DATA PROTECTION POLICY

Date policy reviewed:	15 June 2020
Date of next review:	15 June 2021
Person(s) responsible for review:	SLT (Bursar)

Background

Data protection is an important legal compliance issue for The Manor. During the course of the School's activities it collects, stores and processes personal data (sometimes sensitive in nature) about staff, pupils, their parents, suppliers and other third parties (in a manner more fully detailed in the School's Privacy Notice). It is therefore an area where all full-time and part-time staff, including employees, workers, volunteers, apprentices and contractors, have a part to play in ensuring we comply with and are mindful of our legal obligations, whether that personal data is sensitive or routine.

The law changed on 25 May 2018 with an EU Regulation that is directly effective in the UK, regardless of Brexit status – and a new Data Protection Act 2018 (DPA 2018) was also passed to deal with certain issues left for national law. The DPA 2018 included specific provisions of relevance to independent schools in particular, in the context of our safeguarding obligations, and regarding the right of access to personal data.

Without fundamentally changing the principles of data protection law, and while providing some helpful new grounds for processing certain types of personal data, in most ways this new law has strengthened the rights of individuals and placed tougher compliance obligations on organisations including schools that handle personal information. The Information Commissioner's Office (**ICO**) is responsible for enforcing data protection law, will typically look into individuals' complaints routinely and without cost, and has powers to take action for breaches of the law.

Definitions

Key data protection terms used in this data protection policy are:

- **Data controller** – a person or body that determines the purpose and means of the processing of personal data and who is legally responsible for how it is used. For example, the School is the controller of pupils' personal information. An independent contractor who makes their own such decisions is also, separately, likely to be a data controller.
- **Data processor** – an organisation that processes personal data on behalf of a data controller, for example a payroll or IT provider or other supplier of services with whom personal data may be shared but who is not authorised to make any decisions about how it is used.
- **Personal data breach** – a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data.
- **Personal information** (or **personal data**): any information relating to a living individual (a data subject) by which that individual may be identified by the controller.

That is not simply a name but any form of identifier, digital or contextual, including unique ID numbers, initials, job titles or nicknames. Note that personal information will be created almost constantly in the ordinary course of work duties (such as in emails, notes of calls, and minutes of meetings) is still personal data and regulated by data protection laws, including the GDPR. Note also that personal data includes expressions of opinion about the individual or any indication of someone's intentions towards that individual.

- **Processing** – virtually anything done with personal information, including obtaining or collecting it, structuring it, analysing it, storing it, sharing it internally or with third parties (including making it available to be viewed electronically or otherwise), altering it or deleting it.
- **Special categories of personal data** – data relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health and medical conditions, sex life or sexual orientation, genetic or biometric data used to identify an individual. There are also separate rules for the processing of personal data relating to criminal convictions and offences.

Application of this policy

This policy sets out the School's expectations and procedures with respect to processing any personal data we collect from data subjects (e.g. including parents, pupils, employees, contractors and third parties).

Those who handle personal data as employees or governors of the School are obliged to comply with this policy when doing so. For employees, breaches of this policy may result in disciplinary action. Accidental breaches of the law or this policy in handling personal data will happen from time to time, for example by human error, and will not always be treated a disciplinary issue. However, failure to report breaches that pose significant risks to the School or individuals will be considered a serious matter.

In addition, this policy represents the standard of compliance expected of those who handle the School's personal data as contractors, whether they are acting as "data processors" on the School's behalf (in which case they will be subject to binding contractual terms) or as data controllers responsible for handling such personal data in their own right.

Where the School shares personal data with third party data controllers – which may range from other schools, to parents, to appropriate authorities, to casual workers and volunteers – each party will need a lawful basis to process that personal data, and will be expected to do so lawfully and with due regard to security and confidentiality, as set out in this policy.

Data Protection Co-ordinator

The School has appointed the Bursar as the Data Protection Co-ordinator who will endeavour to ensure that all personal data is processed in compliance with this Policy and the principles of the GDPR. Any questions about the operation of this policy or any concerns that the policy has not been followed should be referred in the first instance to the Bursar.

The Principles

The GDPR sets out six principles relating to the processing of personal data which must be adhered to by data controllers (and data processors). These require that personal data must be:

1. Processed **lawfully, fairly** and in a **transparent** manner;

2. Collected for **specific and explicit purposes** and only for the purposes it was collected for;

3. **Relevant** and **limited** to what is necessary for the purposes it is processed;

4. **Accurate** and kept **up to date**;

5. **Kept for no longer than is necessary** for the purposes for which it is processed; and

6. Processed in a manner that ensures **appropriate security** of the personal data.

The GDPR's broader 'accountability' principle also requires that the School not only processes personal data in a fair and legal manner but that we are also able to *demonstrate* that our processing is lawful. This involves, among other things:

- keeping records of our data processing activities, including by way of logs and policies;

- documenting significant decisions and assessments about how we use personal data (including via formal risk assessment documents called Data Protection Impact Assessments); and

- generally having an 'audit trail' vis-à-vis data protection and privacy matters, including for example when and how our Privacy Notice(s) were updated; when staff training was undertaken; how and when any data protection consents were collected from individuals; how personal data breaches were dealt with, whether or not reported (and to whom), etc.

Lawful grounds for data processing

Under the GDPR there are several different lawful grounds for processing personal data. One of these is consent. However, because the definition of what constitutes consent has been tightened under GDPR (and the fact that it can be withdrawn by the data subject) it is considered preferable for the School to rely on another lawful ground where possible.

One of these alternative grounds is 'legitimate interests', which is the most flexible basis for processing. However, it does require transparency and a balancing assessment between the rights of the individual and the interests of the School. It can be challenged by data subjects and also means the School is taking on extra responsibility for considering and protecting people's rights and interests. The School's legitimate interests are set out in its Privacy Notice, as GDPR requires.

Other lawful grounds include:

- compliance with a legal obligation, including in connection with employment, engagement of services and diversity;

- contractual necessity, e.g. to perform a contract with staff or parents;

- to protect the vital interests of someone, i.e. it is a “life or death situation”

- a narrower set of grounds for processing special categories of personal data (such as health information), which includes explicit consent, certain emergencies, legal obligations imposed on employers, occupational health, and specific public interest grounds.

Headline responsibilities of all staff

Record-keeping

It is important that personal data held by the School is accurate, fair and adequate. Staff are required to inform the School if they believe that *any* personal data is inaccurate or untrue or if you are dissatisfied with how it is recorded. This applies to how staff record their own data, and the personal data of others – in particular colleagues, pupils and their parents – in a way that is professional and appropriate.

Staff should be aware of the rights set out below, whereby any individuals about whom they record information on School business (notably in emails and notes) digitally or in hard copy files may have the right to see that information. This absolutely must not discourage staff from recording necessary and sometimes difficult records of incidents or conversations involving colleagues or pupils, in accordance with the School’s other policies, and grounds may sometimes exist to withhold these when responding to such requests. However, the starting position for staff is to record every document or email in a form they would be prepared to stand by should the person about whom it was recorded ask to see it.

Data handling

All staff have a responsibility to handle the personal data which they come into contact with fairly, lawfully, responsibly and securely and in accordance with all relevant School policies and procedures. In particular, there are data protection implications across a number of areas of the School’s wider responsibilities such as safeguarding and IT security, so all staff should read and comply with the following policies:

- *Acceptable Use Policy, Safeguarding Policy, Bring Your Own Device Policy, Security Policy*

Responsible processing also extends to the creation and generation of new personal data / records, as above, which should always be done fairly, lawfully, responsibly and securely.

Avoiding, mitigating and reporting data breaches

The School has a separate Data Breach Policy which must be followed by staff in the event of an actual, potential or perceived personal data breach.

One of the key new obligations contained in the GDPR is on reporting personal data breaches. Data controllers must report certain types of personal data breach (those which risk an impact to individuals) to the ICO within 72 hours.

In addition, data controllers must notify individuals affected if the breach is likely to result in a "high risk" to their rights and freedoms. In any event, the School must keep a record of any personal data breaches, regardless of whether we need to notify the ICO. If staff become aware of a personal data breach they must notify the Bursar. If staff are in any

doubt as to whether or not you should report something internally, it is always best to do so. A personal data breach may be serious, or it may be minor, and it may involve fault or not, but the School always needs to know about them to make a decision. More information can be found in the School's Data Breach Policy.

As stated above, the School may not need to treat the incident itself as a disciplinary matter – but a failure to report could result in significant exposure for the School, and for those affected, and could be a serious disciplinary matter whether under the Data Breach Policy or the staff member's contract.

Care and data security

More generally, we require all School staff (and expect all our contractors) to remain mindful of the data protection principles (see section above), to attend any training we require them to, and to use their best efforts to comply with those principles whenever they process personal information. Data security is not simply an online or digital issue but one that affects daily processes: filing and sending correspondence, notably hard copy documents. Staff should always consider what the most assured and secure means of delivery is, and what the consequences would be of loss or unauthorised access, which can range from emotional distress and loss of confidentiality to identity theft or fraud and financial loss.

Staff must adhere to the following (this list is not exhaustive but is meant to act as a guide):

- Only use school issue encrypted USB sticks (although any use of USB sticks is not recommended)
- Use "strong" passwords when accessing personal data held by the School. A strong password is one that is not easy to guess (e.g. does not include your date of birth or pet's name) and is at least six characters that are a combination of letters (both uppercase and lowercase), numbers and symbols
- Change passwords regularly especially on home devices
- Do not share your passwords with anyone
- Ensure no access to Google accounts for other members of the family if remote working and always sign out on any device
- Lock down computers within classrooms and any other area of the school buildings when you are away from the computer
- No paperwork should be left unattended (sensitive data should be kept locked away at all times when not being used)
- Do not use unsecured networks
- Using BCC on emails for external group messages (e.g. form teacher to parents)
- Take care to minimise possibility of data being lost or stolen
- Avoid printing data where at all possible but if you do print, pick up printing from the printer immediately so that the documents are not left unattended, and
- When on School trips, be particularly vigilant in order to keep personal data of pupils (which may include medical and health information) secure, whether this is stored electronically or in hard copy.

We expect all those with management / leadership responsibilities to be particular champions of these principles and to oversee the swift reporting of any concerns about how personal information is used by the School to the Bursar and to identity the need for (and implement) regular staff training.

Data Protection Impact Assessments (DPIA)

Where processing is likely to result in a high risk to an individual's data protection rights (e.g. where the School is planning to use a new form of technology), we will, before commencing the processing, carry out a DPIA to assess:

- whether the processing is necessary and proportionate in relation to its purpose;
- the risks to individuals; and
- what measures can be put in place to address those risks and protect personal information.

Before any new form of technology is introduced, staff considering this should contact the Bursar in order that he and other relevant colleagues can consider whether a DPIA should be carried out.

External data processors

Where the School uses external organisations to process personal information on its behalf, additional security and legal arrangements need to be implemented and included in contracts with those organisations to safeguard the security of personal information. Before any new agreement involving the processing of personal information by an external organisation is entered into, or an existing agreement is altered, the relevant staff must seek approval of its terms by the Bursar.

Retention of personal data

Personal data (and sensitive personal data) should not be retained for any longer than necessary. The length of time over which data should be retained will depend upon the circumstances, including the reasons why the personal information was obtained. Staff should follow the School's Data Retention Policy which sets out the relevant retention period, or the criteria that should be used to determine the retention period. Where there is any uncertainty, staff should consult the Bursar for guidance.

Personal data that is no longer required will be deleted permanently from our information systems and any hard copies will be destroyed securely. We may retain personal data for archiving purposes where it is necessary to do so in the public interest, for scientific or historical research purposes or statistical purposes subject to appropriate safeguards being put in place to protect the rights and freedoms of data subjects.

Rights of Individuals

In addition to the School's responsibilities when processing personal data, individuals have certain specific rights, perhaps most significantly that of access to their personal data held by a data controller (i.e. the School). This is known as the 'subject access right' (or the right to make 'subject access requests'). Such a request must be dealt with promptly and usually within one calendar month. The request does not need any formality, nor does it need to refer to the correct (or any) legislation, and it can be made verbally or in writing. If you become aware of a subject access request (or indeed any communication from an individual about their personal data), you must tell the Bursar as soon as possible.

The School has a separate Subject Access Request Policy which must be followed by staff when in receipt of such requests.

Individuals also have legal rights to:

- require us to correct the personal data we hold about them if it is inaccurate
- request that we erase their personal data (in certain circumstances)
- request that we restrict our data processing activities (in certain circumstances)
- receive from us the personal data we hold about them for the purpose of transmitting it in a commonly used format to another data controller, and
- object, on grounds relating to their particular situation, to any of our particular processing activities where the individual feels this has a disproportionate impact on them.

None of the above rights for individuals are unqualified and exceptions may well apply. However, certain rights are absolute and must be respected, specifically the right to:

- object to automated individual decision-making, including profiling (i.e. where a significant decision is made about the individual without human intervention)
- object to direct marketing, and
- withdraw one's consent where we are relying on it for processing their personal data (without affecting the lawfulness of processing carried out prior to that point in reliance on consent, or of any processing carried out on some other legal basis other than consent).

In any event, however, if you receive a request from an individual who is purporting to exercise one or more of their data protection rights, you must tell the Bursar as soon as possible.

Data Security: online and digital

The School must ensure that appropriate security measures are taken against unlawful or unauthorised processing of personal data, and against the accidental loss of, or damage to, personal data. Further detail on this can be found in the E-Safety and Acceptable Use Policy and the Security Policy.

Summary

It is in everyone's interests to get data protection right and to think carefully about data protection issues: this means handling all personal information with which you come into contact fairly, lawfully, securely and responsibly.

A good rule of thumb here is to ask yourself questions such as:

- Would I be happy if my own personal information were being used (for example, shared with a third party) in the way I am proposing? Would I expect it?
- Would I wish to stand by how I have recorded this information in an email or official record if the person concerned was able to see it?

- What would be the consequences of my losing or misdirecting this personal data?

Data protection law is therefore best seen not as oppressive red tape, or a reason not to do something necessary or important, but a code of useful and sensible checks and balances to improve how to handle and record personal information and manage our relationships with people to secure and maintain their trust. This is an important part of the School's culture and all its staff and representatives need to be mindful of it.