

Pennington Church of England Primary School



DATA PROTECTION POLICY

2020/2021

Approved by ¹	
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Position:	Headteacher
Signed:	
Date:	December 2020
Proposed review date ² :	December 2021

¹The Governing Body is free to determine how to implement this policy. Obtain further advice from the Information Commissioner's Office website www.ico.org.uk.

²This document should be reviewed at least every two years

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REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision
1	Original	March 2012
2	Minor changes to Privacy Notices	July 2012
3	Changes Highlighted.	November 2012
4	Reformatted only	February 2014
5	Updated to take account of the DfE model Privacy Notices issued July 2014. NOTE: Appendices C and D have been amalgamated.	July 2014
6	Minor revisions and contact detail changes only to Privacy Notices	July 2015
7	Updated Privacy Notices	December 2016
8	Updated Privacy Notices in line with the GDPR.	October 2017
9	Updated Privacy Notices to reflect DfE revised models published January 2018.	January 2018
10	Major re-write to comply with GDPR	May 2018
11	Updated with revised DfE privacy notices published 16 May 2018 and minor amendment to point 4.7	May 2018
12	Updated to include at Appendix D the DfE model Governor Privacy notice first published July 2018	September 2018
13	Updated to include changes to model Privacy Notices made by DfE October 2018	October 2018
14	Updated to include changes to model Privacy Notices made by DfE December 2018	December 2018

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1. Introduction

The Data Protection Act 2018 came into force on 25 May 2018. The Act, which replaces the 1998 Act, provides a legal framework for data protection in the UK. It is supplemented by the General Data Protection Regulation (GDPR), the legal framework that sets guidelines for the collection and processing of personal information of individuals within the European Union (EU).

The General Data Protection Regulation (GDPR) significantly updates previous Data Protection law to reflect changes in technology and the way organisations collect and use information about people in the 21st century. It regulates the processing of personal data, and gives rights of privacy protection to all living persons.

In accordance with the GDPR, we at PENNINGTON C OF E School recognise that we collect and process personal data and because we decide how and why we do that, we are *data controllers*. This means that we have legal obligations to people regarding how we handle their data and manage their privacy and we must register as a data controller with the Information Commissioner's Office (ICO) Anyone can read the details of our ICO notification by going online to <https://ico.org.uk/esdwebpages/search> and entering our registration number. Data controllers are normally organisations and not people although our head teacher is responsible for everything we do day-to-day and we have appointed a Data Protection Officer (DPO).

Our ICO Registration Number is: ZA459998

Our Data Protection Officer is: Mr M Mahony C/O Low Furness Primary School. Great Urswick, Cumbria 01229 588708

Contact our DPO on or email them at: admin@lowfurness.cumbria.sch.uk

We recognise that when we process personal data it can involve collecting, recording, organising, storing, altering, retrieving, using, disclosing, restricting, and erasing or destroying it, and there can be risks associated with that processing to the people whose data it is. Failure to adequately protect people's personal information can result in significant, even life-changing harm to some individuals, distress, loss of public trust in us, and legal repercussions including fines and other sanctions.

1.1. Policy purpose

Through this policy we aim to ensure that current and future pupils, staff, volunteers, and other partner organisations can feel confident that our school is a safe and secure place to study or work, and to demonstrate our commitment to protecting the rights and privacy of everyone whose data we handle by setting out:

- our obligations in the context of what we do;
- clear roles, responsibilities, reporting and management structures aimed at protecting people's personal data and their rights;
- clear procedures for handling data to achieve our aim of taking reasonable and proportionate steps to protect people.

1.2. Policy scope and definitions

This policy applies to all governors, trustees, staff and volunteers who handle or have access to personal data regardless of where they are physically working e.g. at home, at another organisation, on trips etc., and to all personal information processed by us or on our behalf. This includes the personal information of our data subjects accessed or used by other organisations which work for or with us e.g. Local Authority workers, contractors, consultants, certain service providers etc. It may also include the personal data of other people which pupils acquire through schoolwork tasks or while at school e.g. survey results, class Christmas card lists, and pupils will have some responsibilities in line with their capacity to understand and follow rules.

The following definitions explain a little more about our approach to personal data:

‘Data processors’ are third party organisations which process data on our behalf. They make no decisions about how and why they do that, they just do what we ask them to within the terms of our contract.

‘Data subjects’ are the people about whom we hold data and they fall into several general “categories of person”, for example, our workforce and their next of kin; pupils, their next of kin and other professionals involved with them; our contractors (cleaners, caterers, health & safety, other service providers etc.); agency and other partner organisation workers (supply or peripatetic teachers, educational psychologists etc.).

‘Personal data’ is any manually or digitally recorded information relating to a living person (a data subject) which identifies them e.g. a name, an email address, an identification number, location data, an image, an IP address, or one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that person and may include facts or opinions about them. Some of this category of personal data will require enhanced security measures such as encryption, password protection and stricter electronic as well as manual access controls e.g. a locked filing cabinet. This will be determined on the basis of a risk assessment of the harm that failing to secure the data might cause e.g. bank details due to the risk of potential fraud; contact information due to potential harassment etc.

‘Sensitive personal data’ or **‘special category data’** includes disability status, sexual orientation, sex life, ethnicity, medical information (both physical and mental health), political, philosophical and religious opinions/beliefs, trade union membership, and details of criminal convictions or allegations. This category of personal data requires enhanced security measures such as encryption, password protection and stricter electronic as well as manual access controls e.g. a locked filing cabinet.

‘Pseudonymised personal or sensitive personal data’ is information that has been de-personalised but key-coded and it can fall within the scope of the GDPR and this policy depending on how difficult it is to attribute the pseudonym to a particular individual.

‘Supervisory Authority’ is the body that the European Union requires each member state to appoint independently in their own country to regulate compliance with the GDPR. In the UK this regulatory body is the ICO.

We will make anyone with whom we share the personal data of our data subjects aware of our relevant policy, procedures and expectations at the outset of sharing.

Any breach of this policy, or of the Regulation itself must be reported to our Data Protection Officer and may need to be reported to the ICO as the Supervising Authority for the United Kingdom. The breach could be unlawful and result in legal action or prosecution and regardless of any legal repercussions it may also be actionable under our disciplinary procedures.

This policy will be updated as necessary to reflect improving practice in data management, security and control and to ensure compliance with any changes to relevant legislation.

Associated policies or documents include:

- Overarching Safeguarding Statement
- Child Protection Policy and procedures
- Online Safety Policy and procedures
- CCTV Procedures *(if not appended to this Policy)*
- Freedom of Information Publication Scheme
- Health and Safety Policy
- Procedures for Using Pupils’ Images
- Whole School Behaviour Policy
- Staff Code of Conduct

2. Roles and Responsibilities

Our responsibilities as a data controller include:

- Analysing and documenting the types of personal data we hold and their uses.

- Identifying our lawful basis for processing personal data.
- Having procedures which support the rights of the individual.
- Ensuring consent procedures are lawful.
- Implementing and reviewing procedures to detect, report and investigate personal data breaches.
- Storing data in safe and secure ways.
- Assessing risks to individual rights and freedoms should data be compromised.

Staff responsibilities include:

- Understanding their data protection obligations in line with their training and professional duties.
- Checking that their data processing activities comply with our policy and are justified.
- Not using data in any unlawful way.
- Storing data carefully and correctly to avoid breaches of data protection.
- Raising concerns, notifying breaches or errors, and reporting anything suspicious or contradictory to this policy or our legal obligations without delay.

The Data Protection Officer's responsibilities include:

- Keeping governors updated about data protection responsibilities, risks and issues.
- Reviewing the data protection policy, associated policies and all relevant procedures regularly.
- Arranging data protection training and advice for all staff and others included in this policy.
- Advising on direct marketing issues such as compliance with the law and our policy; how we deal with queries from target audiences or media outlets; and the wording of data protection statements attached to emails and other marketing copy.
- Answering questions on data protection from staff, governors and other stakeholders.
- Responding to individuals such as parents, pupils and employees who want information.
- Checking on and approving of any third parties that handle our data and any contracts or agreements regarding data processing.

The Information Technology Manager's responsibilities include:

- Ensuring all systems, services, software and equipment meet acceptable security standards and can be appropriately filtered and monitored.
- Checking security hardware and software regularly to ensure it is functioning properly and securely.
- Researching relevant third-party services (cloud services, data shredding etc.) that we are considering using.

3. Data Protection Principles

We understand that as a data controller we are responsible for, and need to be able to demonstrate that we comply with the principles set out in Article 5 of the GDPR which requires that:

a). Personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals.

We aim to achieve this through carefully considering why we need data before we ask people for it; by publishing our Privacy Notice, implementing it, and reminding people about what it says when we ask for data; and by educating our workforce on what this means for their day-to-day practice.

b). Personal data shall be collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes.

By keeping our Privacy Notice updated, implementing it, and educating our workforce about what we have and have not agreed to use data for (also in line with requirement a) above), we can ensure we meet this obligation to restrict our processing of personal data. The law does allow us to further process data for archiving purposes in the public interest, or for scientific or historical research purposes or statistical purposes and we have declared that we might do this in our Privacy Notice.

c). Personal data shall be adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.

We will not seek to collect or process personal data which is not strictly necessary for the reasons we asked to be given it. We keep this in mind when we draft data requests and when irrelevant information is provided we take all reasonable steps to return or erase it.

d). Personal data shall be accurate and, where necessary, kept up to date.

We review and update personal data on a regular basis. It is the responsibility of individuals providing personal data to ensure it is accurate. Individuals should notify us by any reasonable means, but preferably in writing, if their personal data needs to be updated e.g. a change of name or contact details. We will take every reasonable step to ensure that inaccurate personal data (after considering the reasons it is being processed), is erased or rectified without delay, for example, some records are historical and should not be changed.

e). Personal data shall be kept for no longer than is necessary.

We will not retain personal data in a form which allows people to be identified for longer than is necessary to use it for the reasons we asked for it. We employ organisational and technical security measures required by the GDPR in order to safeguard the rights and freedoms of individuals, as well as follow strict information transfer guidelines when we need to move data e.g. when a pupil leaves to attend another school. We hold regular reviews of the data we retain and destroy or archive it in line with guidance in the *'Information Management Toolkit for Schools'* published by the Information Records Management Society.

The law does allow us to retain personal data for archiving purposes in the public interest, or for scientific or historical research purposes or statistical purposes and we have declared that we might do this in our Privacy Notice.

f). Personal data shall be processed in a manner that ensures appropriate security of it.

We understand that our organisational and technical measures to protect data must include protection against unauthorised or unlawful processing and against accidental loss, destruction or damage in the UK, European Union or anywhere else in the world.

We make staff and volunteers aware of their data protection responsibilities and that their duty to preserve confidentiality extends to anywhere that they process the data of our data subjects e.g. at home, on trips etc. and beyond their time of employment with us. See [Section 10.2](#) for more information about the organisational and technological measures we employ to achieve this.

The first principle of data protection is **fair, lawful and transparent processing**, and is the foundation on which everything else is built. We seek to meet the "fair" and "transparent" aspects through our Privacy Notice and we work hard to ensure that all of the personal data we process meets a condition for lawful processing so that we have a lawful basis to carry it out.

3.1. Conditions for the lawful processing of personal data

To process a piece of personal data we must satisfy at least one condition for the lawful processing of personal data from Article 6 of the GDPR set out in the table below.

6(1)(a)	Consent of the data subject.
6(1)(b)	Necessary for the performance of a contract with the data subject or to take steps to enter into a contract.
6(1)(c)	Necessary for compliance with a legal obligation.
6(1)(d)	Necessary to protect the vital interests (life) of a data subject or another person.
6(1)(e)	Necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

6(1)(f)	Necessary for legitimate interests of the controller or a third party, except where such interests are overridden by the interests, rights or freedoms of the data subject (<u>not</u> available to processing carried out by public authorities in the performance of their tasks).
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We rely on different conditions for the lawful processing of personal data for different things.

To process the personal data of our staff we generally rely on 6(1)(b) i.e. to employ them and provide training, uniform, pay etc. Some pieces of data are processed for other reasons. For example, we use their national insurance number for tax purposes relying on 6(1)(c); we hold their next of kin data relying on 6(1)(d); and we use their image relying on 6(1)(a).

To process the personal data of our pupils we generally rely on 6(1)(e) i.e. to educate them. Some pieces of data are processed for other reasons. For example, we publish their SATs results relying on 6(1)(c) because the law requires us to; we hold their next of kin data relying on 6(1)(d); and we use their image sometimes relying on 6(1)(a).

We rely on different conditions to process different pieces of the personal data of families e.g. 6(1)(b) for their financial details to provide meals, photographs etc.; and 6(1)(d) for their contact details in case their child is ill. We use the same criteria to process the personal data of other individuals such as contractors or Local Authority workers etc. where it applies and most often using 6(2)(b) to work together.

3.2. Conditions for the lawful processing of special categories of data

To process a piece of sensitive personal data we must satisfy at least one condition for the lawful processing of special categories of data from Article 9 of the GDPR set out the table below **as well as** one condition from the previous table.

9(2)(a)	Explicit consent of data subject, unless prohibited by EU/National law.
9(2)(b)	Necessary to meet obligations under employment, social security or social protection law, or a collective agreement.
9(2)(c)	Necessary to protect the vital interests (life) of a data subject or another individual where the data subject is physically or legally incapable of consenting.
9(2)(d)	Processing by a not-for-profit body with political, philosophical, religious or trade union aims if it relates only to members/former members (or those in regular contact for those purposes) & there is no disclosure to third parties without consent.
9(2)(e)	Processing relates to personal data already made public by the data subject.
9(2)(f)	For the establishment, exercise or defence of legal claims or court judicial capacity.
9(2)(g)	Substantial public interest under EU/National law proportionate to the aim pursued and which contains appropriate safeguards.
9(2)(h)	For preventative or occupational medicine; assessing work capacity of an employee, medical diagnosis, providing health & social care or treatment or management of healthcare services under EU/National law or contract with a health professional.
9(2)(i)	For public health e.g. protecting against serious cross-border threats to health or ensuring high standards of healthcare & medicinal products or medical devices.

We rely on different conditions for the lawful processing of sensitive personal data for different things.

To process the sensitive personal data of our staff we rely on 9(2)(b) to check their criminal history before employing them; 9(2)(h) to use their health information to protect them at work; 9(2)(a) to share their health information with support services; 9(2)(i) to report on their health to Public Health England (PHE) or the Health & Safety Executive (HSE) as required; and 9(2)(f) to retain accident and ill-health information in case of a claim for compensation.

To process the sensitive personal data of our pupils we rely on 9(2)(b) in respect of child protection and multi-agency safeguarding work; 9(2)(b) or 9(2)(h) to use their health information to protect them at

school; 9(2)(i) to report on their health to PHE or the HSE as required; and 9(2)(f) to retain accident and ill-health information in case of a claim for compensation.

We apply the same criteria to processing the sensitive personal data of families and other individuals such as contractors or Local Authority workers etc. where it applies.

3.3. Deciding which condition to rely on

More than one lawful basis may apply, but we only need **one** basis for each piece of data, and we will rely on what best fits the purpose, not what is easiest. When carrying out a new task or an existing task in a new way, staff should consider the following factors:

- What is the purpose for processing the data?
- Can it reasonably be done in a different way?
- Is there a choice as to whether or not to process the data?
- Who does the processing benefit?
- After selecting the lawful basis, is this the same as the lawful basis the data subject would expect?
- What is the impact of the processing on the individual?
- Are we in a position of power over them?
- Are they a vulnerable person?
- Would they be likely to object to the processing?
- Are we able to stop the processing at any time on request, and have we factored in how to do this?

3.4. Privacy Notices

Our Privacy Notice is an important and necessary way of being transparent and telling parents, pupils and staff what we are doing with their information. To comply with the GDPR it will include:

- Our identity and contact details as the data controller and those of our DPO.
- The purpose of the processing and the lawful basis or bases we are relying on.
- Our, or a third party's legitimate interests in having it.
- The categories of personal data we process.
- Any recipient or categories of recipients of the personal data.
- Details of transfers to third (non EU) countries and the safeguards.
- Retention periods or the criteria used to determine them.
- The existence of each of the data subject's rights.
- The right to withdraw consent at any time, where relevant.
- The right to lodge a complaint with the ICO.
- The sources of personal data and whether they are publicly accessible.
- Whether providing personal data is statutory or contractual and the possible consequences of failing to provide it.
- The existence of any automated decision making, including profiling; how decisions are made, the significance and the consequences.

Our privacy notice relevant to pupils can be found at [Appendix B](#) and the one relevant to our workforce at [Appendix C](#). They are also made available on our website, on noticeboards, in communications with parents and staff etc.

4. Individuals' rights and how we protect them

We recognise that all data subjects have "qualified rights" so they are not absolute rights in all circumstances. They are qualified by the rights of other individuals and the legal rights of the data controller or processor to conduct their lawful business.

4.1. The right to be informed about the collection and use of their personal data

Our Privacy Notices seek to provide transparency about our collection of personal data; they are published on our website, pinned to noticeboards, and freely available on request from our office; we draw people's attention to what they say when we collect data from them; and we regularly review and update the Notices when necessary, particularly if we have changed what we use the data for and before we start using it for the new reason.

4.2. The right of access to their personal data and relevant supplementary information

This includes:

- confirmation that their data is being processed;
- access to their personal data; and
- other supplementary information which largely corresponds to the information we must provide in our Privacy Notice.

Any of our data subjects (or their chosen representative or a person with parental responsibility for them) can make a Subject Access Request (SAR). Please see [Section 5](#) for our procedure on handling SARs.

4.3. The right to rectification if the information held is inaccurate or incomplete

Every individual has a responsibility under GDPR to provide accurate data. The GDPR does not provide a definition of accuracy, but we generally understand it to mean that personal data is inaccurate if it is incorrect or misleading on matters of fact.

The right to rectification will depend on why we asked for the personal data. For example: a person's name should **not** be changed to their new married name on the Single Central Record (SCR) because the SCR is a record of information correct at the time of recruitment and vetting. A note can be added to ensure the SCR record can be matched to the person in case of a vetting query in future, but the record itself should not be changed.

When we receive a request to change the data we hold, we will take reasonable steps to check that the data is accurate and to rectify it if necessary. This means that the more important it is that the data is accurate, the more effort we will make to correct it. We will take into account arguments and evidence provided by the data subject and anything we have already tried to do to ensure the data is accurate.

We can refuse to comply with a request for rectification if the request is manifestly unfounded or excessive, taking into account whether it is repetitive. We can either request a reasonable fee based on the administrative costs of complying with the request, or we can refuse to deal with the request. We will use ICO guidance and our own information management records to make decisions about this and we will contact the person making the request to inform them of our decision (including any fee payable) and the reasons without undue delay and **within one month**. We do not have to comply with the request until we have received the fee.

As a matter of good practice, we will restrict the processing of the personal data in question while we are verifying its accuracy regardless of whether the data subject asked us to as is their right ([see Section 4.5](#)).

When we have decided whether the data is accurate or not and whether we will change it or not, we will explain our decision to the individual making the request and inform them of their rights to complain to the ICO. We will also make a record of the request and our response similar to the way we handle SARs e.g. date of receipt, the data subject's name, the name and address of requester (*if different*), the rectification requested, our decision, and the date we communicated the decision.

4.4. The right to erasure of personal data

Under Article 17 of the GDPR individuals have a new right to have their personal data erased. This is also known as the "right to be forgotten". There are no rules about how a request should be made e.g. verbally, in writing etc. so all staff are trained to recognise someone trying to exercise this right. The right is not absolute and only applies if:

- the personal data is no longer necessary for the reason we originally collected or processed it;

- we are relying on consent as our lawful basis for holding the data, and the individual withdraws their consent;
- we are processing the personal data for direct marketing purposes and the individual objects;
- we have processed the personal data unlawfully i.e. in breach of the lawfulness requirement of the 1st principle;
- we have to do it to comply with a legal obligation; or
- we have processed the personal data to offer online “information society services” to a child e.g. online counselling, a social media platform we have created and run for children etc. We do not currently provide any such services, we have no plans to, and we work hard to appropriately control children’s access to the social media platforms we use to communicate with our community.

We have to give special consideration to any request for erasure if the processing of the data is solely based on consent given by a child, especially any processing of their personal data (usually images) on the internet. This is still the case when the data subject is no longer a child, because a child may not have been fully aware of the risks involved in the processing at the time of consent. In some circumstances we might need to give more weight to a request for erasure from a child if their parent has already consented to the use of their data e.g. removing pictures from our school website when a parent has consented but the child whose images they are objects. We will need to do this if we are confident that the child understands their rights and the effects on them of their request. For more information about how we decide whether a child understands please see [Section 5](#) on Subject Access Requests.

Unless it is impossible or disproportionate, we have to tell other organisations about erased data if:

- the personal data we erased has been disclosed by us to others; or
- the personal data has been made public in an online environment (for example on social networks, forums or websites).

If we are asked, we should also tell the individual about the other organisations we gave their data to.

The right to erasure does **not** apply if processing is necessary for one of the following reasons:

- to exercise the right of freedom of expression and information;
- to comply with a legal obligation;
- for the performance of a task carried out in the public interest or in the exercise of official authority;
- for archiving purposes in the public interest, scientific research, historical research or statistical purposes where erasure is likely to make achievement of that processing impossible or disproportionately difficult; or
- for the establishment, exercise or defence of legal claims.

There are also two circumstances when the right to erasure does **not** apply to special category data:

- if the processing is necessary for public health purposes in the public interest; or
- if the processing is necessary for the purposes of preventative or occupational medicine.

When we receive a request to erase data, we will take reasonable steps to check the identity of the requester and that they have the right to make the request before considering it.

We can refuse to comply with a request when an exemption applies, or when the request is manifestly unfounded or excessive. We can either request a reasonable fee based on the administrative costs of complying with the request, or we can refuse to deal with the request. We will use ICO guidance and our own information management records to make decisions about this and we will contact the person making the request to inform them of our decision (including any fee payable) and the reasons without undue delay and **within one month**. We do not have to comply with the request until we have received the fee.

When we have decided whether we can erase the data we will explain our decision to the individual making the request and inform them of their rights to complain to the ICO. We will also make a record of the request and our response similar to the way we handle SARs e.g. date and manner of request

(verbally to class teacher, a note handed to reception etc.), the data subject's name, the name and address of requester (*if different*), the erasure requested, our decision, and the date we communicated the decision.

4.5. The right to restrict the processing of personal data

Under Article 18 of the GDPR individuals have the right to limit the way we use their data if they have a particular reason for wanting to, and this is an alternative to erasing it. They may have issues with the content of the information or how we have processed it. In most cases we will not be required to restrict an individual's personal data indefinitely, but will need to have the restriction in place for a certain period of time. The right is not absolute and only applies if:

- the individual contests the accuracy of their personal data and we are verifying it;
- the data has been unlawfully processed i.e. in breach of the 1st principle, and the individual doesn't want it erased;
- we no longer need the personal data but the individual needs us to keep it in order to establish, exercise or defend a legal claim; or
- the individual has objected to us processing their data under Article 21(1), and we are considering whether our legitimate grounds override those of the individual.

We use the most appropriate method applicable at the time to restrict processing including:

- temporarily moving the data to another processing system;
- making the data unavailable to users; or
- temporarily removing published data from a website.

While a restriction is in place we will not do anything with data except store it unless:

- we have the individual's consent;
- it is for the establishment, exercise or defence of legal claims;
- it is for the protection of the rights of another person; or
- it is for reasons of important public interest.

If we have disclosed the restricted data to another organisation we will tell them about the restriction in the same way as if it were inaccurate data unless this proves impossible or involves disproportionate effort. If asked to, we will also inform the individual about these recipients.

We can lift the restriction when we have decided that the issues are resolved i.e. the data is accurate or our legitimate grounds override the individuals' and we will inform the individual and include our reasons before we lift it. We will also tell them about their right to make a complaint to the ICO.

We can refuse to comply with a request when the request is manifestly unfounded or excessive. We can either request a reasonable fee based on the administrative costs of complying with the request, or we can refuse to deal with the request. We will use ICO guidance and our own information management records to make decisions about this and we will contact the person making the request to inform them of our decision (including any fee payable) and the reasons without undue delay. We do not have to comply with the request until we have received the fee.

4.6. The right to data portability

The right to data portability only applies when all 3 of the following conditions are met:

- the individual has provided the personal data;
- the processing is based on the individual's consent or for performance of a contract; **and**
- processing is carried out by automated means.

We do not currently hold any qualifying data but we are aware of our obligations under the GDPR and will follow ICO guidance, reviewing our procedures if we automate any processing.

4.7. The right to object to processing

Individuals must have an objection on “grounds relating to his or her particular situation” and we must stop processing the personal data unless:

- we can demonstrate compelling legitimate grounds for the processing, which override the interests, rights and freedoms of the individual; or
- the processing is for the establishment, exercise or defence of legal claims.

We will:

- inform individuals of their right to object “at the point of first communication” and in our privacy notice, explicitly bring the right to their attention clearly and separately from any other information;
- stop processing personal data for *direct marketing purposes* as soon as we receive an objection because there are no exemptions or grounds to refuse; and
- deal with an objection to processing for *direct marketing* at any time and free of charge.

An individual can object to processing for research purposes on “grounds relating to his or her particular situation” unless processing is necessary for the performance of a public interest task.

We carry out some processing of personal data online e.g. our visits approval system, responding to DfE data demands online, and any individual can object to our online processing by contacting us at admin@penn.cumbria.sch.uk

4.8. The right to object to automated decision making and profiling

We do not currently use any data systems that make automatic decisions about people without any human involvement. We are aware of our obligations under the GDPR and will follow ICO guidance, reviewing our policy and procedures if we fully automate any decision-making.

5. Subject Access Requests

Every individual who is our data subject has the right to access their personal data so that they are aware of and can verify the lawfulness of the processing, including children of any age who understand what they are requesting. These rights do not automatically override the rights of any other individual who might be identified by our response to a request, so we will make a decision on what information to disclose by balancing the data subject’s right of access against any other individuals’ rights in respect of their own personal data. We will use the latest ICO guidance on SARs to help us make decisions.

The data subject or the person acting on their behalf must make a SAR in writing and we provide a form at [Appendix A](#) to help people do this. There is no requirement to use our form, but it can speed up the process by helping the people making requests to provide us with the kind of information we need to comply. We will also make any reasonable adjustment for disabled people who may be unable to make their SAR or receive information in writing e.g. accepting a verbal request, providing a braille response etc. Relevant staff are trained to recognise a SAR even when it does not include the words “subject access”, or refer to the applicable legislation, including where the wrong legislation is quoted i.e. often the Freedom of Information Act.

When we receive a SAR it will be entered in the Subject Access Request log book, including the date of receipt, the data subject’s name, the name and address of requester (*if different*), the type of data requested (e.g. pupil record, personnel record), whether there is enough information to respond appropriately (and the immediate action taken to seek more if not), and the expected date for providing the information.

We aim to provide information without delay and at the latest **within one month** of receipt of the request. For example: if we receive a SAR on the 10th of the month we will respond by the 10th of the following month. We will seek to extend this response period by up to the two further months which GDPR allows where requests are complex or numerous. If this is the case, we will inform the individual within one month of the receipt of the request and explain why the extension is necessary.

SARs made by pupils will be processed in the same way as any other SAR and the information will be provided to the child regardless of their age, unless it is clear that they do not understand their rights. If we are sure that the pupil **does not** understand the SAR and their rights, we will refer the matter to parents, comply if they agree, and provide the information to parents.

SARs made by people on behalf of children they hold parental responsibility for will be processed in the same way as any other SAR while recognising that they do not own the data they are requesting. If we are confident that the pupil whose data it is **does** understand the SAR and their rights, then we will respond to the child rather than the parent, even where the parent was the one who made the request. In making our decision we will take the following, amongst other things, into account:

- the child's level of maturity and their ability to make decisions like this;
- the nature of the personal data;
- any court orders relating to parental access or responsibility that may apply;
- any duty of confidence owed to the child or young person (including information about any counselling or other service being offered directly to the child);
- any consequences of allowing those with parental responsibility access to the child's or young person's information (particularly important if there have been allegations of abuse or ill treatment);
- any detriment to the child or young person if individuals with parental responsibility cannot access this information; and
- any views the child or young person has on whether their parents should have access to information about them.

If the information requested by a parent in a SAR relates to the 'educational record' of a pupil, in accordance with *'The Education (Pupil Information) (England) Regulations 2005'*, we will make a pupil's educational record available for inspection by the parent, free of charge, **within fifteen school days** of receipt of the parent's written request for access. This cannot include any information that we could not lawfully disclose to the pupil themselves. If parents request a copy to keep, we can charge the administrative costs of supplying one.

If the information requested in a SAR does **not** relate to the 'educational record' of a pupil, we will provide a copy of the information free of charge **unless** the request is manifestly unfounded or excessive, particularly if it is repetitive. This fee may vary and will be based only on the administrative cost of providing the information. We will use ICO guidance and our own information management records to make decisions about this.

We must verify the identity of the person making the request, using "reasonable means". If the person making the request is not the data subject, we must also verify their right to make such requests on behalf of the data subject e.g. their authority to act or their parental responsibility for a child. In cases where a child is competent to make their own request, information will be provided to the child and not to the parent. We will use ICO guidance and our knowledge of the capability of our pupils as described above to make decisions about this.

If the request is made electronically, we will provide the information in a commonly used electronic format.

If we are asked for a large quantity of information about an individual, we can ask the individual to be more specific about the information they want. This is not because we are exempt from providing large amounts of data, this is so we can consider whether the request is manifestly unfounded or excessive.

If we are asked for information that a data processor we work with holds on our behalf, we will ask our data processor to provide it to us so that we can comply with the SAR. This is because we are the data controller and it is our responsibility. We have written contracts in place with all of our data processors to help us do this.

A Subject Access Request should be made in writing to:

6. Data Protection and Privacy by Design

Data protection and privacy by design is an approach to projects and tasks that promotes privacy and data protection compliance from the start and is a clear requirement of us under GDPR. This is not just about the strategic decisions we make building new IT systems for storing or accessing personal data and developing policy or strategies that have privacy implications. It is also about collecting or sharing data in a new way or using data for new purposes.

Our aim is to minimise privacy risks and build trust so all staff will have a central role to play in keeping what we do compliant. When handling data in a different way staff are trained to first consider the impact of what they are doing and how they are doing it in relation to data protection and privacy, with the ten questions in [Section 3.3](#) playing an important part in the process. This could be as simple as ensuring consent forms containing sensitive personal data are not carried in a clear folder on a trip, or as complex as thoroughly vetting an overseas data transfer service when a pupil leaves us to attend a school outside the European Economic Area (EEA).

We use the ICO guidance on Data Protection Impact Assessments (DPIAs) as an integral part of our approach to data protection and privacy by design. We also consult our DPO at the outset of any new data project.

6.1. DPIAs

The GDPR introduces a new obligation on us to do a Data Protection Impact Assessment (DPIA) before carrying out processing likely to result in a high risk to individuals' interests. If our DPIA identifies a high risk which we cannot mitigate, we must consult the ICO before proceeding.

A DPIA is a process to systematically analyse our processing and help us identify and minimise data protection risks. It is meant to:

- describe the processing and our purposes;
- assess the necessity and proportionality of what we are planning;
- identify and assess risks to individuals; and
- identify any measures to mitigate those risks and protect the data.

It does not have to eradicate the risk, but should help to minimise risks and consider whether or not they are justified. We will need to do a DPIA if we plan to:

- use new technologies;
- use profiling or special category data to decide on access to services;
- profile individuals on a large scale;
- process biometric or genetic data;
- match data or combine datasets from different sources;
- collect personal data from a source other than the individual without providing them with a privacy notice ('invisible processing');
- track individuals' location or behaviour;
- profile children or target services at them; or
- process data that might endanger the individual's physical health or safety in the event of a security breach.

All staff have a responsibility to identify when their activities around data imply the need for a DPIA. This could be doing an entirely new task with data, or it could be changing the way a well-established task is being done. DPIA should be reported to Mr M Mahony, who is responsible for conducting DPIAs

7. Training & Awareness

During their induction all staff will receive suitable training in their responsibilities for data protection in their work and the relevant procedures. This will be supplemented with staff briefings, inset training and other methods of updating staff as necessary e.g. briefing emails, notices etc.

This policy is available to all staff in hard copy in the school office safeguarding file and electronically on the staff network, on the server in the safeguarding folder. It can also be provided to others on request. This policy will be updated regularly in line with changes in practice or clarifications required after applying it to resolve data protection issues.

Anyone can seek general data handling guidance from the ICO on their website <https://ico.org.uk>.

Day-to-day support and guidance for staff is available from Mr Mahony. Any other category of person wanting help with a data protection issue e.g. contractors, parents etc. can also contact Alison Holland and Helen Storey or are free to contact our DPO using the published contact details.

8. Publication of Information

At times we publish information which includes personal data, for example:

- internal telephone directory,
- event information,
- staff information,
- lists of students in a team.

Other things we publish can be subject to an individual's consent and we will seek it as required and consider all reasonable requests to correct, erase or restrict data processing in line with our obligations under the GDPR.

9. Managing Consent

We rarely rely on consent as our only lawful basis for processing personal and special category data, but when we ask we will include the following information:

- the name of our school;
- the name of any third party controllers who will rely on the consent;
- why we want the data;
- what we will do with it; and
- that individuals can withdraw consent at any time.

People will be asked to actively indicate their consent in words and if there are different options, these will be made clear e.g. consent for a child to participate in an event being clearly separate from any consent to use images of them taken at the event (if no standing images consent is already held).

There is no set time limit for consent. How long it lasts depends on the context and what we have told people in our Privacy Notice or other communications. We review and refresh consents as appropriate.

Genuine consent should put individuals in control, build trust and engagement, and enhance our reputation so, when we do rely on it, we need to keep a record that helps show it was freely given e.g. who consented, when, how, and what they were told.

9.1. Consent to use personal data including images and voice recordings

We do not need parental consent to process any personal data including image or voice recordings for the purposes of education e.g. photographs or video of an Early Years child or child with SEND demonstrating how they meet a learning outcome. Using names, image and voice recordings of children in their work and in displays inside school, is a fundamental part of their education, personal development and how we celebrate them. This does not affect the statutory rights of individuals as set out in [Section 4](#). Anyone can raise any concern with any member of staff about our use of their or their

child's data at any time and we are obliged to ensure their rights are upheld where we have no lawful reason to refuse.

We do need parental consent to use personal data including image and voice recordings for other reasons such as marketing or self-promotion in publications and on websites or social media platforms directly managed by us or, with our permission, by others associated with us and may include pictures that have been drawn by children. Images that might cause embarrassment or distress will not be used nor will image or voice recordings of children be associated with materials or issues that are considered sensitive. Anyone with parental responsibility for a child can ask to see any images that we hold of them at any time.

There is no legally binding age of consent in the UK with regard to the use of an individual's own data, including their image or voice, except when providing an Information Society Service (ISS) directly to a child online and solely on the basis of their consent. In the UK this particular age of consent is 13 years old. We do not currently offer any ISS and have no plans to. This means that any child of any age can assert their data rights or consent to the use of their data under the GDPR, providing we are sure that they understand their rights and the implications of their consent. For more information about how we make decisions about a child's competence to consent or withdraw consent that their parents have previously provided, please see [Section 5](#).

Photography, audio recording or filming will only take place at school or school events with the permission of the Head teacher/ manager, and under appropriate supervision.

Regardless of who is publishing data, and that includes us, our policy is that children will only be named if there is a particular reason to do so e.g. they have won a prize, and no other personal details will be published or given out. If names will, or might, be published e.g. in a newspaper article, we will check that parents understand the potential implications and consent to the use of names at that time and before the publishing happens. The news media will often require a child's full name before they will publish an image and our policy is to resist this wherever possible and if we fail, we will take steps to ensure that parents are aware that all of the details will be available in local or national newspapers and worldwide online.

We allow parents and other invited visitors to take images of children at school functions but we reserve the right to enforce special restrictions on a case-by-case basis. They are required to bear in mind that they may capture other people's children and must ensure images are appropriate. They are also required to agree that they will only share them publicly i.e. post them to social media, with the express permission of the parents of everyone in the images. In our Behaviour Policy and our Online Safety Policy we also require all parents and children to support our approach to online safety and not upload or post to the internet any pictures, audio, video or text that could upset, offend or threaten the safety of any member of the school community or bring the school into disrepute.

Our policy around consent is to ask once when a child starts their career with us for separate general consents to use image and/or voice recordings:

- a). publishing in any wholly off-line medium that will **not** also be put online e.g. our promotional montage video that plays on the monitor in the reception waiting area every day, a print newsletter that is not also put on our website;
- b). publishing on our website or in other print or online media which we directly control, or
- c). allowing carefully selected third party organisations such as local media outlets to publish them.

We use the form at Appendix E to seek consent and we remind parents and children regularly that they can change or withdraw their consent at any time.

When a child understands their right of consent and its full effects and there are no reasons why their name, image or voice must be protected, we can prioritise the consent of a child over parental consent where they are different. We are more likely to decide not to use images etc. when a child objects and their parent does not than vice versa, but our overriding priority will always be to act in the child's best interests.

Staff are expected to make themselves aware of the guidance (Cumbria County Council Community and Voluntary Controlled Schools) CCC Safety Advice Note 'SAN(G)21: Use of Images' and to apply the principles in all use of image and voice recordings.

10. Data Security and Integrity

Article 5(1)(f) of the GDPR concerns the 'integrity and confidentiality' of personal data. It says that personal data shall be: "Processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures".

The security measures we put in place seek to ensure that the data:

- can be accessed, altered, disclosed or deleted only by those we have authorised to do so and that those people only act within the scope of the authority we give them;
- is accurate and complete in relation to why we are processing it; and
- remains accessible and usable, i.e. if personal data is accidentally lost, altered or destroyed, we should be able to recover it and prevent any damage or distress to individuals.

All staff and any others who process the personal data of our data subjects are expected to work to the same principles we do at all times.

10.1. Classification of data

We carry out regular data audits to identify data that we control and the risks to every kind of processing we do to that data, and we keep a record to help us deal with any issues or requests. As part of this systematic approach we operate 3 levels of data classification to ensure the appropriate security measures can be taken to keep the data safe:

- **Public:** Information that does not require protection and is considered "open and unclassified" and which may be seen by anyone whether directly linked with school or not. Information is likely to already exist in the public domain.
- **Confidential:** Information that, if disclosed inappropriately, may result in minor reputational or financial damage to the school or may result in a minor privacy breach for an individual. Information that should only be available to sub-groups of school staff who need the information to carry out their roles.
- **Sensitive:** Information that has the potential to cause serious damage or distress to individuals or serious damage to the school's interests if disclosed inappropriately. Information which is sensitive in some way because it might be sensitive personal data, commercially sensitive, legally privileged or under embargo. This information should only be available to a small tightly restricted group of authorised users.

The appropriate marking of data as to its classification is an operational decision on a case-by-case basis. Most of our data held in electronic databases is classified automatically by the information management systems that hold it. Information that is transferred e.g. emailed, posted, moved to an archive etc. must be appropriately classified and marked to ensure it will be treated properly.

[Appendix F](#) sets out some of our specific data security expectations at each different level of data classification and we share it with staff and others who have legal obligation to us when they process data that we control

All data classifications are reviewed at the point of entry into our archive. All archived data is appropriately labelled with:

- the final data classification;
- any specific restrictions i.e. not to be released to named parent under court order;
- how the data is to be destroyed e.g. incineration, cross-cut shredding, shredding, or electronic data scrubbing/shredding.
- when the data is to be destroyed.

Staff responsible for archiving are trained to assess and manage any increasing risks that can arise as data about one person is aggregated.

10.2. Organisational and technical security measures

The main organisational and technical measures we employ include:

- Appropriate physical security measures for the site, buildings, restricted areas and restricted storage containers including locks, deadlocks, restricted access codes, alarms, inventory system for access to different buildings. Main gate and staffroom/office
- Appropriate physical access and security procedures including limiting access to areas or stores to certain key holders, and procedures to welcome visitors aimed at preventing unauthorised access e.g. visitors' badges, signing in/out, whether a visitor can only access certain areas while accompanied etc.
- Ensuring unauthorised personnel cannot see documents or screens which might display personal data e.g. open registers and visitor's books, emails, CCTV monitors.
- Suitable contracts of employment or technology access agreements for pupils, visitors and others aimed at ensuring the proper use of personal data and maintenance of confidentiality.
- Appropriate storage arrangements that avoid physical risks (flood, fire etc.), loss (lost devices, accidental destruction etc.) or electronic degradation (corruption caused by electricity or magnetism, new software unable to read files created using old software etc.).
- Appropriate technological or procedural security measures including:
 - The installation of appropriate security software (including for virus and malware checking) on all devices used to process personal data, instructions on how to use it properly, and the requirement on all data users to adequately secure devices i.e. carrying portable devices securely and activating an encrypted screen lock when leaving a device unattended even for a minute.
 - Restricting access to school devices containing personal data to employees and specially authorised volunteers, visitors or service providers. Staff using a work device off-site must take steps to secure their work device from use by anyone else including family.
 - Enforcing our strict protocol on the use of personal devices to process personal data obtained at work, including a requirement for secure remote access to school systems - see the Online Safety Policy or the Acceptable Use of IT Policy/Agreement or the Staff Code of Conduct
 - Restricting the number of people who can access certain data by limiting online logins, protecting parts of our network to hide them from unauthorised users, and by having procedures in place to designate authorised users and give only them the proper access;
 - Enforcing our strict password protocol for access to any personal data whether it is online, on a device, or being transferred somewhere e.g. email- password protected. All staff who use Password Managers are required to apply the best practice guidance blog from the [National Cyber Security Centre](#) (NCSC).
 - Having appropriate data recovery arrangements in place to avoid accidental loss of data or password sharing i.e. so when someone is unavailable to provide access to data, with the proper authorisation their access can be reset and the data still obtained in their absence.
 - Appropriate marking or designating of data as private or confidential or sensitive to ensure it is treated accordingly e.g. not printed to a publicly accessible printer.
 - Adherence to strict controls on the transfer of data i.e. only as authorised and agreed via encrypted email or portable device, secure websites, password protected files, properly addressed and if necessary fully tracked postal packages, delivery by hand etc.
 - Secure methods of disposal for both paper and electronic data shredding.
 - Clear policies and procedures for the appropriate archiving and automatic backing up of necessary data including off-site e.g. essential data identified in the Emergency Preparedness Plan to ensure business continuity.

- Clear and binding contracts with our data processors such as our health & safety provider and people who we jointly control data with such as the outdoor adventure centres we go on residential trips to.

All enquiries about the policies and procedures that should be followed and how data should be protected or destroyed can be addressed to the DPO, Alison Holland and Helen Storey. or the IT Manager. The consequences of getting it wrong can be very serious for our most vulnerable data subjects and breaches of data protection may be subject to disciplinary action and further subject to legal action or criminal prosecution.

10.3. Email

All staff are expected to adhere to the good practice around the use of email set out in the current Information and Records Management Society *'Toolkit for Schools'* understanding their role and responsibilities with regard to:

- the 8 things they must know about email including that it is not always a secure medium to send confidential information by, that email is disclosable under the Freedom of Information Act 2000, that any employer has a right to monitor the use of email under the Regulation of Investigatory Powers Act 2000, and that email is one of the most common causes of stress in the work-place;
- creating and sending email;
- sending attachments;
- using disclaimers;
- managing received e-mails; and
- retaining emails.

Others who have legal obligations to us because they process data we control will be made aware of our email protocols as necessary.

All staff are required to use the authorised email disclaimer as follows:

This e-mail contains confidential information (which may also be legally privileged) and is intended solely for the use of the intended named recipient. If you are not the intended recipient you may not disclose, copy, distribute or retain any part of this message or its attachments. If you have received this message in error please notify the originator immediately by using the reply facility in your e-mail software. Incoming and outgoing emails may be monitored in line with current legislation. All copies of the message received in error should be destroyed. Any views or opinions expressed are solely those of the original author. This email message has been scanned for viruses, and declared to be virus free at the point of exit from Cumbria County Council's network. <http://www.cumbria.gov.uk/>
Please only print this email if entirely necessary. This email is confidential and may also be privileged. If you are not the intended recipient please notify us immediately by telephoning +44 (01229) 588708. You should not copy it or use it for any purpose, nor disclose its contents to any other person.

10.4. CCTV

We use CCTV to monitor images for the purposes of crime prevention and public safety outside our buildings. Coverage is designed to minimise any intrusion on reasonable expectations of privacy

10.5. Transfers of data outside the EU

We can only transfer personal data outside of the European Union (EU) in compliance with the conditions for transfer set out in Chapter V of the GDPR, unless the European Commission has decided on behalf of all member states that a particular third country, territory, or international organisation (or part of one) ensures an adequate level of protection of the rights and freedoms of our data subjects.

We will follow current ICO guidelines on data transfers outside the EU and refer to our DPO when making decisions about the safety, security and lawfulness of transferring the data.

10.6. Record keeping

The GDPR contains some explicit provisions about documenting our processing activities but that is not the reason we keep records. We need to know what data we have and how we use it to be able to control it effectively; we need to be able to justify our decisions about data; and we may need to provide evidence to the ICO as part of a data breach investigation.

We use the ICO [GDPR Documentation Template](#) to fully comply with the record keeping required of us under Article 30. It is the responsibility of all staff to ensure the spreadsheet remains a current reflection of how they work with data. [Staff should report changes in their practice to comply with this to Mr Mahony].

We also keep records of our DPIAs, consent, staff training, and our contracts and data sharing agreements i.e. our employment and service provision contracts, processor contracts, and joint-controller data sharing agreements.

We also keep some simple logs which briefly detail:

- SARs,
- other types of data requests and what we did e.g. objection, rectification, withdrawal of consent, education record request etc.,
- data destruction,
- breaches.

All staff are made aware of our record keeping obligations and some staff are specially trained in managing them.

11. Data Sharing

We are required to share personal data with some organisations by law e.g. our census data with the DfE. At other times we share information to improve or protect people's lives and we have included information about this in our Privacy Notice.

All staff are expected to make reference to the current ICO [Data Sharing Checklist](#) in making decisions on whether to share data or not and how to do it. Unless the data sharing is routine and pre-authorised e.g. medical data routinely disclosed to the outdoor adventure centres we go on residential trips to, no decision should be made regarding the disclosure of any sensitive personal or sensitive commercial data without reference to an immediate line manager or the headteacher. If nobody involved in the decision-making has received suitable training in data protection, the DPO must be consulted before data is disclosed externally.

With regard to the disclosure of child protection data, we will always follow the current '*Information Sharing Protocol*' available from our Local Children's Safeguarding Board.

We have simple procedures in place regarding unavoidable disclosures to people we do not already have data processing or data sharing agreements with e.g. to an engineer during emergency repair of a computer system, which includes a requirement for them to sign a suitable non-disclosure agreement.

12. Data Retention

We can only keep personal data for as long as we need it. How long that is will depend on the circumstances and the reasons we obtained it. We will generally follow the guidelines set out in the current Information and Records Management Society '*Toolkit for Schools*' and we will specifically follow requirements placed on us by our Local Authority and Local Children's Safeguarding Board in particular.

We typically retain pupil data and data about their family and other involved professionals until they leave us. Otherwise we retain it for a few days or weeks e.g. trip consent forms, or for 3-50 years depending on whether it is education related or incident related.

We typically retain staff data for between 6 months and 6 years after the end of their employment with us, depending on their role. Some pieces of data may need to be retained for 50 years such as records of potential exposure to radiation or asbestos.

We typically retain the personal data of contractors and other professionals in line with work or contractual agreements, and longer in cases of dispute.

Some information is retained for more indefinite periods e.g. outreach programme take-up data so that we can analyse trends, or event photographs and accounts so that we can maintain a historical record.

We are required to keep indefinitely all child protection information that does not automatically move with a child when they leave us, pending the outcome of the Independent Inquiry into Child Sexual Abuse.

13. Data Disposal

We will dispose of all paper and digital data securely when it is no longer required.

We use bags for confidential waste which are removed and disposed of securely by p and w confidential.

A Destruction Log will be kept of all data that is disposed of. The log will include any document ID, classification, date of destruction, method and authorisation.

14. Breach Reporting

Any breach of this policy or of data protection laws must be reported to the DPO as soon as practically possible i.e. as soon it becomes apparent. We have a legal obligation to report any qualifying data breaches to the ICO within 72 hours.

A qualifying data breach is one where, if not addressed in an appropriate and timely manner, it could result in physical, material or non-material damage to someone such as loss of control over their personal data or limitation of their rights, discrimination, identity theft or fraud, financial loss, unauthorised reversal of pseudonymisation, damage to reputation, loss of confidentiality of personal data protected by professional secrecy or any other significant economic or social disadvantage to them.

All staff and anyone else who owes us or our data subjects a legal duty, a duty of care, or a duty of confidentiality have an obligation to report actual or potential data protection compliance failures. This allows us to:

- investigate the failure and take remedial steps if necessary;
- maintain a register of compliance failures;
- notify the individuals affected; and
- notify the ICO of any compliance failures that are material in their own right or part of a pattern of failures.

Any member of staff who fails to notify of a breach, or is found to have known or suspected a breach has occurred but has not followed the correct reporting procedures may be liable to disciplinary action. Where others have been involved in a data breach, a report will also be made to a relevant DPO or employer.

15. Our Obligations to our Data Processors

As the data controller we have obligations to our data processors when we give them the personal data of our data subjects which include in general, but are not limited to responsibilities to:

- provide accurate personal data and all necessary corrections in a timely manner;
- employ appropriate technical and organisational security measures when providing and using the personal data being processed;
- only request user access to the data processing for employees and the contractor at a level commensurate with their work tasks and responsibilities e.g. have the fewest possible users who are authorised and enabled to access the accident & incident reporting system which contains sensitive health data;
- respond promptly to requests from our processors for data updates and provide updated and accurate written instruction regarding the continued access to data that we require;

- require our users of any data processor's system to comply with strict password security measures e.g. length, complexity, not shared etc.;
- take appropriate action regarding any breaches;
- ensure our users of a processor's system website understand their responsibilities with regard to the DPA and the GDPR. Anyone found to have carried out unauthorised or unlawful processing activities must be made aware that they will be subject to disciplinary action by you and may be further subject to legal action or prosecution.
- inform our processor as immediately as possible if:
 - we need to remove security access i.e. to our data on their system, from individuals who no longer have any legal right or authority to access it e.g. employees who have left our employment,
 - we need their assistance to comply with a Subject Access Request,
 - we need them to stop processing the personal data of any of your data subjects,
- be sure of our grounds under the GDPR for asking a processor to stop processing the personal data of any of our data subjects and that they are compatible with other applicable laws or legal rights,
- be very sure of our grounds to erase data under the GDPR as we can expect to pay the full costs of any extraordinary measures required to recover erased data where we have failed in our duties.

All staff involved in using the data that we control with the processing services that we contract with have a duty to meet all of our conditions of service. Queries about our contracts for processing activities should be addressed to Mr Mahony

Subject Access Request (SAR) Form

You can use this form to make a Subject Access Request for information we hold about your or a child, **but you do not have to**. To help us respond appropriately, please provide as much information as possible.

Enquirer's full name:			
Enquirer's postal address: (including postcode)			
Enquirer's telephone number:			
Are you the person who is the subject of the records you are enquiring about i.e. the "Data Subject"? (please circle <u>one</u> answer)	YES	or	NO
If you are NOT the Data Subject and are enquiring about a child's records, do you have parental responsibility for that child? (please circle <u>one</u> answer)	YES	or	NO
IF you DO have parental responsibility for the child whose records you are requesting access to, please tell us:			
The name of the child or children on whose behalf you are making the Subject Access Request:			
What your data concern or area of concern is:			
What specific information or topic(s) you want access to (in your own words):			
Additional information you think we need to process your request:			
Please tell us where you would like us to send the information if different from above.			
Full name of person to return to:			
Full return postal address: (including postcode)			
Data Subject Declaration			
Please supply the information about me or my child or children that I am entitled to under the General Data Protection Regulation relating to the area of concern or the information I have specified above.			
I agree that the reply period will commence when I have supplied sufficient information to enable you to comply with my request.			
I consent to the reply being disclosed and sent: (please tick all that apply)			
<ul style="list-style-type: none"> • to me at my address as stated at the top of this form <input type="checkbox"/> or • to the name of the person to return to and at the return postal address I have given above and who I hereby authorised to receive such information. <input type="checkbox"/> 			
Signature of data subject (or parents of)			Date:
Name of data subject (or parents of) PLEASE PRINT			

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Privacy Notice (How we use pupil information)

Pennington CE Primary School

Privacy Notice

1. Privacy notice for parents/carers

Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about **pupils**.

We, **Pennington Church of England Primary School**, are the 'data controller' for the purposes of data protection law.

Our data protection officer is **Mr M Mahony** (see 'Contact us' below).

The personal data we hold

Personal data that we may collect, use, store and share (when appropriate) about pupils includes, but is not restricted to:

- Contact details, contact preferences, date of birth, identification documents
- Results of internal assessments and externally set tests
- Pupil and curricular records
- Characteristics, such as ethnic background, eligibility for free school meals, or special educational needs
- Exclusion information
- Details of any medical conditions, including physical and mental health
- Attendance information
- Safeguarding information
- Details of any support received, including care packages, plans and support providers
- Photographs
- CCTV images captured in school

We may also hold data about pupils that we have received from other organisations, including other schools, local authorities and the Department for Education.

Why we use this data

We use this data to:

- Support pupil learning
- Monitor and report on pupil progress
- Provide appropriate pastoral care
- Protect pupil welfare
- Assess the quality of our services
- Administer admissions waiting lists
- Carry out research
- Comply with the law regarding data sharing

Our legal basis for using this data

We only collect and use pupils' personal data when the law allows us to. Most commonly, we process it where:

- We need to comply with a legal obligation
- We need it to perform an official task in the public interest

Less commonly, we may also process pupils' personal data in situations where:

- We have obtained consent to use it in a certain way
- We need to protect the individual's vital interests (or someone else's interests)

Where we have obtained consent to use pupils' personal data, this consent can be withdrawn at any time. We will make this clear when we ask for consent, and explain how consent can be withdrawn.

Some of the reasons listed above for collecting and using pupils' personal data overlap, and there may be several grounds which justify our use of this data.

Collecting this information

While the majority of information we collect about pupils is mandatory, there is some information that can be provided voluntarily.

Whenever we seek to collect information from you or your child, we make it clear whether providing it is mandatory or optional. If it is mandatory, we will explain the possible consequences of not complying.

How we store this data

We keep personal information about pupils while they are attending our school. We may also keep it beyond their attendance at our school if this is necessary in order to comply with our legal obligations.

The [Information and Records Management Society's toolkit for schools](#) sets out how long we keep information about pupils.

Data sharing

We do not share information about pupils with any third party without consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law) we may share personal information about pupils with:

- Our local authority – to meet our legal obligations to share certain information with it, such as safeguarding concerns and exclusions
(<http://www.cumbria.gov.uk/childrensservices/schoolsandlearning/schools/privacynotice.asp>)
- The Department for Education
(<http://www.education.gov.uk/researchandstatistics/dataam/b0021337/datause>)
- The pupil's family and representatives
- Educators and examining bodies
- Our regulator [Ofsted]
- Suppliers and service providers – to enable them to provide the service we have contracted them for
- Central and local government

- Survey and research organization (NFER)
- Health authorities (Morecambe Bay Health Authority)
- Health and social welfare organisations
- Professional advisers and consultants
- Charities and voluntary organisations (Barnardos)
- Police forces, courts, tribunals
- Professional bodies

National Pupil Database

We are required to provide information about pupils to the Department for Education as part of statutory data collections such as the school census and early years census.

Some of this information is then stored in the [National Pupil Database](#) (NPD), which is owned and managed by the Department and provides evidence on school performance to inform research.

The database is held electronically so it can easily be turned into statistics. The information is securely collected from a range of sources including schools, local authorities and exam boards.

The Department for Education may share information from the NPD with other organisations which promote children’s education or wellbeing in England. Such organisations must agree to strict terms and conditions about how they will use the data.

For more information, see the Department’s webpage on [how it collects and shares research data](#).

You can also [contact the Department for Education](#) with any further questions about the NPD.

Transferring data internationally

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.

Parents and pupils’ rights regarding personal data

Individuals have a right to make a ‘**subject access request**’ to gain access to personal information that the school holds about them.

Parents/carers can make a request with respect to their child’s data where the child is not considered mature enough to understand their rights over their own data (usually under the age of 12), or where the child has provided consent.

Parents also have the right to make a subject access request with respect to any personal data the school holds about them.

If you make a subject access request, and if we do hold information about you or your child, we will:

- Give you a description of it
 - Tell you why we are holding and processing it, and how long we will keep it for
 - Explain where we got it from, if not from you or your child
 - Tell you who it has been, or will be, shared with
-
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this

- Give you a copy of the information in an intelligible form

Individuals also have the right for their personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request please contact our data protection officer.

Parents/carers also have a legal right to access to their child's **educational record**. To request access, please contact **Mrs Helen Storey, Headteacher**.

Other rights

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe, including the right to:

- Object to the use of personal data if it would cause, or is causing, damage or distress
- Prevent it being used to send direct marketing
- Object to decisions being taken by automated means (by a computer or machine, rather than by a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

Complaints

We take any complaints about our collection and use of personal information very seriously.

If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact our data protection officer.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

Mr M Mahony, Low Furness CE Primary School, Church Road, Great Urswick, Ulverston, LA12 0TA Tel: 01229 588708

This notice is based on the [Department for Education's model privacy notice](#) for pupils, amended for parents and to reflect the way we use data in this school.

2. Privacy notice for pupils

You have a legal right to be informed about how our school uses any personal information that we hold about you. To comply with this, we provide a 'privacy notice' to you where we are processing your personal data.

This privacy notice explains how we collect, store and use personal data about you.

We, Pennington Church of England Primary School, are the 'data controller' for the purposes of data protection law.

Our data protection officer is Mr M Mahony (see 'Contact us' below).

The personal data we hold

We hold some personal information about you to make sure we can help you learn and look after you at school.

For the same reasons, we get information about you from some other places too – like other schools, the local council and the government.

This information includes:

- Your contact details
- Your test results
- Your attendance records
- Your characteristics, like your ethnic background or any special educational needs
- Any medical conditions you have
- Details of any exclusions
- Photographs

Why we use this data

We use this data to help run the school, including to:

- Get in touch with you and your parents when we need to
- Check how you're doing in exams and work out whether you or your teachers need any extra help
- Track how well the school as a whole is performing
- Look after your wellbeing

Our legal basis for using this data

We will only collect and use your information when the law allows us to. Most often, we will use your information where:

- We need to comply with the law
- We need to use it to carry out a task in the public interest (in order to provide you with an education)

Sometimes, we may also use your personal information where:

- You, or your parents/carers have given us permission to use it in a certain way
- We need to protect your interests (or someone else's interest)

Where we have got permission to use your data, you or your parents/carers may withdraw this at any time. We will make this clear when we ask for permission, and explain how to go about withdrawing consent.

Some of the reasons listed above for collecting and using your information overlap, and there may be several grounds which mean we can use your data.

Collecting this information

While in most cases you, or your parents/carers, must provide the personal information we need to collect, there are some occasions when you can choose whether or not to provide the data.

We will always tell you if it's optional. If you must provide the data, we will explain what might happen if you don't.

How we store this data

We will keep personal information about you while you are a pupil at our school. We may also keep it after you have left the school, where we are required to by law.

The [Information and Records Management Society's toolkit for schools](#) sets out how long we keep information about you.

Data sharing

We do not share personal information about you with anyone outside the school without permission from you or your parents/carers, unless the law and our policies allow us to do so.

Where it is legally required, or necessary for another reason allowed under data protection law, we may share personal information about you with:

- Our local authority – to meet our legal duties to share certain information with it, such as concerns about pupils' safety and exclusions
- The Department for Education (a government department)
- Your family and representatives
- Educators and examining bodies
- Our regulator (the organisation or "watchdog" that supervises us), [Ofsted]
- Suppliers and service providers – so that they can provide the services we have contracted them for
- Central and local government
- Survey and research organisations (NFER)
- Health authorities (Morecambe Bay Health Authority)
- Health and social welfare organisations
- Professional advisers and consultants
- Charities and voluntary organisations (Barnardos)
- Police forces, courts, tribunals
- Professional bodies

National Pupil Database

We are required to provide information about you to the Department for Education (a government department) as part of data collections such as the school census.

Some of this information is then stored in the [National Pupil Database](#), which is managed by the Department for Education and provides evidence on how schools are performing. This, in turn, supports research.

The database is held electronically so it can easily be turned into statistics. The information it holds is collected securely from schools, local authorities, exam boards and others.

The Department for Education may share information from the database with other organisations which promote children's education or wellbeing in England. These organisations must agree to strict terms and conditions about how they will use your data.

You can find more information about this on the Department for Education's webpage on [how it collects and shares research data](#). You can also [contact the Department for Education](#) if you have any questions about the database.

Transferring data internationally

Where we share data with an organisation that is based outside the European Economic Area, we will protect your data by following data protection law.

Your rights

How to access personal information we hold about you

You can find out if we hold any personal information about you, and how we use it, by making a **'subject access request'**, as long as we judge that you can properly understand your rights and what they mean.

If we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and using it, and how long we will keep it for
- Explain where we got it from, if not from you or your parents
- Tell you who it has been, or will be, shared with
- Let you know if we are using your data to make any automated decisions (decisions being taken by a computer or machine, rather than by a person)
- Give you a copy of the information

You may also ask us to send your personal information to another organisation electronically in certain circumstances.

If you want to make a request please contact our data protection officer.

Your other rights over your data

You have other rights over how your personal data is used and kept safe, including the right to:

- Say that you don't want it to be used if this would cause, or is causing, harm or distress
- Stop it being used to send you marketing materials

- Say that you don't want it used to make automated decisions (decisions made by a computer or machine, rather than by a person)
- Have it corrected, deleted or destroyed if it is wrong, or restrict our use of it
- Claim compensation if the data protection rules are broken and this harms you in some way

Complaints

We take any complaints about how we collect and use your personal data very seriously, so please let us know if you think we've done something wrong.

You can make a complaint at any time by contacting our data protection officer.

You can also complain to the Information Commissioner's Office in one of the following ways:

- Report a concern online at <https://ico.org.uk/concerns/>

- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our data protection officer:

Mr M Mahony, Low Furness CE Primary School, Church Road, Great Urswick, Ulverston, LA12 0TA Tel: 01229 588708

This notice is based on the [Department for Education's model privacy notice](#) for pupils, amended to reflect the way we use data in this school.

How Government uses your data

The pupil data that we lawfully share with the DfE through data collections:

- underpins school funding, which is calculated based upon the numbers of children and their characteristics in each school.
- informs 'short term' education policy monitoring and school accountability and intervention (for example, school GCSE results or Pupil Progress measures).
- supports 'longer term' research and monitoring of educational policy (for example how certain subject choices go on to affect education or earnings beyond school)

Data collection requirements

To find out more about the data collection requirements placed on us by the Department for Education (for example; via the school census) go to <https://www.gov.uk/education/data-collection-and-censuses-for-schools>

The National Pupil Database (NPD)

Much of the data about pupils in England goes on to be held in the National Pupil Database (NPD).

The NPD is owned and managed by the Department for Education and contains information about pupils in schools in England. It provides invaluable evidence on educational performance to inform independent research, as well as studies commissioned by the Department.

It is held in electronic format for statistical purposes. This information is securely collected from a range of sources including schools, local authorities and awarding bodies.

To find out more about the NPD, go to <https://www.gov.uk/government/publications/national-pupil-database-user-guide-and-supporting-information>

Sharing by the Department

The law allows the Department to share pupils' personal data with certain third parties, including:

- schools and local authorities
- researchers
- organisations connected with promoting the education or wellbeing of children in England
- other government departments and agencies
- organisations fighting or identifying crime

For more information about the Department's NPD data sharing process, please visit:

<https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

Organisations fighting or identifying crime may use their legal powers to contact DfE to request access to individual level information relevant to detecting that crime. Whilst numbers fluctuate slightly over time, DfE typically supplies data on around 600 pupils per year to the Home Office and roughly 1 per year to the Police.

For information about which organisations the Department has provided pupil information, (and for which project) or to access a monthly breakdown of data share volumes with Home Office and the Police please visit the following website: <https://www.gov.uk/government/publications/dfe-external-data-shares>

How to find out what personal information DfE hold about you

Under the terms of the Data Protection Act 2018, you are entitled to ask the Department:

- if they are processing your personal data
- for a description of the data they hold about you
- the reasons they're holding it and any recipient it may be disclosed to
- for a copy of your personal data and any details of its source

If you want to see the personal data held about you by the Department, you should make a 'subject access request'. Further information on how to do this can be found within the Department's personal information charter that is published at the address below:

<https://www.gov.uk/government/organisations/department-for-education/about/personal-information-charter>

To contact DfE: <https://www.gov.uk/contact-dfe>

Privacy Notice (How we use workforce information)

Pennington CE Primary School

Privacy Notice

1. Privacy notice for staff

Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals we employ, or otherwise engage, to work at our school.

We, **Pennington Church of England Primary School**, are the 'data controller' for the purposes of data protection law.

Our data protection officer is Mr M Mahony (see 'Contact us' below).

The personal data we hold

We process data relating to those we employ, or otherwise engage, to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Contact details
- Date of birth, marital status and gender
- Next of kin and emergency contact numbers
- Salary, annual leave, pension and benefits information
- Bank account details, payroll records, National Insurance number and tax status information
- Recruitment information, including copies of right to work documentation, references and other information included in a CV or cover letter or as part of the application process
- Qualifications and employment records, including work history, job titles, working hours, training records and professional memberships
- Performance information
- Outcomes of any disciplinary and/or grievance procedures
- Absence data
- Copy of driving licence
- Photographs
- Data about your use of the school's information and communications system

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Health, including any medical conditions, and sickness records

Why we use this data

The purpose of processing this data is to help us run the school, including to:

- Enable you to be paid
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Support effective performance management
- Inform our recruitment and retention policies
- Allow better financial modelling and planning
- Enable ethnicity and disability monitoring
- Improve the management of workforce data across the sector
- Support the work of the School Teachers' Review Body

Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Fulfil a contract we have entered into with you
- Comply with a legal obligation
- Carry out a task in the public interest

Less commonly, we may also use personal information about you where:

- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else's interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the school's use of your data.

Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

How we store this data

We create and maintain an employment file for each staff member. The information contained in this file is kept secure and is only used for purposes directly relevant to your employment.

Once your employment with us has ended, we will retain this file and delete the information in it in accordance with the [Information and Records Management Society's toolkit for schools](#).

Data sharing

We do not share information about you with any third party without your consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law) we may share personal information about you with:

- Our local authority – to meet our legal obligations to share certain information with it, such as safeguarding concerns and [maintained schools only] information about headteacher performance and staff dismissals
- The Department for Education
- Your family or representatives
- Educators and examining bodies
- Our regulator [Ofsted]
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll
- Central and local government
- Survey and research organisations
- Health authorities
- Security organisations
- Health and social welfare organisations
- Professional advisers and consultants
- Charities and voluntary organisations
- Police forces, courts, tribunals
- Professional bodies
- Employment and recruitment agencies

Transferring data internationally

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.

Your rights

How to access personal information we hold about you

Individuals have a right to make a '**subject access request**' to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please contact our data protection officer.

Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress
- Prevent your data being used to send direct marketing
- Object to the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than by a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

Complaints

We take any complaints about our collection and use of personal information very seriously.

If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact our data protection officer.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

Mr M Mahony, Low Furness CE Primary School, Church Road, Great Urswick, Ulverston, LA12 0TA Tel: 01229 588708

This notice is based on the [Department for Education's model privacy notice](#) for the school workforce, amended to reflect the way we use data in this school.

Privacy Notice (How we use personal information on get information about schools - GIAS)

[Suggested wording to make available to governors at a school to explain how their personal information is used. You must review and amend to reflect local needs and circumstances, as you will process data that is not solely for use within the GIAS system]

[Name of school] is the data controller for governor information.

The categories of governor information that we process include:

- personal identifiers, contacts and characteristics (such as name, date of birth, contact details and postcode)
- governance details (such as role, start and end dates and governor ID)

[Schools need to add to this list other categories of governor information that they process, for example; addresses as you will process data that is not solely for use within the GIAS system.]

Why we collect and use governor information

[School to insert both the purposes and lawful bases for collecting and using governor information]

The personal data collected is essential, in order for the school to fulfil their official functions and meet legal requirements.

We collect and use governor information, for the following purposes:

- a) to meet the statutory duties placed upon us

[Schools need to add to this list all other reasons for which they collect and use governor information]

Under the General Data Protection Regulation (GDPR), the legal bases we rely on for processing personal information for general purposes are:

[School to insert the lawful basis (bases) for collecting and using personal information for general purposes (must include a basis from Article 6, and one from Article 9 where data processed is special category data from the GDPR). Ensure you list all relevant legislation that supports the lawful basis.]

- for the purpose a) named above in accordance with the legal basis of **Legal Obligation**

All maintained school governing bodies, under [section 538 of the Education Act 1996](#) and academy trusts, under the [Academies Financial Handbook](#) have a legal duty to provide the governance information as detailed above.

In addition, concerning any special category data:

- conditions [Insert conditions] of [GDPR - Article 9](#)

[Schools to extend to list lawful basis for each purpose they are processing for]

Collecting governor information

We collect personal information via [explain method of data collection used, for example, governor contact forms]

Governor data is essential for the school's operational use. Whilst the majority of personal information you provide to us is mandatory, some of it may be requested on a voluntary basis. In order to comply with GDPR, we

will inform you at the point of collection, whether you are required to provide certain information to us or if you have a choice in this.

Storing governor information

We hold data securely for the set amount of time shown in our data retention schedule. For more information on our data retention schedule and how we keep your data safe, please visit [\[link to website\]](#)

[Schools should explain or reference the appropriate data retention documents that show where data is held, the security arrangements (high level), and policies about safe use of data within the local authority. Ideally, this section should link to policies that are easily accessible and regularly reviewed].

Who we share governor information with

We routinely share this information with:

- our local authority (where applicable)
- the Department for Education (DfE)

[Schools to amend and extend this list to include all other parties with whom they regularly share information. For example, academy chains / federations / Multi Academy Trusts (MATs). Once stated you also need to explain why you share the data and what makes it lawful below]

Why we share governor information

We do not share information about our governors with anyone without consent unless the law and our policies allow us to do so.

[School to explain why they share governor data and insert any relevant legislation for sharing it with those named in 'Who we share this information with' section. It is also useful to state how the data is transferred and link to any data retention policies where available]

Local authority [for use by schools only - delete if not appropriate]

We are required to share information about our governors with our local authority (LA) under **[add legislation / agreement]**.

Department for Education

The Department for Education (DfE) collects personal data from educational settings and local authorities. We are required to share information about our governors with the Department for Education (DfE), under:

Examples for governor information:

[For use by maintained schools only:]

We are required to share information about our governors with the Department for Education (DfE) under [section 538 of the Education Act 1996](#)

[For use by academies and free schools only:]

We are required to share information about our governors with the (DfE) under the requirements set out in the [Academies Financial Handbook](#)

[For use by pupil referral units only:]

We are required to share information about our governors with the Department for Education (DfE) under [section 538 of the Education Act 1996](#)

All data is entered manually on the GIAS system and held by DfE under a combination of software and hardware controls which meet the current [government security policy framework](#).

For more information, please see 'How Government uses your data' section.

Requesting access to your personal data

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact **[include details of administrator / data protection officer]**

You also have the right to:

- to ask us for access to information about you that we hold
- to have your personal data rectified, if it is inaccurate or incomplete
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing
- to restrict our processing of your personal data (i.e. permitting its storage but no further processing)
- to object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you

If you have a concern or complaint about the way we are collecting or using your personal data, you should raise your concern with us in the first instance or directly to the Information Commissioner's Office at <https://ico.org.uk/concerns/>

For further information on how to request access to personal information held centrally by DfE, please see the 'How Government uses your data' section of this notice.

Withdrawal of consent and the right to lodge a complaint

[For use where consent is the lawful basis. Therefore, where consent is NOT used, this section will need to be deleted]

Where we are processing your personal data with your consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with our use of your personal data, please let us know by contacting **[identify a suitable representative here Pennington C of Exx along with their contact details]**

Last updated

We may need to update this privacy notice periodically so we recommend that you revisit this information from time to time. This version was last updated on **[insert data notice was drafted/last updated]**.

Contact

If you would like to discuss anything in this privacy notice, please contact: **[Insert name and / contact details of your administrator / data protection officer]**

How Government uses your data

The governor data that we lawfully share with the DfE via GIAS:

- will increase the transparency of governance arrangements
- will enable schools and the department to identify more quickly and accurately individuals who are involved in governance and who govern in more than one context
- allows the department to be able to uniquely identify an individual and in a small number of cases conduct checks to confirm their suitability for this important and influential role

Data collection requirements

To find out more about the requirements placed on us by the Department for Education including the data that we share with them, go to <https://www.gov.uk/government/news/national-database-of-governors>

Note: Some of these personal data items are not publicly available and are encrypted within the GIAS system. Access is restricted to a small number of DfE staff who need to see it in order to fulfil their official duties. The information is for internal purposes only and not shared beyond the department, unless the law allows it.

How to find out what personal information DfE hold about you

Under the terms of the Data Protection Act 2018, you're entitled to ask the Department:

- if they are processing your personal data
- for a description of the data they hold about you
- the reasons they're holding it and any recipient it may be disclosed to
- for a copy of your personal data and any details of its source

If you want to see the personal data held about you by the Department, you should make a 'subject access request'. Further information on how to do this can be found within the Department's personal information charter that is published at the address below:

<https://www.gov.uk/government/organisations/department-for-education/about/personal-information-charter>

To contact DfE: <https://www.gov.uk/contact-dfe>

Model Parental Consent Form: Trips, Images and Pain Relief

Personalise this form with your letterhead etc. **Grey and red text** is for your information only and should be deleted before issue or you could use it to instruct your staff on how they should use this model. It may also signify where you must make a language choice for your letter or form e.g. parents/carers/guardians; children/pupils/students; school/nursery/college/academy/club etc. If you do not want to ask for all of these consents at the same time, pick and choose the elements you do want. You **do not** need to reissue this form which has simply been revised from the previous June 2016 version to improve clarity.

Educational and other settings which care for children must seek parental consent from those who hold the parental responsibility for a child for a number of things. They have been amalgamated into a single form to reduce the burden of bureaucracy on settings and parents alike. Parents should not be asked for the same consents or information multiple times and this form should be suitably amended to include only what is not asked for elsewhere e.g. on Data Capture Forms. The child's home address and GP Surgery details (name of GP with the full address and telephone number of the Practice) are not asked for here. If you do not request these details elsewhere you should add them to this form by inserting rows into the table below.

All reference to first aid has been removed from parental consent. Failure to give first aid to a child in need is a safeguarding issue and therefore parental consent is not a requirement. Pain relief is not part of first aid, therefore consent must be held to administer it. There is no requirement for settings to give pain relief, but failure to do so in very limited circumstances could become a safeguarding issue e.g. where it would significantly affect a child's health or education not to, and certainly on a residential visit.

The wording you use is important and must be carefully considered and made appropriate to the way you operate and the consents you require e.g. you may decide not to have any standing consent for pain relief except the first line of the trips declaration and to get written consent from parents to administer pain relief only at the times they ask for it to be administered. Remove the section on pain relief

This information may also help you identify children and young people who may require a more detailed Individual Health Care Plan in line with your Policy on Supporting Pupils with Medical Conditions which became a statutory requirement on all schools in September 2014.

Dear Parents,

This written parental consent will last for all activities for the duration your child attends this school unless family circumstances which may affect parental responsibility change. **You can withdraw any of these consents at any time.**

Educational Visits

Please read the declarations, complete the medical information section, and tell us who your two main emergency contacts are should your child experience an emergency at school or off-site.

The Use of Your Child's Name, Image and Voice

We don't need parental consent to use personal data, including image or voice recordings when we use it for education purposes. Using names, images and voice recordings of children in their work and in displays inside school, is a fundamental part of their education, personal development and how we celebrate them. This does not affect your or your child's statutory rights (described in our Privacy Notice). Anyone can raise any concern with any member of staff about our use of their or their child's data at any time and we have to ensure the rights of the individual are upheld if we've got no good reason to refuse.

We do need parental consent to use personal data for other reasons such as marketing or self-promotion in publications and on websites or social media platforms directly managed by us or, with our permission, by others associated with us and this may include pictures that have been drawn by children. Images that might cause embarrassment or distress will not be used nor will image or voice recordings of your child be associated with materials or issues that are considered sensitive. You can ask to see any images that we hold of your child at any time.

Photography, audio recording or filming will only take place with the permission of the Head teacher and

under appropriate supervision.

Regardless of who is doing the publishing, our policy is that children will only be named if there is a particular reason to do so (e.g. they have won a prize), and no other personal details will be published or given out. If names will or might be published e.g. in a newspaper article, we will check that you consent at the time and before the publishing happens. It is important to understand that if you do consent, the images and your child's name will appear in local or national newspapers and worldwide online.

If you want to attend school functions and take images of your child, please be sensitive to other people and try not to disrupt concerts, performances and events. Please also bear in mind that you may capture other people's children so make sure images are appropriate. If you or your child intends to share images, you can only share them publicly i.e. post them to social media, with the express permission of the parents of everyone in the images. Please also note that we ask all parents and children to support our approach to online safety and not upload or post to the internet any pictures, audio, video or text that could upset, offend or threaten the safety of any member of the school community or bring the school into disrepute.

Please carefully consider the consent descriptions in the form below and tell us what you consent to by crossing out "do" or "do not" as applicable.

The Giving of Medicines (necessary pain relief only)

We will not give your child any medicine, including pain relief, unless it is in line with our policy for Supporting Pupils with Medical Conditions (available on request) **and** you give your express consent where this might apply e.g. residential visits. If your child requires regular medicine for a health or medical condition, we will need more detailed information about the medicine and as part of your child's Individual Healthcare Plan you will be asked for that separately.

Parental Consent Form - Trips, Images and Pain Relief

Name of Child:		Date of Birth:	
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EDUCATIONAL VISITS

This consent will last for the entire time that your child is with us at this school, but it is good practice for us to check your consent still applies when we offer residential or adventurous visits. When we tell you about them we will ask for current information about your child e.g. updated medical needs, sleepwalking, swimming ability etc. and offer you the chance to withdraw your consent. You should also complete and return any slip provided at that time.

I *do / do not consent to my child taking part in school trips and other activities that take place off-site **and** to them being given urgent medical or dental treatment or necessary pain relief during any trip or activity. I understand that:

- **All** trips and activities are covered by this consent and will include;
 - all visits (including residential trips) which take place during the holidays or a weekend,
 - adventure activities at any time *and*
 - off-site sporting fixtures outside the normal school day,
- School will provide me with information about each trip or activity before it takes place.
- I can inform school that I **do not** want my child to take part in a particular trip/activity and I should do so in writing.
- I **must** ensure that I and my child understand and agree to abide by any trip Code-of-Conduct.
- I **must** keep school informed if any medical information I have provided becomes out-of-date or where religious beliefs may impact on any medical treatment my child may receive.
- I **must** keep school informed if any emergency contact information I have provided becomes out-of-date or does not apply to a particular trip and I must provide alternatives as necessary.
- All school activities are appropriately insured. I also understand the extent and limitations of this insurance (details available on request).

Medical Information: Details of any medical conditions including allergies and travel sickness that my child suffers from and any medicines with dosage etc. that they should take during off-site activities including those outside school hours or overnight – attach additional sheet if necessary.

Using our website to communicate with you: *please delete as applicable				
I *can / cannot use the school website to keep up to date with information about school and in particular, activities, visits and fixtures.				
EMERGENCIES	Emergency Contact 1		Emergency Contact 2	
Name:				
Relationship:				
Telephone Number(s):	Work:		Work:	
	Home:		Home:	
	Mobile:		Mobile:	

USE OF YOUR CHILD'S IMAGE AND VOICE *please delete as applicable	
I *do / do not consent to image and voice recordings of my child being published in media used for official school purposes in line with school policy <i>which school directly controls</i> and which will never be put online e.g. the Christmas play DVD, the promotional montage video that plays on repeat in reception, a printed newsletter that will never be put on the school website.	
I *do / do not consent to image and voice recordings of my child being published in media <i>which school directly controls</i> and which will be put online and therefore be available worldwide e.g. the prospectus, the school website, school Twitter feed, school Facebook page.	
I *do / do not consent to image and voice recordings of my child being published in media <i>which school does not directly control</i> i.e. by outside organisations which school has carefully selected and which will be put online e.g. the news media, other school websites publicising events that your child participated in etc.	
I *do / do not consent to my child being included in any image or voice recordings made by other parents/carers who want to make a record of school events for their own personal use.	
I *do / do not agree that any image or voice recordings I might make at school events will not be used inappropriately, or shared publicly without suitable consent from everyone captured. NB: If you do not agree to this, governors reserve the right to take steps to prevent you from taking your own images or using/sharing any images that others have taken at school events.	

THE GIVING OF NECESSARY PAIN RELIEF MEDICINE ONLY (Paracetamol)	
We will not give your child any medicine, including necessary pain relief, unless it is in line with our Supporting Pupils with Medical Conditions Policy (available on request) and you give your express consent here.	
I *do / do not consent to my child receiving necessary pain relief medicine (Paracetamol) in line with the school policy and as per my instructions or those of a medical practitioner. I understand that if my child will require the regular administration of medicine at school, even for a limited time, I must complete another form with full details.	

Signed:		Date:	
Print Name:		Relationship to Child:	

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Data Classifications and Handling Requirements

This is an indicative rather than exhaustive guide to data classification and the resulting data handling requirements. All relevant queries should be directed to the Data Protection Officer Alison Holland and Helen Storey.

	Public	Confidential	Sensitive
Impact if the information becomes public	No risk	Low-Medium Risk May result in minor reputational or financial damage to the school. May result in minor privacy breach for an individual.	Medium-High Risk Could substantially damage the reputation of the school, have a substantial financial effect on school or a third party, or would result in a serious privacy breach to one or more individuals.
Description of the information	Information that does not require protection and is considered “open and unclassified” and which may be seen by anyone whether directly linked with school or not. Information is likely to already exist in the public domain.	May result in minor reputational or financial damage to the school. May result in a minor privacy breach for an individual. Information that should only be available to sub-groups of staff within the school who need the information to carry out their roles.	Information that has the potential to cause serious damage or distress to individuals or serious damage to the school’s interests if disclosed inappropriately. Information which is sensitive in some way because it might be sensitive personal data, commercially sensitive, legally privileged or under embargo. This information should only be available to a small tightly restricted group of authorised users.
Examples of information This list is indicative not exhaustive if unsure ask name/role for advice	<ul style="list-style-type: none"> ● Prospectus ● Press releases ● Open content on the school web site ● Publicity flyers and leaflets ● Published information released under the Freedom of Information Act ● Policies, annual reports and financial statements ● Job adverts (excluding internal only positions) ● staff names and contact details ● Staff publications. ● Agendas and minutes of school committees and working groups (except reserved business). ● Patented intellectual property. 	<ul style="list-style-type: none"> ● Student personal details e.g. demographics, personal email address etc. ● Staff personal details e.g. demographic, payroll number, personal email address etc. ● Internal only school policies, processes and guidelines. ● Internal only job adverts. ● Tender bids prior to award of contract ● Individual’s salaries ● Student’s assessment marks. ● Job application responses/CVs (unless they contain sensitive personal information). 	Sensitive personal data and some other data. <ul style="list-style-type: none"> ● Exam questions prior to use ● Medical records ● UPRNs ● Usernames and passwords ● Investigations/disciplinary proceedings. ● Payment card details. ● Financial information (banking details and data not already disclosed in financial statements). ● Passwords and access codes to school systems. ● Some complaints or requests ● Biometric data
Security Marking	No marking required	Must be clearly marked as Confidential	Must be clearly marked as Sensitive

	Public	Confidential	Sensitive
Storage (electronic)	<ul style="list-style-type: none"> ● Store using school IT facilities to ensure appropriate management, back-up and access. ● Use only the school approved cloud service [insert name here]. Some cloud services may not be used because they link to computer C: drives which is not secure. 	<ul style="list-style-type: none"> ● Store only on the school IT network and never on the C: drive of a PC/laptop (beware downloading information when a laptop is not connected to the school domain - the download will go onto the C: drive and you may be in breach of this policy). ● Store only on the C: drive of a specially encrypted PC/laptop. ● Store only on the approved cloud service in a suitably restricted folder. ● Portable devices such as USB sticks must be encrypted and must not be used for long term storage due to the risks of loss or corruption of data. ● Never to be stored on any personal device or personal cloud service not controlled by school or on any unencrypted school device e.g. tablet, laptop, mobile phone etc. 	<ul style="list-style-type: none"> ● Store only on the school IT network in rigorously monitored & restricted access drives. ● Never to be stored on the approved cloud service unless also separately encrypted. ● Never to be stored on any portable storage device i.e. USB drive regardless of encryption. ● Never to be stored on any personal device or personal cloud service not controlled by school or on any school device e.g. tablet, laptop, mobile phone etc. unless it has been specially encrypted <i>and</i> there are other high level procedural safeguards.
School Website	No restrictions	Not permitted	Not permitted
Storage (hardcopy)	No restrictions	In a lockable cabinet/drawer which is locked when unattended and where the room is also locked when unoccupied. If not in a lockable store the room where this classification of data is kept should be locked at all times when unattended and must have restricted access.	In a lockable cabinet/drawer which is locked when unattended and where the room is also locked when unoccupied. If not in a lockable store the room where this classification of data is kept should be locked at all times when unattended and must have restricted access.
Email hosted by school	No restrictions	Emails to external recipients must not contain this data. It must be an encrypted email or sent as an encrypted attachment and the password conveyed by a separate mechanism e.g. telephone. Emails to internal recipients i.e. school email account-to-school email account are secure, so encryption and encrypted attachments are not necessary.	Emails to external recipients must not contain this data. It must be an encrypted email or sent as an encrypted attachment and the password conveyed by a separate mechanism e.g. telephone. Emails to internal recipients i.e. school email account-to-school email account are secure, so encryption and encrypted attachments are not necessary.
Personal email account e.g. Hotmail etc.	No restrictions	Not permitted	Not permitted

	Public	Confidential	Sensitive
Post (Internal)	No restrictions	In a sealed envelope marked Confidential.	Seal envelope, mark Confidential & hand deliver.
Post (External)	No restrictions	Tracked and recorded delivery only and marked Confidential	Tracked and recorded delivery only and marked Confidential within two separate envelopes.
School-based server	No restrictions but consideration should be given to back-up requirements.	No storage or creation is permitted unless the server environment is equivalent to the school-based server or the CTU server environment.	No storage or creation permitted unless the server environment is equivalent to the school-based server or the CTU server environment.
School owned laptop	No restrictions but do not use to store master copies of vital records.	The internal storage (hard drive(s), HDDs, SSDs) must be encrypted and set to lock after five minutes of inactivity.	The internal storage (hard drive(s), HDDs, SSDs) must be encrypted and set to lock after five minutes of inactivity.
Personally owned mobile device	No restrictions	Only to be stored on devices that are encrypted and have PIN/password/Biometric access controls applied in line with the ICO BYOD guidance document.	Not permitted unless authorised by the Senior Information Risk Owner (SIRO). Only then to be stored on devices that are encrypted and have PIN/password/Biometric access controls applied in line with the ICO BYOD guidance document.
School owned desktop (public areas)	No restrictions, but always lock the screen when unattended.	Not permitted. The risk of incidental disclosure is too high.	Not permitted. The risk of incidental disclosure is too high.
School owned desktop (key/card access controlled areas)	No restrictions, but always lock the screen when unattended.	Only permitted on encrypted drives or using or password protected files. Always lock the screen when unattended.	Only permitted on encrypted drives. Always lock the screen when unattended.
School owned mobile device	No restrictions, but always lock the screen when unattended.	Only to be stored on devices that are encrypted and have PIN/password/Biometric access controls applied in line with our policy and the ICO BYOD guidance document.	Not permitted unless authorised by the SIRO. Only then to be stored on devices that are encrypted and have PIN/password/Biometric access controls applied in line with our policy and the ICO BYOD guidance document
Removable media (CDs, USB drives etc.)	No restrictions.	Encrypted storage with strong password e.g. 8 characters or longer and a mixture of uppercase, lowercase, digits and special characters.	Encrypted storage with strong password e.g. 8 characters or longer and a mixture of uppercase, lowercase, digits and special characters.
Disposal	No restrictions. Recycle where possible.	Shred or place in a confidential waste bag. Delete from electronic media when no longer required.	Cross shred only & put shredded material into the confidential waste. Appropriately scrub data from devices. Some devices (encrypted USB drives) may need to be securely destroyed. Seek advice from the IT manager.

