Easthampstead Park Community School
General Data Protection Regulations Policy

1. Introduction

This policy is intended to ensure that personal information is dealt with properly and securely and in accordance with the Data Protection Act 1998 and the General Data Protection Regulation (GDPR) and the expected provisions of the Data Protection Act 2018 (DPA 2018) as set out in the Data Protection Bill. It is based on guidance published by the Information Commissioner's Office (ICO) on the GDPR and the ICO's code of practice for subject access requests.

It applies to anyone who handles or has access to people's personal information, regardless of the way it is used, recorded and stored and whether it is held in paper files or electronically.

2. Principles

1. The school will hold the minimum personal data necessary to enable it to perform its function and it will not hold it for longer than necessary for the purposes for which it was collected.

2. Every effort will be made to ensure that data held is accurate, up to date and that inaccuracies are corrected without unnecessary delay.

3. All personal data will be fairly obtained in accordance with the "Privacy Notice" and lawfully processed in accordance with the "Conditions for Processing".

4. The School will:

    - apply the records management policies and procedures to ensure that information is not held longer than is necessary;
    - ensure that when information is authorised for disposal it is done appropriately;
    - ensure appropriate security measures are in place to safeguard personal information whether that is held in paper files or on a computer system;
    - only share personal information with others when it is necessary and legally appropriate to do so;
    - set out clear procedures for responding to requests for access to personal information known as subject access in the Data Protection Act;
    - train all staff so that they are aware of their responsibilities and of the school's relevant policies and procedures.

3. Definition of Personal Data

The school and individuals will have access to a wide range of personal data which may be held in a digital format or on paper records. Personal data is defined as any combination of data items that identifies an individual and provides specific information about them, their families or circumstances. This will include:

- Personal information about members of the school community – including students, members of staff and parents/carers e.g. names, addresses, contact details, legal guardianship contact details, health records, disciplinary records;
- Curricular / academic data e.g. class lists, student progress records, reports, references;
- Professional records e.g. employment history, taxation and national insurance records, appraisal records and references;
- Any other information that might be disclosed by parents / carers or by other agencies working with families or staff members.

4. Responsibilities

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

4.1. The Data Controller

The school processes personal data relating to parents, pupils, staff, governors, visitors and others, and therefore is a data controller. As such, the school is registered as a data controller with the ICO and will renew this registration annually or as otherwise legally required.

4.2. Governing body

The governing body has overall responsibility for ensuring that the school complies with all relevant data protection obligations.

4.3. Data protection officer

The data protection officer (DPO) is responsible for overseeing the implementation of this policy, monitoring our compliance with data protection law, and developing related policies and guidelines where applicable.
They report directly to the Governing body and operate independently and cannot be dismissed or penalised for performing their duties.
They will provide an annual report of their activities to the Governing body and, where relevant, report their advice and recommendations on school data protection issues.
The DPO is also the first point of contact for individuals whose data the school processes, and for the ICO.
Full details of the DPO's responsibilities are set out in their job description.
The Name and contact details of the DPO are provided in Appendix One

4.4. Headteacher

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

4.5. Information Asset Owners

The school will identify Information Asset Owners (IAOs) for the various types of data being held (e.g. pupil / student information / staff information / assessment data etc.). The IAOs will manage and address risks to the information and will understand:

- what information is held, for how long and for what purpose,
- how information has been amended or added to over time, and
- who has access to protected data and why.

4.6 All staff

Staff are responsible for:

- Collecting, storing and processing any personal data in accordance with this policy
- Informing the school of any changes to their personal data, such as a change of address
- Contacting the DPO in the following circumstances:
    - With any questions about the operation of this policy, data protection law, retaining personal data or keeping personal data secure
    - If they have any concerns that this policy is not being followed
    - If they are unsure whether or not they have a lawful basis to use personal data in a particular way
    - If they need to rely on or capture consent, draft a privacy notice, deal with data protection rights invoked by an individual, or transfer personal data outside the European Economic Area

- If there has been a data breach
- Whenever they are engaging in a new activity that may affect the privacy rights of individuals
- If they need help with any contracts or sharing personal data with third parties

4.7. Governors are required to comply fully with this policy in the event that they have access to personal data, when engaged in their role as a Governor.

5. Collecting and using Information

5.1 Lawfulness, fairness and transparency

The school will only process personal data where it has one of 6 'lawful bases' (legal reasons) to do so under data protection law:

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

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

5.2 Limitation, minimisation and accuracy

The school will only collect personal data for specified, explicit and legitimate reasons. These reasons will be explained to the individuals when their data is first collected.
If the school wants to use personal data for reasons other than those given when the information was first obtained, the school will inform the individuals concerned before it does so and seek consent where necessary.
Staff must only process personal data where it is necessary in order to do their jobs.

5.3 Information to Parents / Carers – the "Privacy Notice"

In order to comply with the fair processing requirements of the DPA, the school will inform parents /carers of all students of the data they collect, process and hold on pupils / students, the purposes for which the data is held and the third parties (e.g. LA, DfE, etc.) to whom it may be passed.
This privacy notice will be passed to parents / carers through school email. The privacy notice will also be available on the Policies page of the school website. Parents / carers of young people who are new to the school will be provided with the privacy notice both in hard copy and by email.
For online services the school offers to students, such as classroom apps, and we intend to rely on consent as a basis for processing, we will get parental consent where the pupil is under 13 (except for online counselling and preventive services).

6. Secure storage and access to information

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

In particular:

- Paper-based records that contain personal data are kept under lock and key when not in use;
- Papers containing confidential personal data must not be left on office and classroom desks, on staffroom tables, pinned to notice/display boards, or left anywhere else where there is general access;
- Where personal information needs to be taken off site, staff must sign it in and out from the school office; must be held in lockable storage, whether on or off site.
- All users will use strong passwords which must be changed regularly. User passwords must never be shared;
- Personal data may only be accessed on machines that are securely password protected. Any device that can be used to access data must be locked if left (even for very short periods) and set to auto lock if not used for *[insert number]* minutes;
- Personal data can only be stored on school equipment (this includes computers and portable storage media. **Private equipment (i.e. owned by the users) must not be used for the storage of personal data.**

6.2 The school will ensure that systems are set up so that the existence of protected files is hidden from unauthorised users and that users will be assigned a clearance that will determine which files are accessible to them. Access to protected data will be controlled according to the role of the user. Members of staff will not, as a matter of course, be granted access to the whole management information system.

6.3 When personal data is stored on any laptop, other portable computer system, USB stick or any other removable media:

- the data must be encrypted and password protected;
- the device must be password protected;
- where possible, the device must offer approved virus and malware checking software; and
- the data must be securely deleted from the device, in line with school policy (below) once it has been transferred or its use is complete.

6.4 The school has clear policy and procedures for the automatic backing up, accessing and restoring all data held on school systems, including off-site backups.

6.5 The school has clear policy and procedures for the use of "Cloud Based Storage Systems" (for example: Google Drive) and is aware that data held in remote and cloud storage is still required to be protected in line with the Data Protection Act. The school will ensure that it is satisfied with controls put in place by remote / cloud based data services providers to protect the data.

6.6 Access out of school

The school recognises that personal data may be accessed by teachers and other users out of school. In these circumstances:

- Users may not remove or copy sensitive or restricted or protected personal data from the school or authorised premises without permission and unless the media is encrypted and password protected and is transported securely for storage in a secure location;
- Users must take particular care that computers or removable devices which contain personal data are not accessed by other users (eg family members) when out of school;
- When restricted or protected personal data is required by an authorised user from outside the organisation's premises (for example, by a member of staff to work from their home), they should preferably have secure remote access to the management information system or learning platform;
- If secure remote access is not possible, users must only remove or copy personal or sensitive data from the organisation or authorised premises if the storage media, portable or mobile device is encrypted and is transported securely for storage in a secure location;
- Users must protect all portable and mobile devices, including media, used to store and transmit personal information using approved encryption software; and

- Particular care should be taken if data is taken or transferred to another country, particularly outside Europe.

7. Sharing data

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

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

7.2 The school will also share personal data with law enforcement and government bodies where legally required to do so, including for:

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

7.3 The school may also share personal data with emergency services and local authorities to help them to respond to an emergency situation that affects pupils or staff.

7.2 Where the school transfers personal data to a country or territory outside the European Economic Area, it will do so in accordance with data protection law.

8. Subject Access Requests (SAR) and other rights of individuals

8.1 Subject Access Requests

The school recognises that under Section 7 of the DPA, http://www.legislation.gov.uk/ukpga/1998/29/section/7 data subjects have a number of rights in connection with their personal data, the main one being the right of access. The Procedures are set out in Appendix 3 to deal with Subject Access Requests i.e. a written request to see all or a part of the personal data held by the data controller in connection with the data subject.

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

Children aged 12 and above are generally regarded to be mature enough to understand their rights and the implications of a subject access request. Therefore, most subject access requests from parents or carers of

pupils may not be granted without the express permission of the pupil. This is not a rule and a pupil's ability to understand their rights will always be judged on a case-by-case basis.

8.3 Other data protection rights of the individual

In addition to the right to make a subject access request (see above), and to receive information about how information will be used and processed at the time it is collected, individuals also have the right to:

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

Individuals should submit any request to exercise these rights to the DPO. If staff receive such a request, they must immediately forward it to the DPO.

8.4 Parental requests to see the educational record

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

9. Disposal of Information

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

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

10. Personal Data Breeches

10.1 The school will make all reasonable endeavours to ensure that there are no personal data breaches. In the unlikely event of a suspected data breach, we will follow the procedure set out in Appendix 2.

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

- A non-anonymised dataset being published on the school website which shows the exam results of pupils eligible for the pupil premium
- Safeguarding information being made available to an unauthorised person

- The theft of a school laptop containing non-encrypted personal data about pupils

10.3 Complaints

Complaints will be dealt with in accordance with the school's complaints policy and procedures. Complaints relating to information handling may be referred to the Information Commissioner (the statutory regulator) if appropriate.

11 Training

11.1 All staff and governors will receive data handling awareness / data protection training and will be made aware of their responsibilities, as described in this policy, as part of their induction.

11.2 Data protection will also form part of continuing education with all staff taking part in further training at least annually to maintain awareness of responsibilities, particularly where changes to legislation, guidance or school processes make this necessary.

12 Monitoring

12.1 The DPO is responsible for monitoring and reviewing this policy and its implementation.

12.2 The school will maintain a record of all information collected including its destruction and any data breaches, including those that are not reportable.

12.3 This policy will be reviewed and updated if necessary when the Data Protection Bill receives royal assent and becomes law (as the Data Protection Act 2018) – if any changes are made to the bill that affect the school's practice. Otherwise, or from then on, this policy will be reviewed **every 2 years** and shared with the full governing board.

Appendix One

Name and contact details of the Data Protection Officer (DPO)

Name	Matthew Hall
Address	Easthampstead Park Community School
	Ringmead, Bracknell, RG128FS
Email	matt.hall@epschool.org
Phone	01344 304567

Appendix Two

Personal data breach procedure

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

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

    If it's likely that there will be a risk to people's rights and freedoms, the DPO must notify the ICO.
7) The DPO will document the decision (either way), in case it is challenged at a later date by the ICO or an individual affected by the breach. This information will be retained as set out in the Information Assets Register (IAR).
8) Where the ICO must be notified, the DPO will do this via the 'report a breach' page of the ICO website within 72 hours. As required, the DPO will set out:
    - A description of the nature of the personal data breach including, where possible:
        - The categories and approximate number of individuals concerned
        - The categories and approximate number of personal data records concerned
    - The name and contact details of the DPO
    - A description of the likely consequences of the personal data breach
    - A description of the measures that have been, or will be taken, to deal with the breach and mitigate any possible adverse effects on the individual(s) concerned

9) If all the above details are not yet known, the DPO will report as much as they can within 72 hours. The report will explain that there is a delay, the reasons why, and when the DPO expects to have further information. The DPO will submit the remaining information as soon as possible

10) The DPO will also assess the risk to individuals, again based on the severity and likelihood of potential or actual impact. If the risk is high, the DPO will promptly inform, in writing, all individuals whose personal data has been breached. This notification will set out:

    - The name and contact details of the DPO
    - A description of the likely consequences of the personal data breach
    - A description of the measures that have been, or will be, taken to deal with the data breach and mitigate any possible adverse effects on the individual(s) concerned

11) The DPO will notify any relevant third parties who can help mitigate the loss to individuals – for example, the police, insurers, banks or credit card companies

12) The DPO will document each breach, irrespective of whether it is reported to the ICO. For each breach, this record will include the:

    - Facts and cause
    - Effects
    - Action taken to contain it and ensure it does not happen again (such as establishing more robust processes or providing further training for individuals)

13) The DPO and headteacher will meet to review what happened and how it can be stopped from happening again. This meeting will happen as soon as reasonably possible

Actions to minimise the impact of data breaches

14) The school will take action to mitigate the impact of different types of data breach, focusing especially on breaches involving particularly risky or sensitive information. The actions taken will be recorded and their effectiveness subsequently reviewed to establish whether further improvements can be made to systems and procedures.

Appendix Three

Procedures for responding to subject access requests made under the Data Protection Act 1998

Rights of access to information

1. There are two distinct rights of access to information held by schools about pupils:

   i. Under the Data Protection Act 1998 any individual has the right to make a request to access the personal information held about them.

   ii. The right of those entitled to have access to curricular and educational records as defined within the Education Pupil Information (Wales) Regulations 2004.

   These procedures relate to subject access requests made under the Data Protection Act 1998.

2. Under the legislation data subjects have the right to know:

   - if the data controller holds personal data about them;
   - a description of that data;
   - the purpose for which the data is processed;
   - the sources of that data;
   - to whom the data may be disclosed; and
   - a copy of all the personal data that is held about them.

   Under certain circumstances the data subject can also exercise rights in connection with the rectification; blocking; erasure and destruction of data.

Undertaking a subject access request

3. Requests for information must be made in writing; which includes email, and be addressed to the Headteacher. If the initial request does not clearly identify the information required, then further enquiries will be made.

4. The identity of the requestor must be established before the disclosure of any information, and checks should also be carried out regarding proof of relationship to the child. Evidence of identity can be established by requesting production of:

   - passport
   - driving licence
   - utility bills with the current address
   - Birth / Marriage certificate
   - P45/P60
   - Credit Card or Mortgage statement

   This list is not exhaustive.

5. Any individual has the right of access to information held about them. However with children, this is dependent upon their capacity to understand (normally age 12 or above) and the nature of the request. The Headteacher should discuss the request with the child and take their views into account when making a decision. A child with competency to understand can refuse to consent to the request for their records.

Where the child is not deemed to be competent an individual with parental responsibility or guardian shall make the decision on behalf of the child.

6. The school may make a charge for the provision of information, dependant upon the following:

   - Should the information requested contain the educational record then the amount charged will be dependent upon the number of pages provided.
   - Should the information requested be personal information that does not include any information contained within educational records schools can charge up to £10 to provide it.
   - If the information requested is only the educational record viewing will be free, but a charge not exceeding the cost of copying the information can be made by the Headteacher.

7. The response time for subject access requests, once officially received, is 40 days (not working or school days but calendar days, irrespective of school holiday periods). However the 40 days will not commence until after receipt of fees and/or clarification of information sought

8. The Data Protection Act 1998 allows exemptions as to the provision of some information; therefore all information will be reviewed prior to disclosure.

9. Third party information is that which has been provided by another, such as the Police, Local Authority, Health Care professional or another school. Before disclosing third party information consent should normally be obtained. There is still a need to adhere to the 40 day statutory timescale.

10. Any information which may cause serious harm to the physical or mental health or emotional condition of the pupil or another should not be disclosed, nor should information that would reveal that the child is at risk of abuse, or information relating to court proceedings.

11. If there are concerns over the disclosure of information then additional advice should be sought (in the case of Local Authority schools from the Borough Solicitor).

12. Where redaction (information blacked out/removed) has taken place then a full copy of the information provided should be retained in order to establish, if a complaint is made, what was redacted and why.

13. Information disclosed should be clear, thus any codes or technical terms will need to be clarified and explained. If information contained within the disclosure is difficult to read or illegible, then it should be retyped.

14. Information can be provided at the school with a member of staff on hand to help and explain matters if requested, or provided at face to face handover.

15. The views of the applicant should be taken into account when considering the method of delivery. If postal systems have to be used then registered/recorded mail must be used.

16. **Complaints**

    Complaints about the above procedures should be made to the Chair of the Governing Body who will decide whether it is appropriate for the complaint to be dealt with in accordance with the school's complaints procedure.

Complaints which are not appropriate to be dealt with through the school's complaint procedure can be dealt with by the Information Commissioner. Contact details of both will be provided with the disclosure information.

Contacts
If you have any queries or concerns regarding these policies / procedures then please contact the Headteacher.

Further advice and information can be obtained from the Information Commissioner's Office
www.ico.gov.uk

Reviewed:	May 2018
Responsibility for Implementation and Review:	Deputy Headteacher Steering Committee
Date of Next Review:	Summer 2020