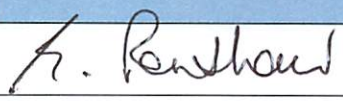
DATA PROTECTION

This policy is informed by the Christian values which are the basis for all of CDAT's work and any actions taken under this policy will reflect this.

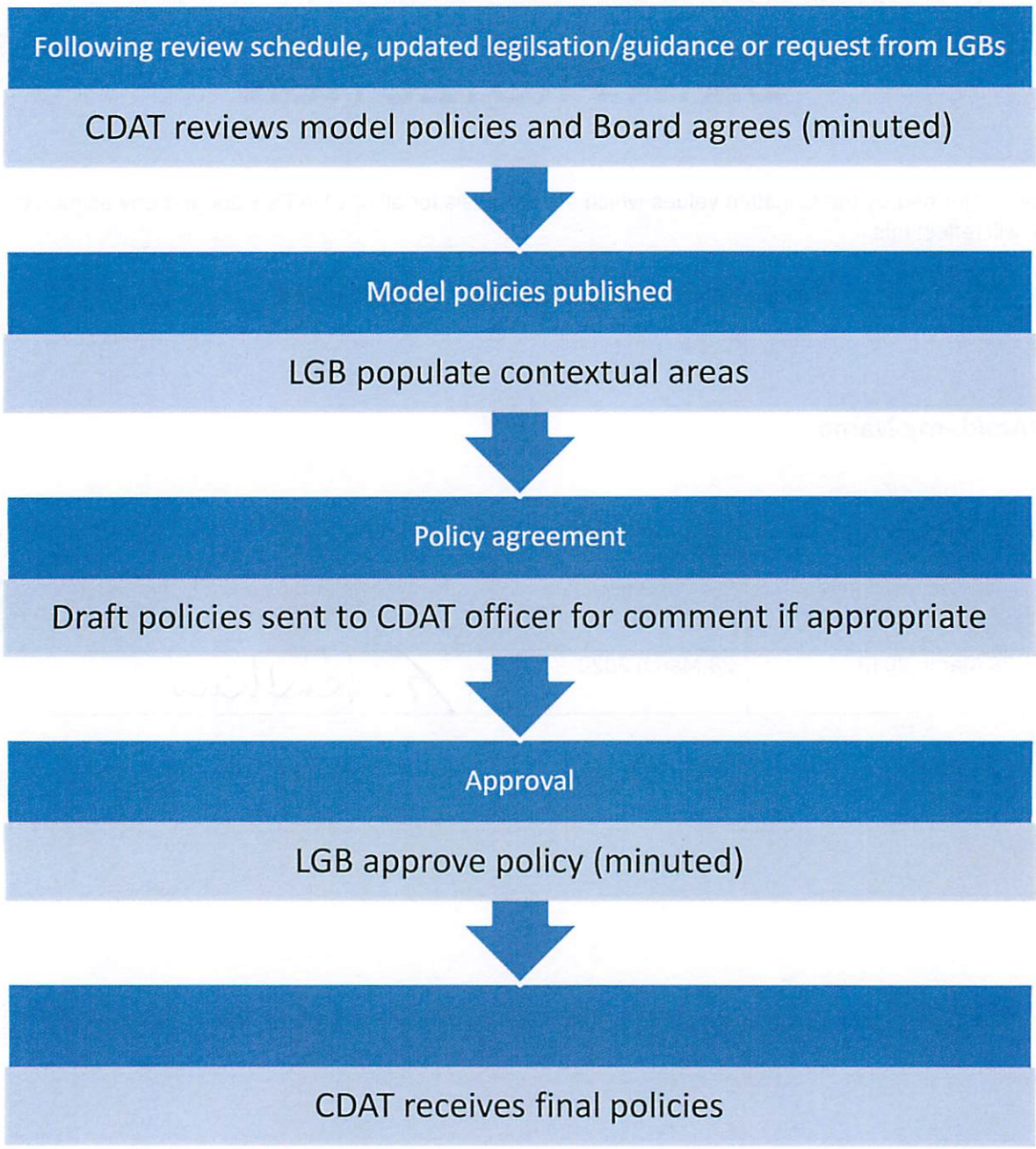
'Blessed are those who act justly, who always do what is right'

Psalm 106:3

School/Academy Name:

Date agreed	Review Date	Signed Chair of Directors
28 March 2018	28 March 2020	

Policy Process



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Statement of intent

This academy is required to keep and process certain information about its staff members and pupils in accordance with its legal obligations under the General Data Protection Regulation (GDPR).

The academy/Trust may, from time to time, be required to share personal information about its staff or pupils with other organisations, including the LA, Chester Diocesan Board of Education, HR provider, other schools and educational bodies, and potentially social services.

1. Legal framework

1.1 This policy has due regard to legislation, including, but not limited to the following:

- The General Data Protection Regulation (GDPR)
- The Freedom of Information Act 2000
- The Education (Pupil Information) (England) Regulations 2005 (as amended in 2016)
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004
- The School Standards and Framework Act 1998

2. Applicable data

For the purpose of this policy, **personal data** refers to any information that relates to an identifiable, living individual. An identifiable living person is one who can be identified, directly or indirectly, in particular reference to an identifier such as a name, an ID number, location data, online identifier, (such as an IP address) or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that person. The GDPR applies to both automated personal data and to manual filing systems, where personal data is accessible, this includes where this information is intended to be kept for such purposes.

Sensitive personal data includes:

- Racial or ethnic origin
- Political opinions
- Religious belief or similar (philosophical belief)
- Trade union membership
- Physical/mental health or condition
- Sexual life or orientation
- Genetic data
- Biometric data

3. Principles

3.1 In accordance with the requirements outlined in the GDPR, personal data will be:

- Processed lawfully, fairly and in a transparent manner in relation to individuals.
- Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes.
- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.
- Accurate and, where necessary, kept up-to-date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay.
- Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods, insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, subject to implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals.
- 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.

3.2 The GDPR also requires that "the controller shall be responsible for, and able to demonstrate, compliance with the principles".

4. Accountability

4.1 CDAT academies will implement appropriate technical and organisational measures to demonstrate that data is processed in line with the principles set out in the GDPR.

4.2 They will provide comprehensive, clear and transparent privacy policies.

4.3 Records of activities relating to higher risk processing will be maintained, such as the processing of special categories data or that in relation to criminal convictions and offences.

4.4 Internal records of processing activities will include the following:

- Name and details of the organisation
- Purpose(s) of the processing

- Description of the categories of individuals and personal data
- Retention schedules
- Categories of recipients of personal data
- Description of technical and organisational security measures
- Details of transfers to third countries, including documentation of the transfer mechanism safeguards in place

4.5 The academy/Trust will implement measures that meet the principles of data protection by design and data protection by default, such as:

- Data minimisation.
- Pseudonymisation.
- Transparency.
- Allowing individuals to monitor processing.
- Continuously creating and improving security features.

4.6 Data protection impact assessments will be used, where appropriate.

5 Data protection officer (DPO)

5.1 A DPO will be appointed centrally in the Trust and in each academy in order to:

- Inform and advise the Trust, its academies and its employees about their obligations to comply with the GDPR and other data protection laws.
- Monitor academy compliance with the GDPR and other laws, including managing internal data protection activities, advising on data protection impact assessments, conducting internal audits, and providing the required training to staff members.

5.2 An existing employee will be appointed to the role of DPO provided that their duties are compatible with the duties of the DPO and do not lead to a conflict of interests.

5.3 The individual appointed as DPO will have professional experience and knowledge of data protection law, particularly that in relation to education settings.

5.4 The DPO will report to the highest level of management, which is the **Principal in academies and the CEO centrally**

5.5 The DPO will operate independently and will not be dismissed or penalised for performing their task.

5.6 Sufficient resources will be provided to the DPO to enable them to meet their GDPR obligations.

6 Lawful processing

6.1 The legal basis for processing data will be identified and documented prior to data being processed.

6.2 Under the GDPR, data will be lawfully processed under the following conditions:

- The consent of the data subject has been obtained.
- Processing is necessary for:
  - Compliance with a legal obligation.
  - The performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.
  - For the performance of a contract with the data subject or to take steps to enter into a contract.
  - Protecting the vital interests of a data subject or another person.
  - For the purposes of legitimate interests pursued by the controller or a third party, except where such interests are overridden by the interests, rights or freedoms of the data subject.

6.3 Sensitive data will only be processed under the following conditions:

- Explicit consent of the data subject, unless reliance on consent is prohibited by EU or Member State law.
- Processing carried out by a not-for-profit body with a political, philosophical, religious or trade union aim provided the processing relates only to members or former members (or those who have regular contact with it in connection with those purposes) and provided there is no disclosure to a third party without consent.
- Processing relates to personal data manifestly made public by the data subject.
- Processing is necessary for:
  - Carrying out obligations under employment, social security or social protection law, or a collective agreement.
  - Protecting the vital interests of a data subject or another individual where the data subject is physically or legally incapable of giving consent.
  - The establishment, exercise or defence of legal claims or where courts are acting in their judicial capacity.
  - Reasons of substantial public interest on the basis of Union or Member State law which is proportionate to the aim pursued and which contains appropriate safeguards.
  - The purposes of preventative or occupational medicine, for assessing the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or management of

health or social care systems and services on the basis of Union or Member State law or a contract with a health professional.

— Reasons of public interest in the area of public health, such as protecting against serious cross-border threats to health or ensuring high standards of healthcare and of medicinal products or medical devices.

— Archiving purposes in the public interest, or scientific and historical research purposes or statistical purposes in accordance with Article 89(1).

7 Consent

7.1 Consent must be a positive indication. It cannot be inferred from silence, inactivity or pre-ticked boxes.

7.2 Consent will only be accepted where it is freely given, specific, informed and an unambiguous indication of the individual's wishes.

7.3 Where consent is given, a record will be kept documenting how and when consent was given.

7.4 The academy/Trust ensures that consent mechanisms meet the standards of the GDPR. Where the standard of consent cannot be met, an alternative legal basis for processing the data must be found, or the processing must cease.

7.5 Consent accepted under the DPA will be reviewed to ensure it meets the standards of the GDPR; however, acceptable consent obtained under the DPA will not be reobtained.

7.6 Consent can be withdrawn by the individual at any time.

7.7 The consent of parents will be sought prior to the processing of a child's data, except where the processing is related to preventative or counselling services offered directly to a child.

8 The right to be informed

8.1 The privacy notice supplied to individuals in regards to the processing of their personal data will be written in clear, plain language which is concise, transparent, easily accessible and free of charge.

8.2 If services are offered directly to a child, the academy will ensure that the privacy notice is written in a clear, plain manner that the child will understand.

8.3 In relation to data obtained both directly from the data subject and not obtained directly from the data subject, the following information will be supplied within the privacy notice:

- The identity and contact details of the controller, and where applicable, the controller's representative and the DPO.
- The purpose of, and the legal basis for, processing the data.

- The legitimate interests of the controller or third party.
- Any recipient or categories of recipients of the personal data.
- Details of transfers to third countries and the safeguards in place.
- The retention period of criteria used to determine the retention period.
- The existence of the data subject's rights, including the right to:
  - Withdraw consent at any time.
  - Lodge a complaint with a supervisory authority.
- The existence of automated decision making, including profiling, how decisions are made, the significance of the process and the consequences.

8.4 Where data is obtained directly from the data subject, information regarding whether the provision of personal data is part of a statutory or contractual requirement and the details of the categories of personal data, as well as any possible consequences of failing to provide the personal data, will be provided.

8.5 Where data is not obtained directly from the data subject, information regarding the source the personal data originates from and whether it came from publicly accessible sources, will be provided.

8.6 For data obtained directly from the data subject, this information will be supplied at the time the data is obtained.

8.7 In relation to data that is not obtained directly from the data subject, this information will be supplied:

- Within one month of having obtained the data.
- If disclosure to another recipient is envisaged, at the latest, before the data are disclosed.
- If the data are used to communicate with the individual, at the latest, when the first communication takes place.

9 The right of access

9.1 Individuals have the right to obtain confirmation that their data is being processed.

9.2 Individuals have the right to submit a subject access request (SAR) to gain access to their personal data in order to verify the lawfulness of the processing.

9.3 The academy/Trust will verify the identity of the person making the request before any information is supplied.

9.4 A copy of the information will be supplied to the individual free of charge; however, the academy may impose a 'reasonable fee' to comply with requests for further copies of the same information.

9.5 Where a SAR has been made electronically, the information will be provided in a commonly used electronic format.

9.6 Where a request is manifestly unfounded, excessive or repetitive, a reasonable fee will be charged.

9.7 All requests will be responded to without delay and at the latest, within one month of receipt.

9.8 In the event of numerous or complex requests, the period of compliance will be extended by a further two months. The individual will be informed of this extension, and will receive an explanation of why the extension is necessary, within one month of the receipt of the request.

9.9 Where a request is manifestly unfounded or excessive, the academy/Trust holds the right to refuse to respond to the request. The individual will be informed of this decision and the reasoning behind it, as well as their right to complain to the supervisory authority and to a judicial remedy, within one month of the refusal.

9.10 In the event that a large quantity of information is being processed about an individual, the academy/Trust will ask the individual to specify the information the request is in relation to.

10 The right to rectification

10.1 Individuals are entitled to have any inaccurate or incomplete personal data rectified.

10.2 Where the personal data in question has been disclosed to third parties, the academy/Trust will inform them of the rectification where possible.

10.3 Where appropriate, the academy/Trust will inform the individual about the third parties that the data has been disclosed to.

10.4 Requests for rectification will be responded to within one month; this will be extended by two months where the request for rectification is complex.

10.5 Where no action is being taken in response to a request for rectification, the academy/Trust will explain the reason for this to the individual, and will inform them of their right to complain to the supervisory authority and to a judicial remedy.

11 The right to erasure

11.1 Individuals hold the right to request the deletion or removal of personal data where there is no compelling reason for its continued processing.

11.2 Individuals have the right to erasure in the following circumstances:

- Where the personal data is no longer necessary in relation to the purpose for which it was originally collected/processed
- When the individual withdraws their consent
- When the individual objects to the processing and there is no overriding legitimate interest for continuing the processing

- The personal data was unlawfully processed
- The personal data is required to be erased in order to comply with a legal obligation
- The personal data is processed in relation to the offer of information society services to a child

11.3 The academy/Trust has the right to refuse a request for erasure where the personal data is being processed for the following reasons:

- To exercise the right of freedom of expression and information
- To comply with a legal obligation for the performance of a public interest task or exercise of official authority
- For public health purposes in the public interest
- For archiving purposes in the public interest, scientific research, historical research or statistical purposes
- The exercise or defence of legal claims

11.4 As a child may not fully understand the risks involved in the processing of data when consent is obtained, special attention will be given to existing situations where a child has given consent to processing and they later request erasure of the data, regardless of age at the time of the request.

11.5 Where personal data has been disclosed to third parties, they will be informed about the erasure of the personal data, unless it is impossible or involves disproportionate effort to do so.

11.6 Where personal data has been made public within an online environment, the academy/Trust will inform other organisations who process the personal data to erase links to and copies of the personal data in question.

12 The right to restrict processing

12.1 Individuals have the right to block or suppress the academy/Trust's processing of personal data.

12.2 In the event that processing is restricted, the academy/Trust will store the personal data, but not further process it, guaranteeing that just enough information about the individual has been retained to ensure that the restriction is respected in future.

12.3 The academy/Trust will restrict the processing of personal data in the following circumstances:

- Where an individual contests the accuracy of the personal data, processing will be restricted until the academy/Trust has verified the accuracy of the data

- Where an individual has objected to the processing and the academy/Trust is considering whether their legitimate grounds override those of the individual
- Where processing is unlawful and the individual opposes erasure and requests restriction instead
- Where the academy/Trust no longer needs the personal data but the individual requires the data to establish, exercise or defend a legal claim

12.4 If the personal data in question has been disclosed to third parties, the academy/Trust will inform them about the restriction on the processing of the personal data, unless it is impossible or involves disproportionate effort to do so.

12.5 The academy/Trust will inform individuals when a restriction on processing has been lifted.

13 The right to data portability

13.1 Individuals have the right to obtain and reuse their personal data for their own purposes across different services.

13.2 Personal data can be easily moved, copied or transferred from one IT environment to another in a safe and secure manner, without hindrance to usability.

13.3 The right to data portability only applies in the following cases:

- To personal data that an individual has provided to a controller
- Where the processing is based on the individual's consent or for the performance of a contract
- When processing is carried out by automated means

13.4 Personal data will be provided in a structured, commonly used and machine-readable form.

13.5 The academy/Trust will provide the information free of charge.

13.6 Where feasible, data will be transmitted directly to another organisation at the request of the individual.

13.7 In the event that the personal data concerns more than one individual, the academy/Trust will consider whether providing the information would prejudice the rights of any other individual.

13.8 The academy/Trust will respond to any requests for portability within one month.

13.9 Where the request is complex, or a number of requests have been received, the timeframe can be extended by two months, ensuring that the individual is informed of the extension and the reasoning behind it within one month of the receipt of the request.

13.10 Where no action is being taken in response to a request, the academy/Trust will, without delay and at the latest within one month, explain to the individual the reason for this and will inform them of their right to complain to the supervisory authority and to a judicial remedy.

14 The right to object

14.1 The academy/Trust will inform individuals of their right to object at the first point of communication, and this information will be outlined in the privacy notice and explicitly brought to the attention of the data subject, ensuring that it is presented clearly and separately from any other information.

14.2 Individuals have the right to object to the following:

- Processing based on legitimate interests or the performance of a task in the public interest
- Direct marketing
- Processing for purposes of scientific or historical research and statistics.

14.3 Where personal data is processed for the performance of a legal task or legitimate interests:

- An individual's grounds for objecting must relate to his or her particular situation.
- The academy/Trust will stop processing the individual's personal data unless the processing is for the establishment, exercise or defence of legal claims, or, where the academy/Trust can demonstrate compelling legitimate grounds for the processing, which override the interests, rights and freedoms of the individual.

14.4 Where personal data is processed for direct marketing purposes:

- The academy/Trust will stop processing personal data for direct marketing purposes as soon as an objection is received.
- The academy/Trust cannot refuse an individual's objection regarding data that is being processed for direct marketing purposes.

14.5 Where personal data is processed for research purposes:

- The individual must have grounds relating to their particular situation in order to exercise their right to object.
- Where the processing of personal data is necessary for the performance of a public interest task, the academy/Trust is not required to comply with an objection to the processing of the data.

15 Privacy by design and privacy impact assessments

15.1 The academy/Trust will act in accordance with the GDPR by adopting a privacy by design approach and implementing technical and organisational measures

which demonstrate how the academy/Trust has considered and integrated data protection into processing activities.

15.2 Data protection impact assessments (DPIAs) will be used to identify the most effective method of complying with the academy/Trust's data protection obligations and meeting individuals' expectations of privacy. .

15.3 A DPIA will be used when using new technologies or when the processing is likely to result in a high risk to the rights and freedoms of individuals.

15.4 The academy/Trust will ensure that all DPIAs include the following information:

- A description of the processing operations and the purposes
- An assessment of the necessity and proportionality of the processing in relation to the purpose
- An outline of the risks to individuals
- The measures implemented in order to address risk

16 Data breaches

16.1 The term 'personal data breach' refers to a breach of security which has led to the destruction, loss, alteration, unauthorised disclosure of, or access to, personal data.

16.2 The **Principal (for academy staff) and CEO** will ensure that all staff members are made aware of, and understand, what constitutes as a data breach as part of their continuous development training.

16.3 Where a breach is likely to result in a risk to the rights and freedoms of individuals, the relevant supervisory authority will be informed.

16.4 All notifiable breaches will be reported to the relevant supervisory authority within 72 hours of the academy/Trust becoming aware of it.

16.5 The risk of the breach having a detrimental effect on the individual, and the need to notify the relevant supervisory authority, will be assessed on a case-by-case basis.

16.6 In the event that a breach is likely to result in a high risk to the rights and freedoms of an individual, the academy/Trust will notify those concerned directly.

16.7 A 'high risk' breach means that the threshold for notifying the individual is higher than that for notifying the relevant supervisory authority.

16.8 In the event that a breach is sufficiently serious, the public will be notified without undue delay.

16.9 Within a breach notification, the following information will be outlined:

- The nature of the personal data breach, including the categories and approximate number of individuals and records concerned

- The name and contact details of the DPO
- An explanation of the likely consequences of the personal data breach
- A description of the proposed measures to be taken to deal with the personal data breach
- Where appropriate, a description of the measures taken to mitigate any possible adverse effects

16.10 Failure to report a breach when required to do so will result in a fine, as well as a fine for the breach itself.

17 Data security

17.1 Confidential paper records will be kept in a locked filing cabinet, drawer or safe, with restricted access.

17.2 Confidential paper records will not be left unattended or in clear view anywhere with general access.

17.3 Digital data is coded, encrypted or password-protected, both on a local hard drive and on a network drive that is regularly backed up off-site.

17.4 Where data is saved on removable storage or a portable device, the device will be kept in a locked filing cabinet, drawer or safe when not in use.

17.5 Memory sticks will not be used to hold personal information unless they are password-protected and fully encrypted.

17.6 All electronic devices must be password-protected to protect the information on the device in case of theft.

17.7 Where possible, the academy/Trust will enable electronic devices to allow the remote blocking or deletion of data in case of theft.

17.8 Emails containing sensitive or confidential information must be password-protected if there are unsecure servers between the sender and the recipient.

17.9 Circular emails to parents or other personal e-mail addresses must be sent blind carbon copy (bcc), so email addresses are not disclosed to other recipients.

17.10 Where personal information that could be considered private or confidential is taken off the premises, either in electronic or paper format, staff will take extra care to follow the same procedures for security, e.g. keeping devices under lock and key. The person taking the information from academy premises accepts full responsibility for the security of the data.

17.11 Before sharing data, all staff members will ensure:

- They are allowed to share it.
- That adequate security is in place to protect it.
- Who will receive the data has been outlined in a privacy notice.

17.14 Under no circumstances are visitors allowed access to confidential or personal information. Visitors to areas of academies containing sensitive information are supervised at all times.

17.15 The **Data Protection Officer** is responsible for continuity and recovery measures are in place to ensure the security of protected data.

18 CCTV and photography

18.1 The academy/Trust understands that recording images of identifiable individuals constitutes as processing personal information, so, if used, it is done in line with data protection principles.

18.2 The academy will notify all pupils, staff and visitors of the purpose for collecting CCTV images via notice boards, letters and email.

18.3 Cameras will only be placed where they do not intrude on anyone's privacy and are necessary to fulfil their purpose.

18.4 All CCTV footage will be kept for **six months** for security purposes;

18.5 The academy will always indicate its intentions for taking photographs of pupils and will retrieve permission before publishing them.

18.6 If the academy/Trust wishes to use images/video footage of pupils in a publication, such as the academy/Trust website, prospectus, or recordings of academy plays, written permission will be sought for the particular usage from the parent of the pupil;

18.7 Images captured by individuals for recreational/personal purposes, and videos made by parents for family use, are exempt from the GDPR.

19 Data retention

19.1 Data will not be kept for longer than is necessary.

19.2 Unrequired data will be deleted as soon as practicable.

19.3 Some educational records relating to former pupils or employees of the academy may be kept for an extended period for legal reasons, but also to enable the provision of references or academic transcripts.

19.4 Paper documents will be shredded or pulped, and electronic memories scrubbed clean or destroyed, once the data should no longer be retained.

20 DBS data

20.1 All data provided by the DBS will be handled in line with data protection legislation; this includes electronic communication.

20.2 Data provided by the DBS will never be duplicated.

20.3 Any third parties who access DBS information will be made aware of the data protection legislation, as well as their responsibilities as a data handler.