

# Record Keeping and Retention Policy



The Approved Provider and Management are responsible for overseeing and ensuring records are maintained and archived in accordance with relevant legislation and standards.

## Education and Care Schools National Regulations

Children (Education and Care Schools) National Law NSW	
55	Quality improvement plans
125	Application of Division 4
126	Centre-based Schools - general educator qualifications
146	Staff Record - Nominated Supervisor
147	Staff record - Staff Members
158	Children's attendance record is to be kept by approved provider
161	Authorisations to be kept in enrolment record
162	Health information to be kept in enrolment record
167	Record of School's compliance
173	Prescribed information to be displayed
177	Prescribed enrolment and other documents to be kept by approved provider
180	Evidence of prescribed insurance
181	Confidentiality of records kept by approved provider
183	Storage of records and other documents
184	Storage of records after School approval transferred

### PURPOSE

We aim to maintain and manage appropriate records in a private and confidential manner, working in accordance with legislative requirements and best practice standards. Various people in the running of the Farmhouse Montessori School will have access to or will need to have access to information that could be considered private and confidential in the course of the performance of their duties. It is necessary to determine who should have access to this information and ensure that it remains confidential only to the necessary people

### AIMS

- To ensure the respect and privacy for children, families and staff in dealing with all areas of the running of the school.
- To ensure only those who are required to know, for the performance of their duties have access to confidential information.

### SCOPE

This policy applies to staff and management of the School.

### IMPLEMENTATION

The following records are to be retained in a secure location at the School:

- Child assessments or evaluations for delivery of the educational program (3 years after the child's last day of attendance)
- An incident, injury, trauma and illness record (Keep until child is 25 years)
- Medication records (Keep until the end of 3 years after the child's last attendance)
- Staff records
- Record of volunteers and students
- Records of the Responsible Person at the Service
- Record of Educators working directly with children
- Record of access to early childhood teachers
- Children's attendance record (Keep until the end of 3 years after the child's last attendance)
- Child enrolment records (Keep until the end of 3 years after the child's last attendance)
- Record of the Service's compliance with the Law
- A record of Certified Supervisors placed in day to day charge of the education and care service
- Death of a child whilst being educated and cared for (Keep until 7 years from child's death)

#### **Records to be kept in Relation to the Nominated Supervisor**

- The full name, address and date of birth.
- Evidence of any relevant qualifications held by the Nominated Supervisor.
- If applicable, evidence that the Nominated Supervisor is actively working towards that qualification.
- If this is the case, the following must be recorded:
- Proof of enrolment.
- Documentary evidence that the Nominated Supervisor has commenced the course, is making satisfactory progress towards the completion of the course, is meeting the requirements of maintaining the enrolment.
- For Nominated Supervisors who are working towards the completion of a Diploma level education and care qualification, proof that they hold an approved Certificate III level education and care qualification or has completed the units of study in an approved Certificate III level education and care qualification determined by ACECQA.
- Evidence of any approved training (including first aid training) completed by the Nominated Supervisor.
- If applicable, the identifying number and expiry date of a Working with Children Check (WWCC) and the date this was verified.

#### **Records to be kept in Relation to Staff and Educators**

- The full name, address and date of birth.
- Evidence of any relevant qualifications.
- If applicable, evidence that the staff member is actively working towards that qualification. If this is the case, the following must be recorded:
- Proof of enrolment.
- Documentary evidence that the staff member has commenced the course, is making satisfactory progress towards the completion of the course, is meeting the requirements of maintaining the enrolment.
- For staff members who are working towards the completion of a Diploma level education and care qualification, proof that they hold an approved Certificate III level education and care qualification or has completed the units of study in an approved Certificate III level education and care qualification determined by ACECQA.
- Evidence of any approved training (including first aid training) completed by the staff member.
- The identifying number and expiry date of a Working with Children Check (WWCC) and the date this was verified,
- If applicable the identifying number and expiry date of their current teacher registration from state Department of Education and Training.

#### **Records to be kept in relation to the Educational Leader:**

- The name of the educator who is designated at this role

#### **Records to be kept in relation to Students and Volunteers:**

- The full name, address and date of birth of each student or volunteer.
- The Approved Provider must also keep a record for each day on which the student or volunteer participates in the School, the date and hours of participation.

**The following records must be kept in relation to the Responsible Person:**

- The staff record must include the name of the responsible person at the School for each time that children are being educated and cared for by the School.

**The following records must be kept in relation to Educators working directly with children:**

- The name of each educator.
- The hours that each educator works directly with children.
- A staff roster or time sheet stating Educators working hours/shift

**The following records must be kept in relation to access to early childhood teacher/s:**

- The period that an early childhood teacher is working with the School in accordance with the time frames set out in the Staffing Arrangements Policy
- The periods that the early childhood teacher is working directly with children *and not working directly with children*.
- The approved provider of a centre-based School that provides education and care to 25 or more children preschool age or under must ensure that a record is kept of the period that an early childhood teacher is in attendance at the School.

**Records Relating to Enrolled Children**

- Documentation relating to child assessments or evaluations for delivery of the education program, including:
- Assessments of the child's developmental needs, interest's experiences and participation in the education program.
- Assessments of the child's progress against the outcomes of the educational program.
- Birth Certificate
- Current Immunisation record

**Incident, Injury, Trauma and Illness Record**

- **Details of any incident** in relation to a child or injury receive by a child or trauma to which a child has been subject while being educated and care for by the School. The following must be included:
  - The name and age of the child.
  - The circumstances leading to the incident, injury or trauma.
  - The time and date the incident occurred, the injury that was received or the child was subjected to the trauma.
- **Details of any illness** which becomes apparent while the child is being educated and care for by the School. The following must be included:
  - The name and age of the child.
  - The relevant circumstances surrounding the child becoming ill and any apparent symptoms.
  - The time and date of the apparent onset of the illness.
  - Date when child was last at the school.
  - Details of the action taken by the School in relation to any incident, injury, trauma or illness which a child has suffered while being educated and cared for by the School. The following must be included:
    - Any medication administered or first aid provided.
    - Any medical personnel contacted.
    - Details of any person who witness the incident, injury or trauma
    - The name of any person who the education and care School notified or attempted to notify of any incident, injury trauma or illness a child has suffered at the School and the time and date of the notification and notification attempts.
    - The name and signature of the person making an entry in the record and the time and date that the entry was made.
  - This record must be recorded as soon as is practicable, but not later than 24 hours after the incident, injury, trauma or onset of illness occurred.

**Medication record**

- The name of the child
- The authorisation to administer medication (including self-administration is applicable) signed by a parent or a person named in the child's enrolment record as authorised to content to administration of medication.

- The name of the medication to be administered.
- The time and date the medication was last administered.
- The time and date or the circumstance under which the medication should be next administered.
- The dosage of the medication to be administered.
- The manner in which the medication is to be administered.
- If the medication is administered to the child:
  - The dosage that was administered.
  - The manner in which the medication was administered.
  - The name and signature of the person who administered the medication.
  - If another individual is required to check the dosage, the name and signature of that person.

#### **Record of attendance for enrolled children**

- The full name of each child attending the School.
- The date and time each child arrives and departs.
- The signature of:
  - the person who delivers and collects the child when he or she arrives and departs or
  - The nominated supervisor or educator.

#### **Child enrolment records**

- The full name, date of birth and address of the child.
- The name, address and contact details of:
  - Each known parent of the child
  - Any person who is to be notified of any emergency involving the child if any parent of the child cannot be immediately contacted
  - Any person who is an authorised nominee
  - Any person who is authorised to consent to medical treatment of, or to authorise administration of medication to the child.
  - Any person who is authorised to authorise an educator to take the child outside the education and care School premises.
- Details of any court orders, parenting orders or parenting plans provided to the approved provider relating to powers, duties, responsibilities or authorities of any person in relation to the child or access to the child.
- Details of any other court orders provided to the approved provider relating to the child's residence or the child's contact with a parent or other person.
- Gender of the child
- Language used in the child's home
- Cultural background of the child and parents (if applicable)
- Any special considerations for the child (e.g. cultural, religious, dietary requirements or additional needs)
- Authorisations signed by a parent or a person named in the enrolment record as authorised to consent to the medical treatment of the or nominated supervisor to seek:
  - Medical treatment for the child from a registered medical practitioner, hospital or ambulance School.
  - Transportation of the child by any ambulance Service.
  - Authorisation to take the child on regular outings.
- The name, address and telephone number or the child's registered medical practitioner or medical School.
- The child's Medicare number if available.
- Details of any specific healthcare needs of the child including any medication conditions or allergies including whether the child has been diagnosed as at risk of anaphylaxis, including details of any medical management plan.
- Details of any dietary restrictions for the child
- The immunisation status of the child
- A notation that states that a staff member or approved provider has sighted a child's health record.

#### **A record of the Schools compliance with the law**

- Details of any amendments of the Service Approval made by the Regulatory Authority including:
  - The reason stated by the Regulatory Authority for the amendment.
  - The date on which the amendment took, or takes, effect
  - The date (if any) that the amendment ceases to have effect.

- Details of any suspension of the School (other than a voluntary suspension) including:
- The reason stated by the Regulatory Authority for the suspension.
- The date on which the suspension took, or takes, effect.
- The date that the suspension ends.
- Details of any compliance direction or compliance notice issued to the approved provider in respect of the School, including:
- The reason stated by the Regulatory Authority for issuing the direction or notice
- The steps specified in the direction or notice.
- The date by which the steps specified must be taken.
- This information must not include any information that identifies any person other than the approved provider.
- A record of certified supervisors placed in day to day charge of the education and care Service.

The Approved Provider must ensure that the documents referred to above in relation to a child enrolled at the School are made available to a parent of the child on request. In line with this, if a parent's access to the kind of information referred to in this documentation is limited by an order of a court, the approved provider must refer to the court order in relation to the release of information concerning the child to that parent.

The record of compliance referred to above must be available for access on request by any person.

### Storage of Records

Records made by our School will be stored in a safe and secure location under regulation 177 for the relevant time periods as set out above and also in the table below as for the National Regulation 183 and only made accessible to authorised individuals.

Currently the school archives all records at the Nth Head Campus.

If a Service is transferred under the law, documents relating to a child must not be transferred without the express consent of the child's parents.

Timeframes for keeping records
If the record relates to an incident, illness, injury or trauma suffered by a child while being educated and cared for by the service, or may have been suffered following an incident that occurred while being educated and cared for at the service, until the child is aged 25
If the record relates to the death of a child while being educated and cared for by the service, or that may have occurred as a result of an incident while being educated and cared for by the service, until seven years after the death
In the case of any other record relating to a child enrolled at the service, until the end of three years after the last date on which the child was educated and cared for by the service
If the record relates to the approved provider, until the end of three years after the last date on which the approved provider operated the service
If the record relates to the nominated supervisor or a staff member, until the end of three years after the last date on which the nominated supervisor or staff member provided education and care on behalf of the service, or
In the case of any other record, until the end of three years after the date on which the record was made.

### Confidentiality and Storage of Records

The Approved Provider will ensure that information kept in a record is not divulged or communicated through direct or indirect means to another person other than:

- The extent necessary for the education and care or medical treatment of the child to whom the information relates.
- A parent of the child to whom the information relates, except in the case of information kept in a staff record.
- The Regulatory Authority or an authorised officer.
- As expressly authorised, permitted or required to be given by or under any Act or law.

- With the written consent of the person who provided the information.

#### Day to Day Information

- Staff, relief staff and parents or guardians at the school are expected to respect the privacy of each child, family and staff member and maintain confidentiality with information that may come to them during the course of the day.

#### Source

- The Business of Childcare, Karen Kearns 2004
- Education and Care Schools National Regulation 2015
- Privacy Act
- National Quality Standards
- NSW Office of the Children's Guardian
- Australian Legal Information Institute - [www.austlii.edu.au](http://www.austlii.edu.au)
- Department of Community Schools - [www.community.nsw.gov.au](http://www.community.nsw.gov.au)
- National Childcare Accreditation Council - [www.ncac.gov.au](http://www.ncac.gov.au)
- Department of the Officer of the Privacy Commissioner - [www.privacy.gov.au](http://www.privacy.gov.au)
- Department of Education, Employment and Workplace Relations - [www.dest.gov.au](http://www.dest.gov.au)
- Department of Families, Community Schools and Indigenous Affairs - Child Care School Handbook 2007- 2008
- Australian Taxation Office - [www.ato.gov.au](http://www.ato.gov.au)
- Early Childhood Australia - [www.earlychildhoodaustralia.org.au](http://www.earlychildhoodaustralia.org.au)
- Community Child Care Cooperative

#### Policy Review Date

Oct 2017  
New Logo 2018