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## **INFORMATION COLLECTION NOTICE: VOLUNTEERS AND CONTRACTORS**

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1. Carinya Christian School collects personal information, including sensitive information about contractors and volunteers before and during the course of their engagement with the school. This may be in writing or in the course of conversations. The primary purpose of collecting this information is to enable Carinya Christian School to potentially engage your services and facilitate and administer your involvement with the school.
2. Some of the information Carinya Christian School collects is to satisfy the school's legal obligations, particularly to enable Carinya Christian School to discharge its duty of care to enrolled students.
3. Laws governing or relating to the operation of a school require certain information to be collected and disclosed. These include relevant Education Acts and Public Health and Child Protection laws.
4. In order to consider your suitability as a contractor/volunteer and to facilitate and manage your relationship with Carinya Christian School, you consent to our collecting personal information about you from recruitment agencies, law enforcement agencies for criminal checks and working with children checks, educational institutions to verify your qualifications, and other individuals or businesses we contact for the purpose of reference-checking as agreed with you.
5. The personal information we collect about you will be stored securely in a recruitment record. If you become a volunteer/contractor then an appropriate record will be created and the personal information we have collected about you will be stored in this file. We will hold this information for the agreed period of the contract or duration of the volunteer work.

If after the recruitment process you are not engaged as a volunteer/contractor by Carinya Christian School the information stored in your recruitment record will be stored for 12 months unless you advise us to destroy it at an earlier time.

6. After the completion of your volunteer work or contracted period, or after 5 years have elapsed from the date Carinya Christian School decided not to engage you as a volunteer, contractor, the school will take reasonable steps to destroy or deidentify your personal information.
7. Carinya Christian School may disclose personal and sensitive information for administrative, educational and support purposes (or may permit the information to be directly collected by third parties). This may include to:
  - government departments;
  - third party service providers that provide online educational and assessment support services or applications (apps), which may include email and instant messaging;
  - medical practitioners, and people providing educational support and health services to Carinya Christian School, including specialist visiting teachers, sports coaches, volunteers, counsellors and providers of learning and assessment tools;
  - people providing administrative and financial services to Carinya Christian School;
  - anyone you authorise Carinya Christian School to disclose information to; and
  - anyone to whom Carinya Christian School is required or authorised to disclose the information to by law, including under child protection laws.

8. Failure to provide this information will present an unacceptable risk to Carinya Christian School and we may not proceed with our relationship with you.
9. Carinya Christian School may also use cloud computing service providers to store personal information (which may include sensitive information) on their servers in the 'cloud'. These servers may be located in or outside Australia. This may mean that personal information may be stored or processed outside Australia. The school's Privacy Policy contains further information about its use of cloud and other third-party service providers and any of their overseas locations.
10. Carinya Christian School's Privacy Policy is accessible via the school website or from the school office. The policy sets out how volunteers and contractors may seek access to, and correction of their personal information which Carinya Christian School has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others, or may result in a breach of Carinya Christian School's duty of care obligations. Any refusal will be notified in writing with reasons if appropriate.
11. Carinya Christian School's Privacy Policy also sets out how volunteers and contractors can make a complaint about a breach of the APPs and how the complaint will be handled.
12. Carinya Christian School will obtain your consent prior to including photographs or videos or other identifying material of you in our promotional material or otherwise making this material available to the public, such as on the internet.
13. If you provide Carinya Christian School with the personal information of others, such as other family members, doctors or emergency contacts, we encourage you to inform them you are disclosing that information to Carinya Christian School and why, that they can request access to and correction of that information if they wish and to also refer them to the school's Privacy Policy for further details about such requests and how Carinya Christian School otherwise handles personal information it collects and complaints it receives.