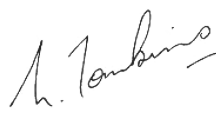



Policy

Scouts NSW Privacy Policy



Issued with the authority of the Chief Commissioner
and Chief Executive Officer of Scouts Australia NSW

Chief Commissioner signature		Chief Executive Officer signature	
Sponsor	Communications and Marketing Manger		
Document type	Policy	Date of issue	9 October 2017
Document code & no.	POL03	Version number	3.0.0
Document title	Scouts NSW Privacy Policy	Due for review	9 October 2020

Scouts NSW Privacy Policy

1 Introduction

- 1.1 When you apply for membership, the application form includes statements about privacy and requests for consent. Those privacy statements refer you to this policy which sets out how any information about you may be used and disclosed in relation to your membership of Scouts NSW.
- 1.2 The Scout Association of Australia, New South Wales Branch (Scouts NSW) has always respected the privacy of its members and customers and understands the importance you place on the protection of personal information in its care.
- 1.3 Our commitment to protecting your privacy is important to us. You can have full confidence that, when you deal with us, your personal information will not be used in any way that you would not reasonably expect it to be used, and that the data will be held securely.
- 1.4 This Privacy Policy complies with the Australian Privacy Principles embodied in the new Privacy Act which came into effect 21 December 2001. It explains how we collect personal information and how we maintain, use and disclose that information. It also outlines your privacy rights along with our general rights and obligations, as well as explaining how you can access the information we keep about members and how you can update your own database records.
- 1.5 This policy is binding on all staff and volunteer members as well as all formations of the organisation in NSW (from the State level down to the local Scout Group and Section).

Primary purpose definition

- 1.6 Personal information is collected and retained on past and present adult members, as well as youth members and their parents/guardians, for the primary purpose of operating Scouts NSW. All information collected is directly applicable to the functions and activities of Scouting in New South Wales, and to the health, well-being and protection of its members. This information is entered and stored in a centralised database located at the State Office. Data may also be retained in electronic or hardcopy format by any formation of the organisation to which the individual member belongs.



Scouts Australia NSW

Collection of data

- 1.7 We will only collect personal information in a fair and lawful manner, and then only that information which we require to manage and promote our organisation.

Identifiers

- 1.8 When you apply to become a member of Scouts NSW, or make application to attend one of our training courses, you are assigned a computer generated number to uniquely identify you for the purposes of the organisation's operations. This number has no relationship to any identifier assigned by any other organisation.

Type of data collected

- 1.9 When you apply for membership, you consent to us collecting, maintaining, using and disclosing personal information about you, whether provided by you or by another person, in accordance with this policy.
- 1.10 Generally, we only collect personal information about you from you, unless, it is not reasonable or practical for us to do so or, you consent. For example, the State Office may collect information about you from your local Scout Group to which you have applied to be a member. We do not solicit information about you from individuals or organisations not connected with Scouting. Subject to law, whenever we collect such information we will take reasonable steps to advise you as soon as is practicable.
- 1.11 Our membership application forms generally request information that identifies you, such as your full name and date of birth; and information that enables us to contact you such as address, phone and fax numbers, as well as email address. We also ask for the name of your school or, if employed, your occupation, position and employer's name and address. We also like to know your hobbies and interests and whether you have any other skills that may be of use to the organisation.
- 1.12 We also collect from internal sources, and from members, information related to events and activities you attend, training courses, appointments and qualifications related to Scouting.
- 1.13 In the case of youth members we also need to know the names and contact details of your parents/guardians in case we have to contact them in an emergency, or to ensure they are informed about Scouting activities, policy issues or other important matters involving their children. We also ask for their occupation/employer details as well as their skills/hobbies and sporting/leisure activities, as our organisation relies on volunteers providing their time and expertise in a variety of areas for the benefit of our youth program. We ask parents/guardians about their willingness to support their children's activities and help out with their local Scout Group in whatever capacity they can.



Scouts Australia NSW

File name	Policy POL03 Privacy Policy 3.0.0	page 3 of 10.
-----------	-----------------------------------	---------------

Sensitive data

- 1.14 Scouting is a voluntary, non-political, non-formal education movement for young people, open to all without distinction of origin, race or creed whose aim is to encourage the physical, intellectual, social and spiritual development of young people.
- 1.15 We do not actively seek to collect sensitive information (for example health information or information about your racial or ethnic origin or any criminal record), unless it is necessary to satisfy the aims and principles of our organisation, or is for the care and protection of our members, or is required by law.
- 1.16 The following information, which may be considered to be of a sensitive nature, is collected but we do so in accordance with the Australian Privacy Principles:
- Your place of birth, nationality and whether you are of a non-English speaking background is requested in order for us to identify any special needs of members from different cultures.
 - Your religion/denomination (if applicable) is requested so that we can provide for the needs of members from different religious backgrounds.
 - For adult leaders we request their marital status and their partner's name for the purposes of inviting partners to Scout functions and activities and to involve them as much as possible in the 'Scouting family'.
 - Information obtained from the NSW Police Service of criminal record checks on potential adult members as well as the results of Working with Children Checks obtained from the NSW Office of the Children's Guardian are strictly confidential, , and are securely stored and accessed only by authorised members of the office of the Chief Executive and Chief Commissioner.
 - Behavioural files are maintained where appropriate and these are directly under the control of the Chief Executive Officer.
 - We collect health and medical information, including Medicare and private health fund numbers, about adult and youth members at the time of applying for membership, as well as each time they, or their parent/guardian, complete an application to attend a Scouting activity. This process provides the opportunity for more up to date data to be supplied. This data provides the organisation with relevant medical information that is essential to the duty of care that we owe the adult members and youth members under our care.

Website on-line services policy

- 1.17 Scouts NSW does not collect any personal information about you via our Internet site except when you knowingly provide it.
- 1.18 It is possible for you to visit this website without telling us who you are.



Scouts Australia NSW

- 1.19 If you have elected to be a registered user we may use your e-mail address to send you from time to time various promotional offers, Scout program information, policies, special events or other marketing communications that may be of interest to you.
- 1.20 It is our policy to only email customers who give us permission to do so. If we send you an email for a commercial purpose, we will give you the option of not receiving further communications of this nature. You may also opt in to the email subscription service to receive emails about specific subjects and activities.
- 1.21 We will use any collected information to improve our service to users, and from time to time may contact registered users about new features and improvements to the website. Scouts NSW undertakes to take reasonable steps necessary to ensure that member information is secure from any unauthorised access or disclosure. In designing the Scouts NSW website, we have incorporated security procedures and practices that we consider are consistent with Australian industry practice. We review our security procedures from time to time and update them when relevant.
- 1.22 We assume no responsibility for the information practices of third-party sites where a user is able to access their sites through ours. We encourage users to review each site's privacy policy before disclosing any personally identifiable information. For statistical purposes we may collect non -personalised information on website activity (such as the number of users who visit the website, the date and time of visits, the number of pages viewed and navigation patterns) through the use of 'cookies' and other tracking technology. In order to collect user statistics we may anonymously log information, and identify categories of users by items such as domains and browser types.
- 1.23 Scouts NSW may amend this policy from time to time. If we make any substantial changes in the way we use your personal information we will notify you by posting a prominent announcement on our website, or through social media platforms, or email- we will not separately notify you of these changes. If you have any questions or feedback on our website privacy policies please send an email to: webmaster@nsw.scouts.com.au

2 Use and disclosure and consent policy

- 2.1 When you join Scouts NSW you agree that we may use your contact/personal details to send you information about our organisation and its activities and services that we feel may be of interest to you, and to contact you from time to time to obtain your feedback about our activities and services. You also agree to the collection of sensitive data for the purposes disclosed in this policy.
- 2.2 Your information may be used to offer you other products, services and activities that will enhance our relationship with you. You may decide on joining and at any other time by



informing us in writing that you do not wish to be contacted in this way. It is assumed that existing members have given consent unless they advise us otherwise.

2.3 We will not use your personal information for any purpose that you would not reasonably expect us to use it for, unless required by law.

2.4 By signing the membership application form you consent to us using your personal information in the following way:

- To maintain a register of our membership.
- To respond to your request or help us process any request for our activities or services.
- To effectively administer all activities and services that we provide to you.
- To communicate with you about the activities and services that we may provide you.
- To inform you of relevant internal or external activities, events, promotions or special offers that may be of interest to you.
- To identify geodemographic details of our membership for the purpose of building membership.
- To ensure the safety, health and well-being of all members while they participate in Scout activities.
- To carry out research, marketing or development of our products, activities and services including the surveying of members on their needs and attitudes.
- To provide contact information to enable communication between members of the Movement. To assess the suitability of adult members to be in charge of our youth members.
- To provide personal details of potential adult Members to the NSW Police Service for criminal record checks in accordance with Scouts NSW Child Protection Policy and to the NSW Office of the Children's Guardian for Working with Children Checks.
- To direct membership inquiries to you if you are the Leader in charge of a formation.
- To direct inquiries to you regarding the use or hire of a Scout property if you have been appointed for that purpose (this includes listing your name and contact details on the Scout website).
- To assess, process and investigate claims made under any insurance products we provide to you.



- If you have chosen to provide us with your email address, we may use that address to advise you of matters of Scouting interest as well as for marketing, planning, new services or research purposes.
- Members have the right to opt out of these additional communications. There is also an opportunity to opt in by joining email subscription lists which will be promoted through emails and the website.
- We may release information about you where there is a duty to the public to disclose that information, or where disclosure is required or authorised for law enforcement or regulatory purposes.
- Scouts NSW undertakes to give proper and responsible consideration to privacy issues associated with the introduction of new marketing methods or technology.

Access to data by other members of Scouts NSW

- 2.5 Scouting is essentially an organisation that is run by and for its voluntary members. Communication between members is of primary importance for its successful operation. The provision of contact details to members to allow them to make contact with other members is very important. The provision of some personal details about members to Leaders, whose role is to supervise and in some cases assess the performance of those members, is also essential. For these reasons, State and Region Office staff are authorised to provide limited personal information about a member to another member for bona fide purposes. As a general rule we do not disclose the member's work details. We also publish a contact list showing limited personal details for a select list of senior adult members. This list is provided to all those on the list for contact purposes.

Access to data by non-members

- 2.6 Any provision of personally identifiable data to third parties is in accordance with this policy.

Commercial use of data

- 2.7 Scouts NSW will not sell personal information, including mailing address data-bases to others. Scouts NSW may, where the information is reasonably necessary for a function or activity of Scouts NSW, disclose personal information, including sensitive information held about an individual, to:

- Any relevant Scouts NSW formation or entity
- The Scout Association of Australia
- Other member organizations of the World Organisation of The Scout Movement;
- Government departments;



Scouts Australia NSW

- Medical practitioners;
- People providing services to Scouts NSW;
- Scouts NSW's insurer/s and insurance agent/s
- Readers of Scouts NSW publications, such as on line newsletters and websites;
- Parents and guardians;
- Anyone the individual authorizes Scouts NSW to disclose information to; and
- Anyone to whom Scouts NSW is required to disclose the information to by law.

3 Data quality and integrity

- 3.1 We rely on the accuracy of the information that members or their formation provide us. We try to ensure that all information which we collect, use or disclose is accurate, complete and up to date. We conduct periodic internal checking procedures to ensure that as far as is practicable that the data held by us is accurate and current.
- 3.2 You should promptly notify us if there are any changes to your personal information.

Data access and correction

- 3.3 In accordance with Australian Privacy Principles, you can request access to personal information we hold about you. We will process your request within a reasonable time. There is no fee for requesting access to or updating your information. We may require you to prove your identity by providing details such as your full name, membership number, date of birth and address. As an individual you will be able to access the personal information held about you, subject to exceptions provided by law. You also have the right to request that we correct or note information about you that is inaccurate, incomplete or out of date.
- 3.4 From time to time, for the purposes of data correction, we may provide members or their formation with a computer printout of some or all personal data that we hold on a member. We also provide a 'Change of Personal Particulars' form to allow members to advise us of amendments.
- 3.5 Many forms other than the membership application form are used by Scouts NSW for various operational purposes. These forms often request personal details from members which were previously collected from their original membership application. These provide us with further opportunities to ensure our data is accurate and current. Any amendments to member's records will be processed as soon as possible after such reports or forms are returned to the State or Region Offices.



Data security

- 3.6 We take all reasonable steps to protect your personal information from misuse, loss, unauthorised access, modification or disclosure.
- 3.7 We have physical, electronic and procedural safeguards to protect your information which is held by us. For example, your personal information in the form of original or copies of paper forms is stored in secured premises authorised by Scouts NSW and may be at State or Region Offices. Forms may also be held by authorised voluntary adult Leaders at local formations. These Leaders are accountable to the office of the Chief Executive of Scouts NSW for the security and privacy of your data. In circumstances where electronic information is stored externally to Scouts NSW's systems that is only done by an approved provider.
- 3.8 The State Office is the sole location of the original data held in electronic databases. Region Office staff and other approved personnel have electronic access to those databases. Read-only and change access to information stored electronically is restricted to personnel whose role in the organisation requires access. All authorised personnel require logins and passwords for access. We require all staff and volunteers to maintain the confidentiality of customer and member information.
- 3.9 The database is backed-up on a daily basis. Any visitor, for any purpose, to any part of our premises in which customer personal information is kept is required to be accompanied by a member of staff while on the premises. The State Office uses secure methods to destroy or de-identify any personal information such as computer reports as soon as the information is no longer needed by us for any purpose. However, current policy is that electronic information on the membership database on past members is not removed or archived.

4 Photographs and Images

- 4.1 "Photographs and images" includes still and movie film photography, video, audio and digital recordings and footage.
- 4.2 Scouts NSW has an ongoing promotional program which includes publicising and developing public awareness of Scouts NSW and the achievements of, and awards to, its members.
- 4.3 From time to time, as part of that promotional program, photographs and images may be taken of participants, including individual members, at Scouting activities and meetings or at other activities which members attend as representatives of Scouts NSW. Such photographs and images may be taken by members of Scouts NSW and by related 3rd parties (including parents and other persons associated with local Scout Groups) or other authorised 3rd parties (including press photographers and television camera operators).



Scouts Australia NSW

- 4.4 When you (or your child) join Scouts NSW you agree that you have no claim in copyright to, or claim to monetary compensation for, such photographs and images and that Scouts NSW retains the right to publish any such photographs and images for the promotional program and/or for training purposes, whether internally or externally, and to provide such photographs and images for use in newspapers, magazines, television broadcasts, and on appropriate websites or other media including for the purposes of advertising and commercial purposes. You also consent to Scouts NSW using those photographs and images for any such appropriate purpose without the need for any further permission or consent from you.
- 4.5 The release of such photographs and images may include the name of a member and the name of the group or formation to which that member belongs as well as some information about the activity.
- 4.6 This policy shall apply with the exception that any member, being an adult or with the written authorisation of their parent or guardian, not wishing their name and group/formation included with such photograph and images, shall notify their Group Leader/Leader-in-Charge in writing. In such case Scouts NSW will take all reasonable steps to ensure that such information is not included with any photographs and images that are released.

5 Your rights

- 5.1 You need not give us any of the personal information about you or any other person which may be requested in our communications with you. However, without that information, we may not be able to process an application, fulfill your request to become a member or provide you with an appropriate level of service.
- 5.2 You are entitled to ask us for access to your personal information records at any time, or to choose to cancel or opt- out of any service or future mailing.
- 5.3 You may elect to advise us that your phone and fax numbers are to be marked as 'silent' in which case we will not release or publish them in any form.

Complaints resolution

- 5.4 Complaints will be resolved in accordance with the Scouts NSW Dispute Resolution Procedure. Complaints should be made in writing or by email.

Changes to our privacy policy

This information relates to our current privacy standards. We may vary our privacy standards from time to time. We will notify you of these changes by publishing them on our website - we will not separately notify you of these changes.



Scouts Australia NSW

File name	Policy POL03 Privacy Policy 3.0.0	page 10 of 10.
-----------	-----------------------------------	----------------