**BENS Youth & Community Groups CIC - Confidentiality Policy**

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| Andrea Woodrow | Director | Date 20/10/25 |

This policy applies to all staff and volunteers of Bens Youth & Community Groups CIC. The data covered by the confidentiality policy includes:

* Information about the organisation, for example, its plans or finances
* Information about other organisations
* Information about individuals, for example, client s, volunteers and staff whether recorded electronically or in paper form

All Bens Youth & Community Groups CIC staff, volunteers and others who work at Bens Youth & Community Groups CIC must respect the need for confidentiality of information held about anyone who comes into contact with the Bens Youth & Community Groups CIC, and about any Bens Youth & Community Groups CIC business. This is expected to continue even when contact has ceased with this person, and when the Trustee, volunteer or staff member no longer works for Bens Youth & Community Groups CIC.

This policy should be read in conjunction with Bens Youth & Community Groups CIC ’s Data Protection Policy.

**Information about individuals**

Bens Youth & Community Groups CIC is committed to ensuring confidential services to all individuals. The confidentiality is between the individual and the organisation, not the members of staff delivering a particular service.

Confidential information will be sought from a client to enable a better service delivery.

Information will only be passed to another agency or to other individuals outside of the Bens Youth & Community Groups CIC with the consent of the client, where possible this will be with written consent. If a member of staff or volunteer intends to get information from another agency to help the client or to refer them to another agency, then this must be explained to the client and their permission given.

No personal information about staff, volunteers or clients will be given to any third party including a member of their family, without the consent of the client. Information will only be divulged on a “need to know” basis.

Information will be treated in confidence and will not be divulged to anyone outside the organisation except where extenuating circumstances exist (see below).  However, in order that we can provide the best possible help to our clients it may be necessary to share information with a manager or colleagues within Bens Youth & Community Groups CIC.

All visitors and clients are entitled to privacy and will be made aware that they can specifically request to be seen in private.

Under no circumstances should details of a client be discussed by anyone outside of the organisation or in an open plan area in such a manner that it is possible to identify the client. .

Staff and volunteers should take due care and attention when speaking to client s and using the telephone. No client should be able to hear a conversation or personal details of another service user.

**Use of client information for publicity, reporting or training purposes**

Bens Youth & Community Groups CIC does need to be able to give information where appropriate about the impact of our services.

If one of our services has an outcome which would provide useful material for publicity, reporting or training purposes, then wherever possible the permission of the client will be sought in writing before the story is told to anyone else. If permission cannot be obtained, then any details that would enable identification of the client to be made will be changed.

**Limits to client confidentiality**

In certain circumstances Bens Youth & Community Groups CIC reserves the right to break confidentiality should this be deemed necessary. These circumstances include:

* If a member of staff believes that a client could cause danger to themselves or to others.
* If a member of staff suspects abuse or has knowledge of abuse
* If the client gives information which indicates that a crime has been committed
* If disclosure is required by law, for example, by the police
* If a person is felt to lack the mental capacity to make a decision. In such cases staff or volunteers will discuss with a manager and they will only act in the client ’s best interest.
* If the client gives information which indicates a possible terrorist threat.

The decision on whether to break confidentiality will be decided on a case by case basis and always in conjunction with a manager.

**Access to data**

This Policy operates on a “need to know” basis and apart from staff and volunteers in the office of Bens Youth & Community Groups CIC, no-one will have access to client or organisational information unless it is relevant to the service or their work.

All clients and visitors have the right to request access to all information stored about them and have a right to see a copy of this confidentiality policy on request.

If any party concerned has a sensory or physical impairment, efforts should be made to ensure that all aspects of this policy and exchanges between parties are understood.

Significant breaches of this policy will be handled under Bens Youth & Community Groups CIC disciplinary procedures.

**Evaluation and Monitoring**

All staff and volunteers will be given a copy of the policy when they join Bens Youth & Community Groups CIC and will sign the confidentiality statement that they will abide by this policy. Bens Youth & Community Groups CIC will ensure that all staff and volunteers are trained in the application of this policy.

The policy will be reviewed annually by the appropriate person and approved by the Bens Youth & Community Groups CIC staff. It will also be reviewed in response to changes in relevant legislation, contractual arrangements, good practice or in response to an identified failing in its effectiveness.

Please sign below or tick the box on the referral form to indicate that you have read and understood the policy.

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Position in the company\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_