

# BACK TO BASICS BUSINESS TRAINING PTY LTD PRIVACY POLICY

Back to Basics Business Training Pty Ltd is committed to maintaining the privacy and confidentiality of its RTO personnel and participant records. Back to Basics Business Training Pty Ltd complies with the law including the *Privacy Act 1988* and the *National Vocational Education and Training Regulator Act 2011 (Cth) (NVETR Act)*

As a component of our risk management practices, Back to Basics Business Training Pty Ltd has conducted a Privacy Impact Assessment for all operations. Mitigation actions from this risk assessment have been implemented for the management of privacy risks at each stage of the information lifecycle, including collection, use, disclosure, storage, destruction and de-identification.

Providing an overall framework for our privacy practices, Back to Basics Business Training Pty Ltd has developed and implemented this Privacy Policy.

Back to Basics Business Training Pty Ltd manages personal information in an open and transparent way. This is evident in the implementation of practices, procedures and systems we outline in this policy, that ensure our compliance with the APPs and any binding registered APP code and provide suitable procedures for Back to Basics Business Training Pty Ltd personnel to be able to deal with related enquiries and complaints that may be received from time to time.

The following sections of this policy outline how we manage personal information.

### **Purposes for information collection, retention, use and disclosure**

Back to Basics Business Training Pty Ltd retains a record of personal information about all individuals with whom we undertake any form of business activity. Back to Basics Business Training Pty Ltd must collect, hold, use and disclose information from our clients and stakeholders for a range of purposes, including but not limited to:

- Providing services to clients and students alike.
- Managing employee and contractor teams.
- Promoting products and services.
- Conducting internal business functions and activities; and
- Requirements of stakeholders.

As a government Registered Training Organisation, regulated by the Australian Skills Quality Authority, Back to Basics Business Training Pty Ltd is required to collect, hold, use and disclose a wide range of personal and sensitive information on participants in nationally recognised training programs. This information requirement is outlined in the *National Vocational Education and Training Regulator Act 2011* and associated legislative instruments.

In particular, the legislative instruments:

- *Standards for Registered Training Organisations (RTOs) 2015 v2.3; and*
- *Data Provision Requirements 2020.*

It is noted that Back to Basics Business Training Pty Ltd is also bound by various State Government Acts requiring similar information collection, use and disclosure (particularly *Education Act(s), Vocational Education & Training Act(s) and Traineeship & Apprenticeships Act(s)*) relevant to state jurisdictions of Back to Basics Business Training Pty Ltd operations.

Individuals are advised that due to these legal requirements, Back to Basics Business Training Pty Ltd discloses information held on individuals for valid purposes to a range of entities including:

- Governments (Commonwealth, State or Local).
- Australian Apprenticeships Centres.
- Employers (and their representatives), Job Network Providers, Schools, Guardians; and
- Service providers such as credit agencies and background check providers.

### **Kinds of personal information collected and held**

The following types of personal information are generally collected, depending on the need for service delivery:

- Contact details
- Employment details
- Educational background
- Demographic Information
- Course progress and achievement information
- Financial billing information

The following types of sensitive information may also be collected and held:

- Identity details
- Employee details & HR information
- Complaint or issue information
- Disability status & other individual needs
- Indigenous status

Back to Basics Business Training Pty Ltd does not take enrolments for students under 18 years of age.

### **How personal information is collected**

Back to Basics Business Training Pty Ltd.'s usual approach to collecting personal information is to collect any required information directly from the individuals concerned. This may include the use of forms (such as registration forms) and the use of web based systems (such as online enquiry forms, web portals or internal operating systems).

### How personal information is held

Back to Basics Business Training Pty Ltd's usual approach to holding personal information includes robust storage and security measures at all times. Information on collection is:

- As soon as practical, converted to electronic means.
- Stored in secure, password protected systems, such as financial system, learning management system and student management system; and
- Monitored for appropriate authorised use at all times.

Only authorised personnel are provided with login information to each system, with system access limited to only those relevant to their specific role. Back to Basics Business Training Pty Ltd ICT systems are hosted internally with robust internal and cyber security to physical server locations and server systems access. Firewall, Virus protection, backup procedures and ongoing access monitoring procedures are in place.

Destruction of paper based records occurs as soon as practicable in every matter through the use of secure shredding and destruction services.

Individual information held across systems is linked through a Back to Basics Business Training Pty Ltd allocated identification number for each individual.

### Retention and Destruction of Information

Back to Basics Business Training Pty Ltd maintains a Retention and Disposal Schedule documenting the periods for which personal information records are kept.

Specifically for our RTO records, in the event of our organisation ceases to operate, the required personal information on record for individuals undertaking nationally recognised training with us would be transferred to the Australian Skills Quality Authority, as required by law.

### Accessing and seeking correction of personal information

Back to Basics Business Training Pty Ltd confirms all individuals have a right to request access to their personal information and to request its correction at any time.

To request access to personal records, individuals are to make their request in writing (email) providing photo ID, using the following contact details:

BACK TO BASICS BUSINESS TRAINING PTY LTD  
1300 855 713  
[studentsupport@backtobasics.edu.au](mailto:studentsupport@backtobasics.edu.au)

Several third parties, other than the individual, may request access to an individual's personal information. Such third parties may include employers, parents or guardians, schools, Australian Apprenticeships Centres, Governments (Commonwealth, State or Local), SEO (prison students) and various other stakeholders.

All requests for access must be in writing (email) and Back to Basics Business Training Pty Ltd will ensure that:

- Parties requesting access to personal information are robustly identified and vetted.
- Where legally possible, the individual to whom the information relates will be contacted to confirm consent (if consent not previously provided for the matter); and
- Only appropriately authorised parties, for valid purposes, will be provided with any information.

### **Complaints about a breach of the APPs or a binding registered APP code**

If an individual feels that Back to Basics Business Training Pty Ltd may have breached one of the Australian Privacy Principles (APPs), please see the *Privacy Complaints Procedure* below for further information.

### **Likely overseas disclosures**

Back to Basics Business Training Pty Ltd is an Australian based company only with no overseas Business partnerships.

### **Making our Privacy Policy available**

Back to Basics Business Training Pty Ltd provides our Privacy Policy free of charge, with all information being publicly available from the Privacy link on our website.

This website information is designed to be accessible, as per web publishing accessibility guidelines, to ensure access is available to individuals with special needs (such as individuals with vision impairment).

In addition, this Privacy Policy is:

- Prominently displayed at Back to Basics Business Training Pty Ltd premises.;
- Included within our Student Handbook.
- Noted within the text or instructions at all information collection points (such as informing individuals during a telephone call of how the policy may be accessed, in cases where information collection is occurring); and
- Available for distribution free of charge on request, as soon as possible after the request is received, including in any format requested by the individual as is reasonably practicable.

If, in the unlikely event the Privacy Policy is not able to be provided in a particular format requested by an individual, we will explain the circumstances around this issue with the requester and seek to ensure that another appropriate method is provided.

### **Review and Update of this Privacy Policy**

Back to Basics Business Training Pty Ltd reviews this Privacy Policy:

- As part of an ongoing improvement process, as suggestions or issues are raised and addressed, or as government required changes are identified.
- Through our internal audit processes on at least an annual basis.
- As a part of any external audit of our operations that may be conducted by various government agencies as a part of our registration as an RTO or in normal business activities; and
- As a component of each and every complaint investigation process where the complaint is related to a privacy matter.

Where this policy is updated, changes to the policy are widely communicated to stakeholders through internal personnel communications, meetings, training and documentation, and externally through publishing of the policy on Back to Basics Business Training Pty Ltd.'s website and other relevant documentation (such as our RTO Handbook) for clients.

### **Anonymity and pseudonymity**

Back to Basics Business Training Pty Ltd provides individuals with the option of not identifying themselves, or of using a pseudonym, when dealing with us in relation to a particular matter, whenever practical. This includes providing options for anonymous dealings in cases of general course enquiries or other situations in which an individuals' information is not required to complete a request.

Individuals may deal with us by using a name, term or descriptor that is different to the individual's actual name wherever possible. This includes using generic email addresses that do not contain an individual's actual name, or generic user's name, when individuals may access a public component of our website or enquiry forms.

Back to Basics Business Training Pty Ltd only stores and links pseudonyms to individual personal information in cases where this is required for service delivery (such as system login information) or once the individual's consent has been received.

Individuals are advised of their opportunity to deal anonymously or by pseudonym with us where these options are possible.

### **Requiring identification**

Back to Basics Business Training Pty Ltd must require and confirm identification however in service delivery to individuals for nationally recognised course programs. We are authorised by Australian law to deal only with individuals who have appropriately identified themselves.

That is, it is a *Condition of Registration* for all RTOs under the *National Vocational Education and Training Regulator Act 2011* that we identify individuals and their specific individual needs on commencement of service delivery and collect and disclose Australian Vocational Education and Training Management of Information Statistical Standard (AVETMISS) data on all individuals enrolled in nationally recognised training programs. Other legal requirements, as noted earlier in this policy, also require considerable identification arrangements.

There are also other occasions within our service delivery where an individual may not have the option of dealing anonymously or by pseudonym, as identification is practically required for us to effectively support an individual's request or need.

### **Collection of solicited personal information**

Back to Basics Business Training Pty Ltd only collects personal information that is reasonably necessary for our business activities.

We only collect sensitive information in cases where the individual consents to the sensitive information being collected, except in cases where we are required to collect this information by law, such as outlined earlier in this policy.

All information we collect is collected only by lawful and fair means.

We only collect solicited information directly from the individual concerned unless it is unreasonable, or impracticable, for the personal information to be collected in this manner.

### **Dealing with unsolicited personal information**

Back to Basics Business Training Pty Ltd may from time to time receive unsolicited personal information. Where this occurs, we promptly review the information to decide whether we could have collected the information for the purpose of our business activities. Where this is the case, we may hold, use and disclose the information appropriately as per the practices outlined in this policy.

Where we could not have collected this information (by law or for a valid business purpose) we immediately destroy or de-identify the information (unless it would be unlawful to do so).

### **Notification of the collection of personal information**

Whenever Back to Basics Business Training Pty Ltd collects personal information about an individual, we take reasonable steps to notify the individual of the details of the information collection or otherwise ensure the individual is aware of those matters. This notification occurs at or before the time of collection, or as soon as practicable afterwards.

Our notifications to individuals on data collection include:

- Back to Basics Business Training Pty Ltd's identity and contact details, including the position title, telephone number and email address of a contact who handles enquiries and requests relating to privacy matters.
- The facts and circumstances of collection such as the date, time, place and method of collection, and whether the information was collected from a third party, including the name of that party.
- If the collection is required or authorised by law, including the name of the Australian law or other legal agreement requiring the collection.
- The purpose of collection, including any primary and secondary purposes.
- The consequences for the individual if all or some personal information is not collected.
- Other organisations or persons to which the information is usually disclosed, including naming those parties.
- Whether we are likely to disclose the personal information to overseas recipients, and if so, the names of the recipients and the countries in which such recipients are located.
- A link to this Privacy Policy on our website or explain how it may be accessed; and
- Advice that this Privacy Policy contains information about how the individual may access and seek correction of the personal information held by us; and how to complain about a breach of the Australian Privacy Principles (APPs), or any registered APP code, and how we will deal with such a complaint.

Where possible, we ensure that the individual confirms their understanding of these details, such as through signed declarations, website form acceptance of details or in person through questioning.

### **Collection from third parties**

Where Back to Basics Business Training Pty Ltd collects personal information from another organisation, we:

1. Confirm whether the other organisation has provided the relevant notice above to the individual; or
2. Whether the individual was otherwise aware of these details at the time of collection; and
3. If this has not occurred, we will undertake this notice to ensure the individual is fully informed of the information collection.

### Use or disclosure of personal information

Back to Basics Business Training Pty Ltd only uses or discloses personal information it holds about an individual for the particular primary purposes for which the information was collected, or secondary purposes in cases where:

- An individual consented to a secondary use or disclosure.
- An individual would reasonably expect the secondary use or disclosure, and that is directly related to the primary purpose of collection; or
- Using or disclosing the information is required, or authorised, by law.

There is a requirement to make a written note of use or disclosure for this secondary purpose.

If Back to Basics Business Training Pty Ltd uses or discloses personal information in accordance with an 'enforcement related activity' we will make a written note of the use or disclosure, including the following details:

- The date of the use or disclosure.
- Details of the personal information that was used or disclosed.
- The enforcement body conducting the enforcement related activity.
- If the organisation used the information, how the information was used by the organisation.
- The basis for our reasonable belief that we were required to disclose the information.

### Direct marketing

Back to Basics Business Training Pty Ltd does not use or disclose the personal information that it holds about an individual for the purpose of direct marketing, unless:

- The personal information has been collected directly from an individual, and the individual would reasonably expect their personal information to be used for the purpose of direct marketing; or
- The personal information has been collected from a third party, or from the individual directly, but the individual does not have a reasonable expectation that their personal information will be used for the purpose of direct marketing; and
- We provide a simple method for the individual to request not to receive direct marketing communications (also known as 'opting out').

On each of our direct marketing communications, Back to Basics Business Training Pty Ltd provides a prominent statement that the individual may request to opt out of future communications and how to do so.



An individual may also request us, at any stage, not to use or disclose their personal information for the purpose of direct marketing or to facilitate direct marketing by other organisations. We comply with any request by an individual promptly and undertake any required actions for free.

We also, on request, notify an individual of our source of their personal information used or disclosed for the purpose of direct marketing unless it is unreasonable, or impracticable, to do so.

### **Cross-border disclosure of personal information**

Before Back to Basics Business Training Pty Ltd discloses personal information about an individual to any overseas recipient, we undertake reasonable steps to ensure that the recipient does not breach any privacy matters in relation to that information.

### **Adoption, use or disclosure of government related identifiers**

Back to Basics Business Training Pty Ltd does not adopt, use or disclose a government related identifier related to an individual except:

- In situations required by Australian law or other legal requirements.
- Where reasonably necessary to verify the identity of the individual.
- Where reasonably necessary to fulfil obligations to an agency or a State or Territory authority; or
- As prescribed by regulations.

### **Quality of personal information**

Back to Basics Business Training Pty Ltd takes reasonable steps to ensure that the personal information it collects is accurate, up-to-date and complete. We also take reasonable steps to ensure that the personal information we use or disclose is, having regard to the purpose of the use or disclosure, accurate, up-to-date, complete and relevant.

We take steps to ensure personal information is factually correct. In cases of an opinion, we ensure information considers competing facts and views and then we make an informed assessment, providing it is clear this is an opinion. Information is confirmed up to date at the point in time to which the personal information relates.

Quality measures in place supporting these requirements include:

- Internal practices, procedures and systems to audit, monitor, identify and correct poor quality personal information (including training staff in these practices, procedures and systems).
- Protocols that ensure personal information is collected and recorded in a consistent format, from a primary information source when possible.
- Ensuring updated or new personal information is promptly added to relevant existing records.
- Reminding individuals to update their personal information at critical service delivery points (such as completion) when we engage with the individual.
- Contacting individuals to verify the quality of personal information where appropriate when it is about to be used or disclosed, particularly if there has been a lengthy period since collection.
- Checking that a third party, from whom personal information is collected, has implemented appropriate data quality practices, procedures and systems.

### Security of personal information

Back to Basics Business Training Pty Ltd takes active measures to consider whether we are able to retain the personal information we hold and to ensure the security of personal information we hold. This includes reasonable steps to protect the information from misuse, interference and loss, as well as unauthorised access, modification or disclosure.

We destroy or de-identify personal information held once the information is no longer needed for any purpose for which the information may be legally used or disclosed.

Access to the Back to Basics Business Training Pty Ltd office is limited to our personnel only. Visitors to our premises must be authorised by relevant personnel and are always accompanied. Regarding any information in a paper based form, we maintain storage of records in an appropriately secure place to which only authorised individuals have access.

Regular staff training and information bulletins are conducted with Back to Basics Business Training Pty Ltd personnel on privacy issues and how the APP's apply to our practices, procedures and systems.

Training is also included in our personnel induction practices.

We conduct ongoing internal audits (at least annually and as needed) of the adequacy and currency of security and access practices, procedures and systems implemented.

### Access to personal information

Where Back to Basics Business Training Pty Ltd holds personal information about an individual, we provide that individual access to the information on their written (email) request. In processing requests, we:

- Ensure thorough confirmation of identity that the request is made by the individual concerned, or by another person who is authorised to make a request on their behalf.
- Respond to a request for access:
  - Within fourteen (14) calendar days, when notifying our refusal to give access, including providing reasons for refusal in writing, and the complaint mechanisms available to the individual; or
  - Within thirty (30) calendar days, by giving access to the personal information that is requested in the way it was requested.
  - Provide information access free of charge

### Correction of personal information

Back to Basics Business Training Pty Ltd takes reasonable steps to correct personal information we hold, to ensure it is accurate, up-to-date, complete, relevant and not misleading, having regard to the purpose for which it is held.

### Individual Requests

On an individual's (written) request, we:

- Correct personal information held; and
- Notify any third parties of corrections made to personal information, if this information was previously provided to these parties.

In cases where we refuse to update personal information, we:

- Give a written notice to the individual, including the reasons for the refusal and the complaint mechanisms available to the individual.
- Upon request by the individual whose correction request has been refused, take reasonable steps to associate a statement with the personal information that the individual believes to be inaccurate, out-of-date, incomplete, irrelevant or misleading.
- Respond within fourteen (14) calendar days to these requests; and
- Complete all actions free of charge.

### Correcting at Back to Basics Business Training Pty Ltd.'s initiative

We take reasonable steps to correct personal information we hold in cases where we are satisfied that the personal information held is inaccurate, out-of-date, incomplete, irrelevant or misleading (that is, the information is faulty). This awareness may occur through collection of updated information, in notification from third parties or through other means.

### Documents:

The following documents are related to this Policy:

- Standards for Registered Training Organisations (RTOs) 2015 v2.3.
- Privacy Policy Implementation.
- Back to Basics Business Training Pty Ltd Enrolment Form.
- Complaints Policy & Procedure.
- Complaints Register.