



Data Protection Policy

November 2018

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1. Aims

The Academy aims to ensure that all personal data collected about staff, pupils, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the General Data Protection Regulation (GDPR) and the expected provisions of the Data Protection Act 2018 (DPA 2018) as set out in the Data Protection Bill.

This framework states the overarching Trust principles which each school will abide by. The policy applies to all personal data, regardless of whether it is in paper or electronic format. Each school will also hold a school level policy with detailed provision at individual school level.

Legislation and guidance

This policy meets the requirements of the GDPR and the expected provisions 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.

It also reflects the ICO's code of practice for the use of surveillance cameras and personal information.

In addition, this policy complies with our funding agreement and articles of association. This Academy is a member of Consilium Academies, the Trust is registered with the ICO as a Data Controller for the processing of living individuals' personal information. The ICO registration number is ZA312868.

2. Definitions

Term	Definition
Personal data	<p>Any information relating to an identified, or identifiable, individual.</p> <p>This may include the individual's:</p> <ul style="list-style-type: none">• Name (including initials)• Identification number• Location data• Online identifier, such as a username <p>It may also include factors specific to the individual's physical, physiological, genetic, mental, economic, cultural or social identity.</p>
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	Anything done to personal data, such as collecting, recording, organising, structuring, storing, adapting, altering, retrieving, using, disseminating, erasing or destroying. Processing can be automated or manual
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 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

3. The data controller

The Academy processes personal data relating to parents, pupils, staff, governors, visitors and others. Both the Academy and the Academy Trust process company data for suppliers and service contracts.

The Academy and the Academy Trust is registered as a data controller with the ICO and will renew this registration annually or as otherwise legally required.

4. Roles and responsibilities

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

4.1 Local Governing Body

The Local Governing Body has is responsible for ensuring that the Academy complies with detailed individual school data protection obligations.

4.2 Academy Data Protection Officer

The Academy has an appointed DPO who is reports directly to the Senior Leadership Team. They are responsible for the implementation of the policy and associated activity, including advice and guidance on day to day activity, at school level and will report to the Trust DPO and ICO/GDPR lead.

4.3 Academy Strategic Lead

The Headteacher operates as the strategic lead and is the accountable person at individual school level, responsible for reporting to the Local Governing Body and the Central Trust lead.

4.4 All staff

Staff are responsible for:

- Collecting, storing and processing any personal data in accordance with this policy.
- Informing the school of any changes to their own personal data.
- 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, use 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.

4.5 Academy Trust's Data Protection Officer

The Academy Trust's data protection officer (DPO) is the first point of contact for individuals whose data the trust processes, and provides support and advice to individual partner schools.

4.6 Academy Trust's Information Commissioners Office/GDPR Lead

The Academy Trust's ICO/GDPR lead is responsible across the Trust for auditing policy and practice and strategic level requirements and is the first point of contact for external agencies (including ICO), data breaches and high level management of information. They will provide an annual report of their activities directly to the governing board and, where relevant, report to the board their advice and recommendations on school data protection issues.

5. Data protection principles

The GDPR is based on data protection principles that our Academy 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 Academy aims to comply with these principles.

6. Collecting personal data

6.1 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 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).
- 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 which are set out in the GDPR and Data Protection Act 2018.

If we offer online services to pupils, such as classroom apps, and we intend to rely on consent as a basis for processing, we will get parental consent where the pupil is under 13 (except for online counselling and preventive services).

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

6.2 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. 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 the Academy's Data Retention Policy.

If an employee, pupil, applicant or parent is dissatisfied with the accuracy of their personal data, then they must inform the DPO or the Headteacher.

7. 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 – 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 pupils – for example, IT companies and payroll provider. When doing this, we will:
 - Only appoint suppliers or contractors which can provide sufficient guarantees that they comply with data protection law.
 - 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, including for:

- The prevention or detection of crime and/or fraud.
- The apprehension or prosecution of offenders.
- The assessment or collection of statutory contributions 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.

8. Transferring Personal Data

- Any transfer of personal data must be done securely and users should seek the advice of the DPO where necessary.
- Staff are not permitted to store any personal data on removable media that is not encrypted
- Email communication is not always secure and sending personal data via external email should be avoided unless the email has been encrypted.
- Care should be taken to ensure emails containing personal data are not sent to unintended recipients. It is important that emails are addressed correctly and care is taken when using 'reply all', forwarding or copying others in to emails
- Personal email accounts must not be used to send or receive personal data for a work purpose.

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 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.

Subject access requests 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 DPO. A template is available to be used for all subject data access requests.

Staff are reminded that they can view their personnel file at any time and should do so prior to making additional subject data access requests.

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 pupils at our schools may not 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.
- May contact the individual via phone to confirm the request was made.
- Will respond without delay and within 1 month of receipt of the request.
- Will normally provide the information free of charge (see note below).
- 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 within 1 month, 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.
- 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.
- Is contained in adoption or parental order records.
- Is given to a court in proceedings concerning the child.

Note: 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. 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 (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.
- 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 Academy's DPO.

10. Parental requests to see the educational record

Parents, or those with parental responsibility, do not have a legal right to free access to their child's educational record (which includes most information about a pupil) from the Academy and/or the Academy Trust. The Academy will however provide regular information about a child's educational record to the parent/carer and any additional information can be requested by using the Subject Access Request form.

11. Biometric Recognition Systems

Thornhill Academy uses an automated biometric (fingerprint) recognition system for Catering Services and we 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 school will get 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 pupils can object to participation in the school's biometric recognition system(s), or withdraw consent, at any time, and we will make sure that any relevant data already captured is deleted. As required by law, if a pupil 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 pupil's parent(s)/carer(s).

Where staff members or other adults use the school's biometric system(s), we will also obtain their consent before they first take part in it, and provide alternative means of accessing the relevant service if they object. Staff and other adults can also withdraw consent at any time, and the Academy will delete any relevant data already captured.

12. CCTV

We use CCTV in various locations around the school 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, but we make it clear where individuals are being recorded. Security cameras are clearly visible and accompanied by prominent signs explaining that CCTV is in use. Any enquiries about the CCTV system should be directed to the Academy's DPO in the first instance.

13. Photographs and videos

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

- We will take a photograph of pupils on admission which is used on our internal systems for identification purposes.
- Photographs and video footage are also taken for internal use only as part of project work, coursework, monitoring the quality of our services, productions, performances and

educational visits.

We will obtain written consent from parents/carers, or pupils aged 18 and over, for photographs and videos to be taken of pupils 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 pupil. Where we don't need parental consent, we will clearly explain to the pupil how the photograph and/or video will be used.

Uses may include:

- Within school/trust on notice boards and in school magazines, brochures, newsletters, etc.
- Outside of school/trust by external agencies such as the school photographer, newspapers, campaigns.
- Online on our 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. 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 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 (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.
- 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.

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 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.
- Where personal information needs to be taken off site, staff must take all reasonable precautions to protect the security of this information. This includes information stored in both paper and electronic form, which should be stored securely and only removed from the school site for minimal necessary period of time.
- 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.
- Staff should be mindful about removing data from the school site, however when this is necessary we recommend that the data is encrypted. Where possible, laptops should be encrypted and as a minimum they must be password protected to protect the security of the information and prevent unauthorised use.
- 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
- 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 the Academy's behalf. 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 Academy and the Academy Trust 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 procedure set out in appendix 1.

When appropriate, we will report the data breach to the ICO within 72 hours. Examples of such breaches may include, but are not limited to:

- A non-anonymised dataset being published on the trust/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 and/or staff.

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 school's processes make it necessary.

19. Monitoring arrangements

The Academy DPO is responsible for monitoring and reviewing this policy, in line with information provided by the Academy Trust DPO and/or the Academy Trust's ICO/GDPR Lead. The policy will be reviewed and updated if necessary when the Data Protection Bill receives royal assent and becomes law (as the Data Protection Act 2018) – if any changes are made to the bill that affect our Academy's or the Academy Trust's practice. Otherwise, or from then on, this policy will be reviewed every 2 years, approved by the Local Governing Board.

Data Protection Policy			
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Appendix 1: Personal data breach procedure

(DPO refers to either the Trust or School DPO dependant on where the breach occurred).

This procedure is based on guidance on personal data breaches produced by the ICO.

- On finding or causing a breach, or potential breach, the staff member or data processor must immediately notify the DPO.
- The DPO will investigate the report, and determine whether a breach has occurred. To decide, the DPO will consider whether personal data has been accidentally or unlawfully:
 - Lost
 - Stolen
 - Destroyed
 - Altered
 - Disclosed or made available where it should not have been
 - Made available to unauthorised people
- The DPO will alert the Headteacher, chair of governors and Trust ICO lead.
- The DPO will make all reasonable efforts to contain and minimise the impact of the breach, assisted by relevant staff members or data processors where necessary. (Actions relevant to specific data types are set out at the end of this procedure).
- The DPO will assess the potential consequences, based on how serious they are, and how likely they are to happen.
- The ICO lead, advised by the DPO, will work out whether the breach must be reported to the ICO. This must be judged on a case-by-case basis. To decide, the ICO lead will consider whether the breach is likely to negatively affect people's rights and freedoms, and cause them any physical, material or non-material damage (e.g. emotional distress), including through:
 - Loss of control over their data.
 - Discrimination.
 - Identify theft or fraud.
 - Financial loss.
 - Unauthorised reversal of pseudonymisation (for example, key-coding).
 - Damage to reputation.
 - Loss of confidentiality.
 - Any other significant economic or social disadvantage to the individual(s) concerned.

If it's likely that there will be a risk to people's rights and freedoms, the ICO lead must notify the ICO.

- The Trust will record the decision (either way), in case it is challenged at a later date by the ICO or an individual affected by the breach.
- Documented decisions are where the ICO must be notified, the ICO lead will do this via the 'report a breach' page of the ICO website within 72 hours. As required, the ICO lead, advised by the DPO, will set out:
 - A description of the nature of the personal data breach including, where possible:
 - The categories and approximate number of individuals concerned.
 - The categories and approximate number of personal data records concerned.
 - The name and contact details of the ICO lead and relevant DPO.
 - A description of the likely consequences of the personal data breach.
 - A description of the measures that have been, or will be taken, to deal with the breach and mitigate any possible adverse effects on the individual(s) concerned.
 - If all the above details are not yet known, the ICO lead will report as much as they can within 72 hours. The report will explain that there is a delay, the reasons why, and when the ICO lead expects to have further information. The remaining

information will be submitted as soon as possible.

- The ICO lead and relevant DPO will also assess the risk to individuals, again based on the severity and likelihood of potential or actual impact. If the risk is high, the ICO lead will promptly inform, in writing, all individuals whose personal data has been breached. This notification will set out:
 - The name and contact details of the ICO lead and relevant DPO.
 - A description of the likely consequences of the personal data breach.
 - A description of the measures that have been, or will be, taken to deal with the data breach and mitigate any possible adverse effects on the individual(s) concerned.
- The ICO lead/DPO will notify any relevant third parties who can help mitigate the loss to individuals – for example, the police, insurers, banks or credit card companies.
- The ICO lead/DPO will record each breach, irrespective of whether it is reported to the ICO. For each breach, this record will include the:
 - Facts and cause
 - Effects
 - Action taken to contain it and ensure it does not happen again (such as establishing more robust processes or providing further training for individuals)
- Records of all breaches will be recorded by the ICO lead on the central trust system. Records of individual school breaches will be recorded by the DPO on school level systems. The ICO lead, relevant DPO and headteacher (and where appropriate the wider DPO network across the trust) will meet to review what happened and how it can be stopped from happening again. This meeting will happen as soon as reasonably possible.
- The Trust Board and relevant Local Governing Body will receive a report on data breaches on a termly basis as part of relevant reporting cycles and will participate in reviews as appropriate in order to comply with their auditing of approaches taken by the trust/school.

Actions to minimise the impact of data breaches

We will take the actions set out below to mitigate the impact of different types of data breach, focusing especially on breaches involving particularly risky or sensitive information. We will review the effectiveness of these actions and amend them as necessary after any data breach.

Sensitive information being disclosed via email (including safeguarding records)

- If special category data (sensitive information) is accidentally made available via email to unauthorised individuals, the sender must attempt to recall the email as soon as they become aware of the error.
- Members of staff who receive personal data sent in error must alert the sender and the DPO as soon as they become aware of the error.
- If the sender is unavailable or cannot recall the email for any reason, the DPO will ask the ICT department to recall it.
- In any cases where the recall is unsuccessful, the DPO will contact the relevant unauthorised individuals who received the email, explain that the information was sent in error, and request that those individuals delete the information and do not share, publish, save or replicate it in any way.
- The DPO will ensure we receive a written response from all the individuals who received the data, confirming that they have complied with this request.
- The DPO will carry out an internet search to check that the information has not been made public; if it has, we will contact the publisher/website owner or administrator to request that the information is removed from their website and deleted.

Other types of breach may include:

- Details of pupil premium interventions for named children being published on the school website.
- Non-anonymised pupil exam results or staff pay information being shared with governors.
- A trust/school laptop containing non-encrypted sensitive personal data being stolen or hacked.
- The school's cashless payment provider being hacked and parents' financial details stolen.