

## Privacy policy

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### Australian Teacher Workforce Data (ATWD) initiative

#### What is the purpose of the ATWD initiative?

1. The Australian Teacher Workforce Data Strategy is an initiative funded by Education Council<sup>1</sup> and managed by the Australian Institute for Teaching and School Leadership (AITSL) under the supervision of the Australian Teacher Workforce Data Oversight Board<sup>2</sup>.
2. As a joint project between all Australian state, territory and Commonwealth governments, the initiative aims to build a national asset known as the Australian Teacher Workforce Data (ATWD), by combining and connecting data relating to all initial teacher education students and teachers in the workforce over time.
3. All the data in the ATWD will be de-identified, that is, all identifying information about individuals will be removed from the data. Reporting of these data will only ever be produced at the aggregate level.
4. The ATWD will provide – for the first time in Australia – a complete evidence-based representation of the entire teaching workforce across Australia.
5. The purpose of the ATWD as agreed by Education Council in 2016 is to:
  - 5.1. Provide capacity to see the full picture of supply and demand from initial teacher education through to retirement, and across states, territories, systems and sectors so that provision of initial teacher education can be better matched to workforce needs.
  - 5.2. Provide nationally comparable data on important outcomes including employment rates, retention in the profession, graduate perceptions of preparedness and employer satisfaction with graduates from initial teacher education programs.
  - 5.3. The ATWD will also include teacher career experience data such as graduate experiences of getting a job and being classroom ready, the type of employment contract, induction and support in early career, professional development, further education and other employment characteristics.
6. The ATWD will be invaluable in supporting better forecasting and responses to emerging workforce trends, so that all systems and sectors can strengthen their positive impact on student outcomes.

#### What data is used to form the ATWD?

7. Data used to form the ATWD is collated from the following data providers:
  - Data collected by Australian Government Department of Education and Training including:
    - Initial Teacher Education (ITE) data from Higher Education Data Statistics Collection, this includes all records for students enrolled in any ITE program in Australia
    - Survey data from the Quality Indicators for Learning (QILT) for students enrolled in any ITE program in Australia

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<sup>1</sup> Education Council is one of the eight Ministerial Council's responsible to the Council of Australian Governments (COAG). The Education Council provides a forum through which strategic policy on school education, early childhood and higher education can be coordinated at the national level and through which information can be shared, and resources used collaboratively, to address issues of national significance.

<sup>2</sup> ATWD Oversight Board was appointed by Education Council in 2017.

- Registration data collected by Teacher Regulatory Authorities (TRA) in each participating state and territory
  - ATWD Teacher Survey data which is collected annually and directly from teachers in each state and territory by AITSL using Alchemer, a web-based survey platform that is licenced from Alchemer Limited by AITSL. Alchemer Limited provides secure data hosting services as part of this licence arrangement. In addition to encryption at rest and while data is in-transit, AITSL has turned on response data encryption. The secure data hosting provided by Alchemer Limited is based in the EU and is governed by the General Data Protection Regulation (EU GDPR). The storage of your responses to the ATWD Teacher Survey is a cross-border disclosure of information and complies strictly with the Privacy Act (1988) as the protection offered by EU GDPR are substantially similar and typically exceed those of the Australian Privacy Principles.
8. The data collection for the ATWD strictly adheres to privacy and other legislation that applies to each provider in each jurisdiction, however, data from all of these sources includes personal information as defined in section 6 (1) of the *Privacy Act (1988)*.
  9. More detail about the legislation and privacy statements for each workforce data provider can be found on the website of each teacher regulatory authority.
  10. All data is transferred securely and confidentially, by the providers, to the Australian Institute of Health and Welfare to incorporate into the ATWD in accordance with the legislation under which the data was collected in the first instance and under the *Australian Institute of Health and Welfare Act (AIHW Act)* and the *Privacy Act (1988)*.
  11. ATWD Survey responses will be deleted from the Alchemer platform once they have been securely transferred to the AIHW and data integrity has been confirmed. AITSL will not retain a copy of these data.

## Your privacy matters

12. At all stages of the ATWD data collection, processing (including data linkage), storage and reporting processes, the privacy of individuals is protected in accordance with the *Privacy Act 1988 (Cth)*, Australian Privacy Principles and, where applicable, relevant state and territory privacy legislation and policies.
13. Your privacy is important to us so the data linkage and data handling processes are undertaken by the Australian Institute of Health and Welfare (AIHW).
14. AIHW is an Australian Government statutory authority that is accredited as a data integration authority to perform data linkage by the [Cross Portfolio Data Integration Oversight Board](#).

## Personal information is used for linkage purposes only

15. The AIHW will separate and remove all of the personal information contained in the data source files. This personal data is used for linkage purposes only and once removed, is stored in a separate, secure, offline environment. Only restricted personnel at the AIHW have access to this data and only for the purpose of data linkage.

## The ATWD contains only de-identified and linked data

16. Once personal data is removed, the remaining de-identified and linked data will form the ATWD. Only de-identified data will be used for reporting, analysis and research purposes. Individuals will always be anonymous in any reports produced as the de-identified data will always be aggregated.

## Will my personal information be disclosed to other parties?

17. No. Personal data is transmitted by the data providers to the AIHW in confidence, and in accordance with the legislation under which the data was collected by the data source provider, the *Privacy Act (1988)* and the AIHW Act. The personal data is used for data linkage purposes only; it is held securely by the AIHW and will never be released.

## How do I participate in the ATWD?

18. Data that is collected about your registration by your teacher regulatory authority will be incorporated into the ATWD in accordance with all privacy legislation that applies in your state or territory.
19. In addition, you will receive an invitation to participate in the ATWD Teacher Survey through your teacher regulatory authority once every year.
20. What information is collected about me in the ATWD Teacher Survey?
21. The ATWD Teacher Survey is designed to collect information that is not currently collected from you by your teacher regulatory authority. It includes approximately 50 questions<sup>3</sup> across a range of the teaching workforce categories such as:
  - employment status
  - teaching load
  - school or early childhood centre employer details
  - nature of current teaching position: teaching and non-teaching duties
  - subjects and levels taught
  - professional development
  - teacher career intentions: intention to remain or leave teaching
  - factors affecting intention to leave teaching prior to retirement.
22. If you choose to participate in the ATWD Teacher Survey, your responses will be transmitted securely to the AIHW and will be linked to other data in the ATWD that pertains to you.

## Who is the ATWD de-identified data disclosed to?

### AITSL

23. AITSL will have access to the ATWD data, through AIHW secure remote data access, to develop reports and analysis for ATWD project stakeholders.

### State and Territory Governments

24. The ATWD will be made available under strict conditions to state and territory governments and teacher regulatory authorities to inform their own research and policy on the teacher workforce pipeline in their own jurisdictions. Access to the ATWD is determined according to the protocols and processes to be implemented by the AIHW and supervised by the ATWD Oversight Board.

### Other Approved Users, including Researchers

25. The ATWD will be made available, under certain conditions, to researchers in organisations including (without limitation) universities, social research institutions, education policy and planning bodies, and government agencies. Access to the data is determined according to the [ATWD Data Access and Reporting Protocols](#) implemented by the AIHW and supervised by the ATWD Oversight Board.

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<sup>3</sup> Not all questions will be required to be answered by each individual.

## Frequently Asked Questions

**Will individual teachers be identifiable in any reports produced using the ATWD?**

No. All published reports will be required to ensure complete anonymity.

**Can I have my information removed from the collection database?**

Yes. You have the option to withdraw your consent to participate in the ATWD Teacher Survey at any point in time. If you withdraw your consent, your responses (for any survey you have completed) will be removed from the collection database. You can do this by contacting [atwd@aitsl.edu.au](mailto:atwd@aitsl.edu.au) or calling AITSL. However, if you withdraw your consent after data has been reported, for example in an annual national report, your information cannot be removed from these reports. Notwithstanding this, your information will not be individually identified in the reports.

**Is my information held securely?**

Yes.

The AIHW has been appointed to manage the data collation, linkage, storage and data access process. As an accredited data integration authority, the AIHW meets the stringent criteria of the [Cross Portfolio Data Integration Oversight Board](#). This ensures that ATWD data will remain safe and secure.