

Personal Information and Privacy Policy

1. PURPOSE

This policy outlines JMC Academy approach to protecting the privacy of our students.

JMC Academy complies with the requirements of Clause 23 of Schedule 1A of the Act and the Information Privacy Principles set out in the Privacy Act 1988 in relation to the collection of information relating to students.

JMC Academy will allow a student to apply for and receive a copy of the personal information that the provider holds in relation to that student.

2. SCOPE

This policy is applicable to all JMC Academy's students and staff.

3. DEFINITIONS

Please refer to *JMC Academy Glossary*.

4. POLICY

4.1 COLLECTION OF INFORMATION

Personal information will not be collected unless the:

- information is collected for a purpose directly related to students, and
- collection of the information is necessary for or directly related to that purpose.

Personal information will not be collected by unlawful or unfair means.

Where personal information is collected for inclusion in a record or in a generally available publication, JMC Academy will take reasonable steps to ensure that, before the information is collected or, if that is not practicable, as soon as practicable after the information is collected, the student concerned is generally aware of:

- the purpose for which the information is being collected,
- if the collection of the information is authorised or required by or under law the fact that the collection of the information is so authorised or required, and
- with whom the information may be shared (such as the Australian Government).

Where JMC Academy solicits and collects personal information for inclusion in a record or in a generally available publication it will take reasonable steps to ensure that:

- the information collected is relevant to that purpose and is up to date and complete, and
- the collection of the information does not intrude to an unreasonable extent upon the personal affairs of the student.

4.2 STORAGE AND SECURITY OF PERSONAL INFORMATION

JMC Academy will ensure:

- that the record is protected, by such security safeguards as it is reasonable in the circumstances to take, against loss, against unauthorised access, use, modification or disclosure, and against other misuse, and
- that if it is necessary for the record to be given to a person in connection with the provision of a service to the provider, everything reasonably within the power of the provider will be done to prevent unauthorised use or disclosure of information contained in the record.

JMC Academy will maintain a record setting out:

- the nature of the records of personal information kept by or on behalf of the record-keeper,
- the purpose for which each type of record is kept,
- the classes of individuals about whom records are kept,
- the period for which each type of record is kept,
- the persons who are entitled to have access to personal information contained in the records and the conditions under which they are entitled to have that access, and
- the steps that should be taken by persons wishing to obtain access to that information.

JMC Academy will not use the information without taking reasonable steps to ensure that, having regard to the purpose for which the information is proposed to be used, the information is accurate, up to date and complete. JMC Academy will not use the information except for a purpose to which the information is relevant.

4.3 DISCLOSURE

JMC Academy will not disclose the information to a person, body or agency (other than the individual concerned) unless:

- the individual concerned is reasonably likely to have been aware that information of that kind is usually passed to that person, body or agency,
- the individual concerned has consented to the disclosure,
- JMC Academy believes on reasonable grounds that the disclosure is necessary to prevent or lessen a serious and imminent threat to the life or health of the student or of another person,
- the disclosure is required or authorised by or under law, or
- the disclosure is reasonably necessary for the enforcement of the criminal law or of a law imposing a pecuniary penalty, or for the protection of the public revenue.

Where personal information is disclosed for the purposes of enforcement of the criminal law or of a law imposing a pecuniary penalty, or for the purpose of the protection of the public revenue, the record-keeper shall include in the record containing that information a note of the disclosure.

A person, body or agency to whom personal information is disclosed will not use or disclose the information for a purpose other than the purpose for which the information was given to the person, body or agency.

5. COMPLAINTS and APPEALS

To appeal against any decisions made under this policy

- Students may access the Student Complaints and Appeals Policy and its associated procedures,
- JMC Academy staff may access the Grievance Handling Policy.

6. POSITIONS RESPONSIBLE FOR IMPLEMENTING POLICY

- Students
- Administration
- Student Admissions
- Marketing
- The Education Team
- Heads of Department

- Academic Staff
- Senior Management

7. RELATED DOCUMENTS

- Performance Appraisal Procedure
- Student Complaints and Appeals Policy
- Student Complaints and Appeals Procedure
- JMC Academy Glossary
- Diversity, Equity and Inclusion Policy

8. RELATED LEGISLATION

This Policy supports JMC Academy's compliance with the following legislation:

- Privacy Act 1988 (Cth),

9. POLICY REVIEW DATE

28th February, 2021

10. VERSION CONTROL TABLE

Title	<i>Personal Information and Privacy Policy</i>			
Maintained By	Education Team			
Approving Authority	Governing Council			
Approved Date	22/03/2018			
Version Number	Modified By	Modifications Made	Date Modified	Status
2.0	S. Stanford	Refined format and position titles	01/12/2017	Approved by the Academic Board on 22/03/2018 Superseded
2.1	G. Jedlinska	Reformatted, added related documents and related legislation sections,	19/10/2018	Current