



CROOKHORN COLLEGE

Data Protection Policy

Date of Policy: October 2020

Review Date: October 2022

Reviewed by: Finance and Estates Committee

1. Aims

The College aims to ensure that all personal data collected about staff, students, parents, Governors, visitors and other individuals is collected, stored and processed in accordance with the General Data Protection Regulation (EU) 2016/679 (GDPR) and the expected provisions of the Data Protection Act 2018 (DPA 2018) as set out in the Data Protection Act.

This Policy applies to all personal data, regardless of whether it is in paper or electronic format.

2. Legislation and guidance

This Policy meets the requirements of the GDPR and of the DPA 2018. It is based on guidance published by the Information Commissioner's Office (ICO) on the GDPR and the ICO's Code of Practice for subject access requests.

It meets the requirements of the Protection of Freedoms Act 2012 when referring to our use of biometric data.

In addition, this Policy complies with Regulation 5 of the Education (Pupil Information) (England) Regulations 2005, which gives parents the right of access to their child's educational record.

3. Definitions

Term	Definition
Personal data	Any information relating to an identified, or identifiable, living individual. This may include the individual's: Name (including initials) Identification number Location data Online identifier, such as a username

	It may also include factors specific to the individual's physical, physiological, genetic, mental, economic, cultural or social identity.
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
Processing	<p>Anything done to personal data, such as collecting, recording, organising, structuring, storing, adapting, altering, retrieving, using, disseminating, erasing or destroying.</p> <p>Processing can be automated or manual.</p>
Data subject	The identified or identifiable individual whose personal data is held or processed.
Data controller	A person or organisation that determines the purposes and the means of processing of personal data.
Data processor	A person or other body, other than an employee of the Data Controller, who processes personal data on behalf of the Data Controller.
Personal 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

The College processes personal data relating to parents, students, staff, Governors, visitors and others, and therefore is a Data Controller.

The College is registered as a Data Controller and has paid its fee to the ICO and will renew this registration annually or as otherwise legally required.

5. Roles and responsibilities

This Policy applies to all staff employed by the College, 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 Body

The Governing Body has overall responsibility for ensuring that the College complies with all relevant Data Protection obligations.

5.2 Data Protection Officer

The Data Protection Officer (DPO) is responsible for overseeing the implementation of this Policy, monitoring our compliance with Data Protection law, and developing related policies and guidelines where applicable.

They will provide an annual report of their activities directly to the Governing Body and, where relevant, report to the Body their advice and recommendations on College Data Protection issues.

The DPO is also the first point of contact for individuals whose data the College processes, and for the ICO.

Full details of the DPO's responsibilities are set out in their job description.

Our DPO is Mr. A Brunink and is contactable via email at DPO@crookhorn.hants.sch.uk

5.3 Headteacher

The Headteacher acts as the representative of the Data Controller on a day-to-day basis.

5.4 All staff

Staff are responsible for:

Collecting, storing and processing any personal data in accordance with this Policy

Informing the College of any changes to their personal data, such as a change of address

Contacting the DPO in the following circumstances:

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. Data Protection principles

The GDPR is based on Data Protection principles that the College must comply with.

The principles say that personal 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 the College aims to comply with these principles.

7. Collecting personal data

7.1 Lawfulness, fairness and transparency

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

- 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 or another person i.e. 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 or exercise its official authority**
- The data needs to be processed for the **legitimate interests** of the school (where the processing is not for any tasks the school performs as a public authority) or a third party, provided the individual's rights and freedoms are not overridden
- The individual (or their parent/carer when appropriate in the case of a pupil) has freely given clear **consent**

For special categories of personal data, we will also meet one of the special category conditions for processing under data protection law:

- The individual (or their parent/carer when appropriate in the case of a pupil) has given **explicit consent**
- The data needs to be processed to perform or exercise obligations or rights in relation to **employment, social security or social protection law**
- The data needs to be processed to ensure the **vital interests** of the individual or another person, where the individual is physically or legally incapable of giving consent
- The data has already been made **manifestly public** by the individual
- The data needs to be processed for the establishment, exercise or defence of **legal claims**
- The data needs to be processed for reasons of **substantial public interest** as defined in legislation

- The data needs to be processed for **health or social care purposes**, and the processing is done by, or under the direction of, a health or social work professional or by any other person obliged to confidentiality under law
- The data needs to be processed for **public health reasons**, and the processing is done by, or under the direction of, a health professional or by any other person obliged to confidentiality under law
- The data needs to be processed for **archiving purposes**, scientific or historical research purposes, or statistical purposes, and the processing is in the public interest

For criminal offence data, we will meet both a lawful basis and a condition set out under data protection law. Conditions include:

- The individual (or their parent/carer when appropriate in the case of a pupil) has given **consent**
- The data needs to be processed to ensure the **vital interests** of the individual or another person, where the individual is physically or legally incapable of giving consent
- The data has already been made **manifestly public** by the individual
- The data needs to be processed for or in connection with legal proceedings, to obtain legal advice, or for the establishment, exercise or defence of **legal rights**
- The data needs to be processed for reasons of **substantial public interest** as defined in legislation

Whenever we first collect personal data directly from individuals, we will provide them with the relevant information required by data protection law.

We will always consider the fairness of our data processing. We will ensure we do not handle personal data in ways that individuals would not reasonably expect, or use personal data in ways which have unjustified adverse effects on them

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.

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.

We will keep data accurate and, where necessary, up-to-date. Inaccurate data will be rectified or erased when appropriate.

In addition, when staff no longer need the personal data they hold, they must ensure it is deleted or anonymised. This will be done in accordance with Hampshire County Council's record retention schedule.

8. Sharing personal data

We will not normally share personal data with anyone else without consent, but there are certain circumstances where we may be required to do so. These include, but are not limited to, situations where:

There is an issue with a student or parent/carer that puts the safety of our staff at risk

We need to liaise with other agencies – we will seek consent as necessary before doing this

Our suppliers or contractors need data to enable us to provide services to our staff and students – 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
- Establish a contract with the supplier or contractor 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.

We will also share personal data with law enforcement and government bodies where we are legally required to do so.

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 students or staff.

Where we transfer personal data internationally, we will do so in accordance with Data Protection law.

9. Subject access requests and other rights of individuals

9.1 Subject access requests

Individuals have a right to make a 'subject access request' to gain access to personal information that the College 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

Where relevant, the existence of the right to request rectification, erasure or restriction, or to object to such processing

The right to lodge a complaint with the ICO or another supervisory authority.

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

The safeguards provided if the data is being transferred internationally.

Subject access requests can be submitted in any form, but we may be able to respond to requests more quickly if they are made in writing and include:

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

If staff receive a subject access request in any form they must immediately forward it to the DPO.

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 aged 12 and above are generally 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 students at our College may not be granted without the express permission of the student. This is not a rule and a student'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 two forms of identification

May contact the individual via phone to confirm the request was made

Will respond without delay and within one month of receipt of the request (or receipt of the additional information needed to confirm identity, where relevant)

Will provide the information free of charge

May tell the individual we will comply within three months of receipt of the request, where a request is complex or numerous. We will inform the individual of this within one month, and explain why the extension is necessary

We may not disclose information for a variety of reasons, such as if it:

Might cause serious harm to the physical or mental health of the student or another individual

Would reveal that the child is being or has been abused, or is at risk of abuse, where the disclosure of that information would not be in the child's best interests

Would include another person's personal data that we can't reasonably anonymise, and we don't have the other person's consent and it would be unreasonable to proceed without it.

Is part of certain sensitive documents, such as those related to crime, immigration, legal proceedings or legal professional privilege, management forecasts, negotiations, confidential references, or exam scripts

If the request is unfounded or excessive, we may refuse to act on it, or charge a reasonable fee which takes into account administrative costs. We will take into account whether the request is repetitive in nature when making this decision.

When we refuse a request, we will tell the individual why, and tell them they have the right to complain to the ICO or they can seek to enforce their subject access right through the courts.

9.4 Other Data Protection rights of the individual

In addition to the right to make a subject access request (see above), and to receive information when we are collecting their data about how we use and process it (see section 7), individuals also have the right to:

Withdraw their consent to processing at any time

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

Object to processing which has been justified on the basis of public interest, official authority or legitimate interests.

Challenge decisions based solely on automated decision making or profiling (i.e. making decisions or evaluating certain things about an individual based on their personal data with no human involvement)

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 DPO.

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 student) within fifteen School days of receipt of a written request.

If the request is for a copy of the educational record, the College may charge a fee to cover the cost of supplying it.

This right applies as long as the student concerned is aged under 18.

There are certain circumstances in which this right can be denied, such as if releasing the information might cause serious harm to the physical or mental health of the student or another individual, or if it would mean releasing exam marks before they are officially announced.

11. Biometric recognition systems

Where we use students' biometric data as part of an automated biometric recognition system (for example, students use finger prints to receive school dinners instead of paying with cash) we will comply with the requirements of the Protection of Freedoms Act 2012.

Parents/carers will be notified before any biometric recognition system is put in place or before their child first takes part in it. The College will obtain written consent from at least one parent or carer before we take any biometric data from their child and first process it.

Parents/carers and students have the right to choose not to use the College's biometric system. We will provide alternative means of accessing the relevant services for those students; for example, students will be issued with a card.

Parents/carers and students can withdraw consent, at any time, and we will make sure that any relevant data already captured is deleted.

As required by law, if a student refuses to participate in, or continue to participate in, the processing of their biometric data, we will not process that data irrespective of any consent given by the student's parent/carer.

12. CCTV

We use CCTV in various locations around the College site to ensure it remains safe. We will adhere to the ICO's code of practice for the use of CCTV.

We do not need to ask individuals' permission to use CCTV and security cameras are clearly visible.

Any enquiries about the CCTV system should be directed to the Facilities Manager

13. Photographs and videos

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

We will obtain written consent from parents/carers, for photographs and videos to be taken of students for communication, marketing and promotional materials.

Where we need parental consent, we will clearly explain how the photograph and/or video will be used to both the parent/carer and student. Where we don't need parental consent, we will clearly explain to the student how the photograph and/or video will be used.

Any photographs and videos taken by parents/carers at College events for their own personal use are not covered by data protection legislation. However, we will ask that photos or videos with other students are not shared publicly on social media for safeguarding reasons, unless all the relevant parents/carers have agreed to this.

Where the College takes photographs and videos, uses may include:

- Within College on notice boards and in College magazines, brochures, newsletters, etc.
- Outside of College by external agencies such as the school photographer, newspapers, campaigns
- Online on our College 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 as soon as reasonably possible and not distribute it further.

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.

14. 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 processing activities, including:

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 law (see section 6)

Completing data protection impact assessments where the College's processing of personal data presents a high risk to rights and freedoms of individuals, and when introducing new technologies (the DPO will advise on this process)

Integrating Data Protection into internal documents including this Policy, any related Policies and privacy notices

Regularly training members of staff on Data Protection law, this Policy, any related Policies and any other Data Protection matters; we will also keep a record of attendance

Regularly conducting reviews and audits to test our privacy measures and make sure we are compliant

Appropriate safeguards being put in place if we transfer any personal data outside of the European Economic Area (EEA), where different data protection laws will apply.

Maintaining records of our processing activities, including:

- For the benefit of data subjects, making available the name and contact details of our College 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, type of data subject, how and why we are using the data, any third-party recipients, any transfers outside the EEA and the safeguards for those, retention periods and how we are keeping the data secure

15. 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:

Paper-based records and portable electronic devices, such as laptops and hard drives that contain personal data, are kept secure when not in use

Papers containing confidential personal data must not be left on office and classroom desks, on staffroom tables, or left anywhere else where there is general access

Staff, pupils or Governors who store personal information on their personal devices are expected to follow the same security procedures as for College-owned equipment (see our Staff ICT Acceptable Use Policy)

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 (see section 8)

16. 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 or incinerate paper-based records, and overwrite or delete electronic files. We may also use a third party to safely dispose of records on behalf of the College. If we do so, we will require the third party to provide sufficient guarantees that it complies with Data Protection law.

17. Personal data breaches

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

In the unlikely event of a suspected data breach, we will follow the College data breach procedures.

When appropriate, we will report the data breach to the ICO within 72 hours. Such breaches in a school context may include, but are not limited to:

- A non-anonymised dataset being published on the College website which shows the exam results of students eligible for the Pupil Premium
- Safeguarding information being made available to an unauthorised person
- The theft of a College laptop containing non-encrypted personal data about students

18. Training

All staff and Governors are provided with Data Protection training as part of their induction process.

Data Protection will also form part of continuing professional development, where changes to legislation, guidance or the College's processes make it necessary.

19. Monitoring arrangements

The DPO is responsible for monitoring and reviewing this policy.

This Policy will be reviewed every two years and shared with the Full Governing Body.