

Hermitage Primary School Data Protection Policy

Mar 2020-Mar2022

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| DATE APPROVED BY HERMITAGE PRIMARY SCHOOL | | | |
| REVIEW DATE Biennial | This policy will normally be under a two yearly review. | | |
| SIGNED HEAD TEACHER | | DATE | |
| SIGNED CHAIR OF GOVERNING BODY | | DATE | |

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1. Aims

Hermitage Primary School aims to ensure that all personal data collected, stored, processed and destroyed about any natural person, whether they be a member of staff, pupil, parent, Governing Body Member, visitors, contractor, consultant, a member of supply staff or other individual in the School is done so in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 (DPA 2018). This policy will be reviewed in line with the implementation of this new legislation.

This policy applies to all personal data, collected, stored, processed and destroyed by Hermitage Primary School, regardless of whether it is in paper or electronic format, or the type of filing system it is stored in, and whether the collection or processing of data was, or is, in any way automated.

2. Legislation and guidance

This policy meets the requirements of the GDPR and the provisions of the DPA 2018. It is based on guidance published by the Information Commissioner's Office (ICO) on the GDPR and DPA 2018 and the ICO's code of practice for subject access requests. It is also based on information provided by the Article 29 Working Party.

It also meets the requirements of the Protection of Freedoms Act 2012, ICO's code of practice in relation to CCTV usage, and the DBS Code of Practice in relation to handling sensitive information. This policy also complies with the Education (Pupil Information) (England) Regulations 2005, which gives parents the right of access to their child's educational record.

3. Definitions

| <u>Term</u> | <u>Definition</u> |
|--|--|
| Data controller | The natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data. |
| Data processor | A natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller, following the Controller's instruction. |
| Data subject | The identified or identifiable individual whose personal data is held or processed. |
| Consent | Freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her. |
| Personal data | <p>Any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a</p> <ul style="list-style-type: none">• name,• an identification number,• location data,• an online identifier or• to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. |
| Special categories of personal data | <p>Personal data which is more sensitive and so needs more protection, including Information about an individual's:</p> <ul style="list-style-type: none">• Racial or ethnic origin• Political opinions• Religious or philosophical beliefs• Trade union membership• Genetics• Biometrics (such as fingerprints, retina and iris patterns), where used for identification purposes |

- Health – physical or mental
- Sex life or sexual orientation
- history of offences, convictions or cautions *

* Note: whilst criminal offences are not classified as “sensitive data” within GDPR, within this policy we have included them as such as acknowledgement of the care needed with this data set.

Processing

Any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

Processing can be automated or manual.

Data breach

A breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to personal data.

4. The data controller

Hermitage Primary School determines the processing of personal data relating to parents, pupils, staff, governors, visitors and others, and therefore is a data controller and a data processor.

Hermitage Primary School is registered as a data controller with the ICO and will renew this registration annually or as otherwise legally required, the registration number is Z482476X.

5. Roles and responsibilities

This policy applies to all staff employed by our school, and to external organisations or individuals working on our behalf. Staff who do not comply with this policy may face disciplinary action.

5.1 Governing Board

The Governing Board has overall responsibility for ensuring that our school complies with all relevant data protection obligations.

5.2 Data Protection Officer

The data protection officer (DPO) for the Hermitage Primary School is David Coy and is contactable via david.coy@london.anglican.org , 07903 506531.

They are responsible for helping oversee the implementation of this policy in the first instance, before reviewing our compliance with data protection law, and developing related policies and guidelines where applicable.

The DPO will provide an annual report of Hermitage Primary School compliance and risk issues directly to the governing board and will report to the board their advice and recommendations on school data protection issues.

The DPO is also one of the first points of contact for individuals whose data the school processes, and for the ICO.

Full details of the DPO's responsibilities are set out in their Service Level Agreement (SLA) for Service.

5.3 Headteacher

The headteacher acts as the representative of the data controller on a day-to-day basis.

5.4 All staff

Staff (regardless of role) are responsible for:

- Collecting, storing and processing any personal data in accordance with this policy
- Informing the school of any changes to their personal data, e.g. a change of address, telephone number, or bank details.
- Contacting the DPO:
 - With any questions about the operation of this policy, data protection law, retaining personal data or keeping personal data secure
 - If they have any concerns that this policy is not being followed
 - If they are unsure whether or not they have a lawful basis to use personal data in a particular way
 - If they need to rely on or capture consent, draft a privacy notice, deal with data protection rights invoked by an individual, or transfer personal data outside the European Economic Area
 - If there has been a data breach
 - Whenever they are engaging in a new activity that may affect the privacy rights of individuals
 - If they need help with any contracts or sharing personal data with third parties

6. The GDPR/DPA 2018 Data protection principles

The GDPR/DPA 2018 is based on 6 data protection principles that Hermitage Primary School must comply with.

These are that data must be;

- Processed lawfully, fairly and in a transparent manner
- Collected for specified, explicit and legitimate purposes
- Adequate, relevant and limited to what is necessary to fulfil the purposes for which it is processed
- Accurate and, where necessary, kept up to date
- Kept for no longer than is necessary for the purposes for which it is processed
- Processed in a way that ensures it is appropriately secure

This policy sets out how Hermitage Primary School aims to comply with these key principles.

7. Collecting personal data

7.1 Lawfulness, fairness and transparency

We will only process personal data where we have one of 6 'lawful basis' (legal reasons) to do so under data protection law:

- The individual (or their parent/carer when appropriate in the case of a pupil) has freely given clear **consent**
- The data needs to be processed so that the school can **fulfil a contract** with the individual, or the individual has asked the school to take specific steps before entering into a contract
- The data needs to be processed so that the school can **comply with a legal obligation**
- The data needs to be processed to ensure the **vital interests** of the individual e.g. to protect someone's life
- The data needs to be processed so that the school, as a public authority, can perform a task **in the public interest**, and carry out its official functions
- The data needs to be processed for the **legitimate interests** of the school or a third party (provided the individual's rights and freedoms are not overridden)

For special categories of personal data, we will also meet one of the special category conditions for processing which are set out in the GDPR and Data Protection Act 2018.

These are where:

- The individual (or their parent/carer when appropriate in the case of a pupil) has given explicit consent.
- It is necessary to fulfill the obligations of controller or of data subject.
- It is necessary to protect the vital interests of the data subject.
- Processing is carried out by a foundation or not-for-profit organisation (includes religious, political or philosophical organisations and trade unions)
- The personal data has manifestly been made public by the data subject.
- There is the establishment, exercise or defence of a legal claim.
- There are reasons of public interest in the area of public health
- Processing is necessary for the purposes of preventive or occupational medicine, for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment
- There are archiving purposes in the public interest.
- The Government has varied the definition of a special category.

If we decide to offer online services to pupils, such as classroom apps, and we intend to rely on consent as a basis for processing, and we will get parental consent for this (except for online counselling and preventive services).

Where we collect personal data directly from individuals, we will provide them with the relevant information required by data protection law, in the form of a privacy notice.

These privacy notices can be found in a location accessible and relevant to the data subjects

- Pupils and Parents: **Website**
- Staff: **Internal network StaffShared\$\CurricShared\GDPR**

- Governors: **Governor Hub**
- Job Applicants: <https://crinklerecruitment.com/Privacy-Policy> or provided by HR Assistant
- Suppliers/Contractors/Consultants: **Website**
- Trainees: **Internal network StaffShared\$\CurricShared\GDPR**
- Visitors: **Website**
- Volunteers: **Provided by HR Assistant on application to become a volunteer**

Additional Copies of the Privacy Notices copies are available on request by contacting Ranvir Chahal (Assistant Head Teacher) at office@hermitageprimary.org.uk

Website

Cookies and Browser Settings

We use cookies on our website to track website usage, tailor the online experience and enhance website capabilities. Visitors agree that by using our website, they are agreeing for their web browser to receive all cookies from our website.

What is a cookie?

Cookies help us remember you and show you content we think you will like.

When you visit a site that uses cookies for the first time, a cookie is downloaded onto your PC. A cookie is a simple text file that is stored on your device. The next time you visit that site, your PC checks to see if it has a cookie that is relevant (that is, one containing the site name) and sends the information contained in that cookie back to the site.

How we use Cookies?

When you visit our school website, we use cookies to store a little bit of information about the visitor while they are using it or, in some instances, to make their next visit even easier for them.

Cookies used

- **Strictly Necessary Cookies**

These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by the visitor which amount to a request for services, such as setting privacy preferences, logging in or filling in forms.

Visitors can set their browser to block or alert them to these cookies, but some parts of the site will not then work. These cookies do not store any personally identifiable information.

- **Functional Cookies**

These cookies enable the website to provide enhanced functionality and personalisation. They may be set by us or by third party providers whose services we have added to our pages.

If visitors do not allow these cookies then some or all of these services may not function properly.

- **Targeting Cookies**

These cookies may be set through our site by our advertising partners. They may be used by those companies to build a profile of visitors' interests and show relevant adverts on other sites.

They do not store directly personal information, but are based on uniquely identifying browsers and internet devices. If visitors do not allow these cookies, they will experience less targeted advertising.

How to turn off cookies?

Visitors can stop Cookies being used by activating the setting on their browser that allows them to block the deployment of all or some Cookies. Please visit www.allaboutcookies.org to find out how. Please note, if visitors use their browser settings to block Cookies they may not be able to access all or parts of our site.

7.2 Limitation, minimisation and accuracy

We will only collect personal data for specified, explicit and legitimate reasons. We will explain these reasons to the individuals when we first collect their data in our privacy notices.

If we want to use personal data for reasons other than those given when we first obtained it, we will inform the individuals concerned before we do so, and seek consent where necessary.

Staff must only process personal data where it is necessary in order to do their jobs.

When personal data is no longer required, staff must ensure it is deleted. This will be done in accordance with Hermitage Primary School document retention policy, which states how long particular documents should be kept, and how they should be destroyed.

Copies of the Document Retention Policy can be attained by contacting the School Bursar, Russell Grant, finance@hermitageprimary.org.uk

8. Sharing personal data

We will not normally share personal data with anyone else, but may do so where:

- There is an issue with a pupil or parent/carer that puts the safety of our staff at risk
- We need to liaise with other agencies or services – we will seek consent as necessary before doing this where possible.
- Our suppliers or contractors need data to enable us to provide services to our staff and pupils – for example, IT companies. When doing this, we will:
 - Only appoint suppliers or contractors which can provide sufficient guarantees that they comply with data protection law, and have satisfactory security measures in place.
 - Establish a data sharing agreement with the supplier or contractor, either in the contract or as a standalone agreement, to ensure the fair and lawful processing of any personal data we share.
 - Only share data that the supplier or contractor needs to carry out their service, and information necessary to keep them safe while working with us.

We will also share personal data with law enforcement and government bodies where we are legally required to do so, these include but are not limited to:

- The prevention or detection of crime and/or fraud
- The apprehension or prosecution of offenders
- The assessment or collection of tax owed to HMRC
- In connection with legal proceedings
- Where the disclosure is required to satisfy our safeguarding obligations
- Research and statistical purposes, as long as personal data is sufficiently anonymised or consent has been provided

We may also share personal data with emergency services and local authorities to help them to respond to an emergency situation that affects any of our pupils or staff.

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law, and will consult with affected individuals first where applicable.

9. Individuals Rights under GDPR

9.1 Subject access requests

Individuals have a right to make a 'subject access request' to access personal information that Hermitage Primary School holds about them. This includes:

- Confirmation that their personal data is being processed
- Access to a copy of the data
- The purposes of the data processing
- The categories of personal data concerned
- Who the data has been, or will be, shared with
- How long the data will be stored for, or if this isn't possible, the criteria used to determine this period
- The source of the data, if not the individual
- Whether any automated decision-making is being applied to their data, and what the significance and consequences of this might be for the individual

While Hermitage Primary School will comply with the GDPR Regulations and DPA 2018 in regard to dealing with all Subject access requests submitted in any written format, individuals are asked to preferably submit their request by letter, email or fax addressed or marked for the attention of the Data Protection Officer. They should include:

- Name of individual
- Correspondence address
- Contact number and email address
- Details of the information requested

If staff receive a subject access request, they must immediately forward it to the School Bursar, Russell Grant, finance@hermitageprimary.org.uk

9.2 Children and subject access requests

Personal data about a child belongs to that child, and not the child's parents or carers. For a parent or carer to make a subject access request with respect to their child, the child must either be unable to understand their rights and the implications of a subject access request, or have given their consent.

Children below the age of 12 are generally not regarded to be mature enough to understand their rights and the implications of a subject access request. Therefore, most subject access requests from parents or carers of pupils at our school may be granted without the express permission of the pupil. This is not a rule and a pupil's ability to understand their rights will always be judged on a case-by-case basis.

9.3 Responding to subject access requests

When responding to requests, we:

- May ask the individual to provide 2 forms of identification from the list below
 - passport
 - driving licence
 - utility bills with the current address
 - Birth / Marriage certificate
 - P45/P60
 - credit card or mortgage statement
- May contact the individual via phone to confirm the request was made

- Will respond without delay and within 1 month (30 calendar days) of receipt of the request
- Will provide the information free of charge
- May tell the individual we will comply within 3 months of receipt of the request, where a request is complex or numerous. We will inform the individual of this as soon as possible, and explain why the extension is necessary

We will not disclose information if it:

- Might cause serious harm to the physical or mental health of the pupil or another individual; or
- Would reveal that the child is at risk of abuse, where the disclosure of that information would not be in the child's best interests; or
- Is contained in adoption or parental order records; or
- Is given to a court in proceedings concerning the child

If the request is unfounded or excessive, we may refuse to act on it, or charge a reasonable fee which would only take into account administrative costs.

A request will be deemed to be unfounded or excessive if it is repetitive, or asks for further copies of the same information.

When we refuse a request, we will tell the individual why, and tell them they have the right to complain to the ICO.

9.4 Other data protection rights of the individual

In addition to the right to make a subject access request and to receive information when we are collecting their data about how we use and process it, individuals also have the right to:

- Withdraw their consent to processing at any time, this only relates to tasks which the school relies on consent to process the data.
- Ask us to rectify, erase or restrict processing of their personal data, or object to the processing of it in certain circumstances
- Prevent use of their personal data for direct marketing
- Challenge processing which has been justified on the basis of public interest
- Request a copy of agreements under which their personal data is transferred outside of the European Economic Area
- Object to decisions based solely on automated decision making or profiling (decisions taken with no human involvement, that might negatively affect them)
- Prevent processing that is likely to cause damage or distress
- Be notified of a data breach in certain circumstances
- Make a complaint to the ICO
- Ask for their personal data to be transferred to a third party in a structured, commonly used and machine-readable format (in certain circumstances)

Individuals should submit any request to exercise these rights to the DPO. If staff receive such a request, they must immediately forward it to the School Bursar, Russell Grant, finance@hermitageprimary.org.uk

10. Parental requests to see the educational record

Parents, or those with parental responsibility, have a legal right to free access to their child's educational record (which includes most information about a pupil) within 15 school days of receipt of a written request.

Requests should be made in writing to the School Bursar, Russell Grant, finance@hermitageprimary.org.uk including

- Name of individual
- Correspondence address
- Contact number and email address

11. CCTV

Hermitage Primary School uses CCTV in various locations around the school site to ensure they remain safe. We adhere to the ICO's code of practice for the use of CCTV, and provide training to staff in its use.

We do not need to ask individuals' permission to use CCTV, but we make it clear where individuals are being recorded, with security cameras are clearly visible and accompanied by prominent signs explaining that CCTV is in use, and where further information can be sort.

The full CCTV policy can be found on the website. Any enquiries about the CCTV system should be directed to the School Bursar, Russell Grant, finance@hermitageprimary.org.uk

12. Photographs and videos

As part of our school activities, we may take photographs and record images of individuals within our school.

Hermitage Primary School will obtain written consent from parents/carers for photographs and videos to be taken of their child for communication, marketing and promotional materials. We will clearly explain how the photograph and/or video will be used to both the parent/carer and pupil.

Hermitage Primary School uses photographs:

- Within schools on notice boards and in school magazines, brochures, newsletters and prospectuses.
- Outside of school by external agencies and partners such as the school photographer, local and national newspapers and local and national campaigns we are involved with
- Online on our Hermitage Primary School website or social media pages

Consent can be refused or withdrawn at any time. If consent is withdrawn, we will delete the photograph or video and not distribute it further.

You can withdraw consent by providing written consent to the school office or via office@hermitageprimary.org.uk

When using photographs and videos in this way we will not accompany them with any other personal information about the child, to ensure they cannot be identified.

See our Safeguarding: Child Protection Policy for more information on our use of photographs and videos.

This can be found on the website.

13. Data protection by design and default

We will put measures in place to show that we have integrated data protection into all of our data collection and processing activities. These include, but are not limited to the following organisational and technical measures:

- Appointing a suitably qualified DPO, and ensuring they have the necessary resources to fulfil their duties and maintain their expert knowledge
- Only processing personal data that is necessary for each specific purpose of processing, and always in line with the data protection principles set out in relevant data protection regulations.
- Completing data privacy impact assessments where the school's processing of personal data presents a high risk to rights and freedoms of individuals, and when introducing new technologies or processing tools. Advice and guidance will be sought from the DPO.
- Integrating data protection into internal documents including this policy, any related policies and privacy notices
- Regular, at least annual training for members of staff and governing body members on data protection law, this policy and any related policies and any other data protection matters. Records of attendance will be kept to record the training sessions, and ensure that all data handlers receive appropriate training.
- Reviews and audits will be undertaken at least biennially to monitor and review our privacy measures and make sure we are compliant.
- Maintaining records of our processing activities, including:
 - For the benefit of data subjects, making available the name and contact details of our school and DPO and all information we are required to share about how we use and process their personal data (via our privacy notices)
 - For all personal data that we hold, maintaining an internal record of the type of data, data subject, how and why we are using the data, any third-party recipients, how and why we are storing the data, retention periods and how we are keeping the data secure

14. Data security and storage of records

We will protect personal data and keep it safe from unauthorised or unlawful access, alteration, processing or disclosure, and against accidental or unlawful loss, destruction or damage.

In particular our organisational and technical measures include;

- Paper-based records and portable electronic devices, such as laptops, tablets and hard drives that contain personal data will be kept under lock and key when not in use
- Papers containing confidential personal data must not be left on office and classroom desks, on staffroom tables, pinned to notice/display boards, or left anywhere else where there is general access
- Passwords that are at least 8 characters long containing letters and numbers are used to access school computers, laptops and other electronic devices. Staff and pupils are reminded to change their passwords at regular intervals
- Encryption software is used to protect all portable devices and removable media, such as laptops, tablets and USB devices
- Staff, pupils or governors who store personal information on their personal devices are expected to follow the same security procedures as for school-owned equipment (see the Online & E- safety policy, ICT policy, user agreements and email use policy for further information)

- Where we need to share personal data with a third party, we carry out due diligence and take reasonable steps to ensure it is stored securely and adequately protected

15. Disposal of records

Personal data that is no longer needed will be disposed of securely. Personal data that has become inaccurate or out of date will also be disposed of securely, where we cannot or do not need to rectify or update it.

For example, we will shred paper-based records, and overwrite or delete electronic files. We may also use a third party to safely dispose of records on the school's behalf. If we do so, we will require the third party to provide sufficient guarantees that it complies with data protection law, and provide a certificate of destruction. This is then recorded on our systems.

16. Personal data breaches

The school will make all reasonable endeavours to ensure that there are no personal data breaches.

All potential or confirmed Data Breach incidents should be reported to the School Bursar, Ranvir Chahal, office@hermitageprimary.org.uk where they will be assigned a unique reference number and recorded in the school's data breach log.

Once logged, incidents will then be investigated, the potential impact assessed, and appropriate remedial action undertaken. The DPO will be consulted as required.

Where appropriate, we will report the data breach to the ICO and affected Data Subjects within 72 hours.

The full procedure is set out in the School Breach Management Policy.

Examples of a Data Protection Breach include but is not limited to:

- Personal data being left unattended in a meeting room/in the staffroom/in the PPA room
- Sending information relating to a pupil or family to the wrong member of staff in school, or to the wrong parent
- A non-anonymised dataset being published on the school website which shows the exam results of pupils eligible for the pupil premium
- Safeguarding information being made available to an unauthorised person
- The theft of a school laptop containing non-encrypted personal data about pupils

17. Monitoring arrangements

The DPO is responsible for monitoring and reviewing this policy as part of the general monitoring and compliance work, they carry out.

They will work with ***School Data Protection Lead*** and the ***Governor Data Protection lead*** to ensure that this policy remains contemporaneous and appropriate.

As previously stated, this policy will be reviewed after one year, and then after that point it will be reviewed every two years. The Hermitage School Governors will be required to formally sign off the policy review and any necessary changes.

18. Links with other policies

This data protection policy is linked to our:

- Freedom of information publication scheme
- Online and E-Safety Policy

- ICT User Agreements
- Email Use Policy
- Document Retention Policy
- Breach Management Policy
- Asset Management Recording Policy
- Disaster Recovery/Business Continuity Planning and Risk Register.
- Safeguarding and Child Protection Policy
- **CCTV Policy**
- **Information Security policy**
- **Cyber Security Policy**