2. Job applicants, staff members, volunteers and contractors:
 - name, contact details (including next of kin), date of birth and religion
 - information on job application
 - professional development history
 - salary and payment information, including superannuation details
 - medical information (e.g. details of disability and/or allergies, evidence of Covid-19 vaccination or medical certificates)
 - complaint records and investigation reports
 - leave details
 - photos and videos at school events
 - workplace surveillance information
 - work emails and private emails (when using work email address) and Internet browsing history

3. Other people who come in contact with the school including name and contact details and any other information necessary for the contact with the school.

Personal Information You Provide:

Samford Steiner will generally collect personal information held about an individual by way of forms filled out by parents or students, face-to-face meetings and interviews, emails and telephone calls. On occasions people other than parents and students provide personal information.

Personal Information Provided by Other People:

In some circumstances Samford Steiner may be provided with personal information about an individual from a third party, for example a report provided by a medical professional or a reference from another school.

How Will the School Use the Personal Information You Provide?

Samford Steiner will use personal information it collects from you for the primary purpose of collection, and for such other secondary purposes that are related to the primary purpose of collection and reasonably expected by you, or to which you have consented.

Students and Parents

In relation to personal information of students and parents, Samford Steiner's primary purpose of collection is to enable the school to provide schooling to students enrolled at the school, exercise its duty of care, and perform necessary associated administrative activities which will enable students to take part in all the activities of the school. This includes satisfying the needs of parents, the needs of the students and the needs of Samford Steiner throughout the whole period the student is enrolled at the School.

The purposes for which Samford Steiner uses personal information of students and parents include:

- to keep parents informed about matters related to their child's schooling, through correspondence, newsletters and magazines
- day-to-day administration of the school
- looking after student's educational, social and medical wellbeing
- seeking donations and marketing for Samford Steiner
- to satisfy Samford Steiner's legal obligations and allow the school to discharge its duty of care.

In some cases where Samford Steiner requests personal information about a student or parent, if the information requested is not provided, Samford Steiner may not be able to enrol or continue the enrolment of the student or permit the student to take part in a particular activity.

On occasion, information of student activities is published in the Samford Steiner newsletters and publications, on the Samford Steiner Facebook page or website, or on the Steiner Education Australian website which may include photographs and videos of student activities such as festivals, ceremonies, sporting events, school camps and school excursions. The School will obtain permissions from the student's parent or guardian (and from the student if appropriate) if we would like to include such photographs or videos [or other identifying material] in our promotional material or otherwise make this material available to the public such as on the internet.

Job Applicants, Staff Members and Contractors

In relation to personal information of job applicants, staff members and contractors, Samford Steiner's primary purpose of collection is to assess and (if successful) to engage the applicant, staff member or contractor.

The purposes for which Samford Steiner uses personal information of job applicants, staff members and contractors include:

- in administering the individual's employment or contract, as the case may be
- for insurance purposes
- seeking donations and marketing for the school
- to satisfy the school's legal obligations, for example, in relation to child protection legislation
- school handbooks and staff handbooks

Volunteers

The school also obtains personal information about volunteers who assist Samford Steiner in its functions or conduct associated activities, such as alumni associations or PAFA, to enable Samford Steiner and the volunteers to work together.

Marketing and Fundraising

Samford Steiner treats marketing and seeking donations for the future growth and development of the school as an important part of ensuring that Samford Steiner continues to provide a quality learning environment in which both students and staff thrive. Personal information held by Samford Steiner may be disclosed to organisations that assist in the school's fundraising, for example, the Samford Steiner's alumni organisation (or, on occasions, external fundraising organisations).

Parents, staff, contractors and other members of the wider school community may from time to time receive fundraising information. school publications, like newsletters and magazines, which include personal information, may be used for marketing purposes.

If you would like to opt-out of direct marketing, please contact the school's reception info@samfordsteiner.qld.edu.au.

Who Might the School Disclose Personal Information to and Store Your Information With?

Samford Steiner may disclose personal information, including sensitive information, held about an individual for educational, legal, administrative, marketing and support purposes. This may include to:

- another school or staff at another school
- government departments (including for policy and funding purposes)
- medical practitioners
- people providing educational, support and health services to the school, including specialist visiting teachers, [sports] coaches, volunteers, counsellors and providers of learning and assessment tools
- assessment and educational authorities, including the Australian Curriculum, Assessment and Reporting Authority (ACARA) and NAPLAN Test Administration Authorities (who will disclose it to the entity that manages the online platform for NAPLAN)
- people providing administrative and financial services to Samford Steiner
- recipients of school publications, such as newsletters and magazines
- students' parents or guardians
- anyone you authorise Samford Steiner to disclose information to

- anyone to whom we are required or authorised to disclose the information to by law, including child protection laws.

Sending and Storing Information Overseas

Samford Steiner may disclose personal information about an individual to overseas recipients, for instance, to facilitate a school exchange. However, Samford Steiner will not send personal information about an individual outside Australia without:

- obtaining the consent of the individual (in some cases this consent will be implied)
- otherwise complying with the Australian Privacy Principles or other applicable privacy legislation.

Samford Steiner may use online or 'cloud' service providers to store personal information and to provide services to Samford Steiner that involve the use of personal information, such as services relating to email, instant messaging and education and assessment applications. Some limited personal information may also be provided to these service providers to enable them to authenticate users that access their services. This personal information may be stored in the 'cloud' which means that it may reside on a cloud service provider's server which may be situated outside Australia.

An example of such a cloud service provider is Microsoft 365. Microsoft 365 is the platform Samford Steiner uses for its email and stores and processes limited personal information for this purpose. School personnel and the AIS and its service providers may have the ability to access, monitor, use or disclose emails, communications, documents and associated administrative data for the purposes of administering Microsoft 365 and ensuring its proper use.

The data centres where the personal information is likely to be kept are located in Australia, Asia Pacific and USA.

Sensitive Information

In referring to 'sensitive information', Samford Steiner means information relating to a person's racial or ethnic origin, political opinions, religion, trade union or other professional or trade association membership, philosophical beliefs, sexual orientation or practices or criminal record, that is also personal information, health information and biometric information about an individual.

Sensitive information will be used and disclosed only for the purpose for which it was provided or a directly related secondary purpose, unless you agree otherwise, or the use or disclosure of the sensitive information is required by law.

Management and Security of Personal Information

Samford Steiner's staff are required to respect the confidentiality of students' and parents' personal information and the privacy of individuals. Samford Steiner has in place steps to protect the personal information held from misuse, interference and loss, unauthorised access, modification or disclosure by use of various methods including locked storage of paper records and password access rights to computerised records.

Data Breaches

It will be deemed that an 'eligible data breach' has occurred if:

- there has been unauthorised access to, or unauthorised disclosure of, personal information about one or more individuals (**the affected individuals**)
- a reasonable person would conclude there is a likelihood of serious harm to any affected individuals as a result
- The information is lost in circumstances where:
 - unauthorised access to, or unauthorised disclosure of, the information is likely to occur
 - assuming unauthorised access to, or unauthorised disclosure of, the information was to occur, a reasonable person would conclude that it would be likely to result in serious harm to the affected individuals

Serious harm may include serious physical, psychological, emotional, economic and financial harm, as well as serious harm to reputation.

What Must the School Do in the Event of an 'Eligible Data Breach'?

If Samford Steiner suspects that an eligible data breach has occurred, it will carry out a reasonable and expedient assessment/investigation within 30 days.

If such an assessment/investigation indicates there are reasonable grounds to believe an eligible data breach has occurred, then Samford Steiner will be required to lodge a statement to the Privacy Commissioner.

<https://www.oaic.gov.au/privacy/notifiable-data-breaches/#how-to-notify> .

Where it is practical to do so, the school entity will also notify the affected individuals. If it is not practicable to notify the affected individuals, Samford Steiner will publish a copy of the statement on its website or publish it in another manner.

Exception to Notification Obligations

An exception to the requirement to notify, will exist if there is a data breach and immediate remedial action is taken and because of that action:

- there is no unauthorised access to, or unauthorised disclosure of, the information
- there is no serious harm to affected individuals and because of the remedial action, a reasonable person would conclude the breach is not likely to result in serious harm.

Access And Correction of Personal Information

Under the *Privacy Act*, an individual has the right to seek and obtain access to any personal information which Samford Steiner holds about them and to advise Samford Steiner of any perceived inaccuracy. There are some exceptions to this right set out in the Act. Students will generally be able to access and update their personal information through their parents, but older students may seek access and correction themselves.

To make a request to access or to update any personal information Samford Steiner holds about you or your child, please contact the school Director in writing. Samford Steiner may require you to verify your identity and specify what information you require. Samford Steiner

may charge a fee to cover the cost of verifying your application and locating, retrieving, reviewing and copying any material requested. If the information sought is extensive, Samford Steiner will advise the likely cost in advance. If we cannot provide you with access to that information, we will provide you with written notice explaining the reasons for refusal.

The school will take reasonable steps to ensure that any personal information is accurate, up to date, complete, relevant and not misleading.

Consent And Rights of Access to the Personal Information of Students

Samford Steiner respects every parent's right to make decisions concerning their child's education. Generally, Samford Steiner will refer any requests for consent and notices in relation to the personal information of a student to the student's parents. Samford Steiner will treat consent given by parents as consent given on behalf of the student and notice to parents will act as notice given to the student.

As mentioned above, parents may seek access to personal information held by Samford Steiner about them or their child by contacting the School Director. However, there will be occasions when access is denied. Such occasions would include where release of the information would have an unreasonable impact on the privacy of others, or where the release may result in a breach of the Samford Steiner's duty of care to a student.

The school may, at its discretion, on the request of a student grant that student access to information held by Samford Steiner about them or allow a student to give or withhold consent to the use of their personal information, independently of their parents. This would normally be done only when the maturity of the student and/or the student's personal circumstances warrant it.

Enquiries and Complaints

If you would like further information about the way Samford Steiner manages the personal information it holds, or wish to make a complaint about Samford Steiner's breach of the Australian Privacy Principles please contact the School Director on csheard@samfordsteiner.qld.edu.au or lodge an official complaint – see Complaint Resolution Policy and System. Samford Steiner will investigate any complaint and will notify you of the making of a decision in relation to your complaint as soon as is practicable after it has been made.