

North Nibley C of E Primary School

Data Protection Policy, including the Protection of Biometric Data

Policy status	Required.
Committee responsible for this policy	Finance and Resources Committee
Policy initially approved by FGB	9 th December 2019
Policy reviewed/amended	11 th May 2020
Policy review term	Biannual
Policy due for renew	December 2021

North Nibley Church of England Voluntary Aided Primary School, formerly the William Purnell Endowed School, was founded in the Eighteenth Century to provide education for the children of North Nibley and the surrounding villages.

Our Vision is to inspire and celebrate learning, achievement, faith and fun.

Ours is a school that works in partnership with the community to enable and equip each child to live life to the full, reflecting the Christian values of our foundation.

We will realise our Vision by:

- demonstrating, as a Church school, our Christian values in action
- providing a happy, healthy and secure environment where all are respected, valued and encouraged to contribute
- encouraging participation and a love of learning by offering experiences full of opportunity and creativity
- pursuing excellence in every aspect of school life, supporting one another and celebrating the achievements of all

This policy supports our vision by making clear that we have a responsibility in law to protect the personal information of those in our community – from employees and pupils to those who contact us for information and support. By behaving responsibly with personal data, we accord these individuals care and respect, and help to build the happy, healthy and secure environment enshrined in our Vision Statement.

A Biblical Perspective: Psalm 5:11

“But let all who take refuge in you be glad; let them ever sing for joy. Spread your protection over them, that those who love your name may rejoice in you.”

North Nibley C of E Primary School collects and uses personal information about staff, pupils, parents and other individuals who come into contact with the school. This information is gathered in order to enable it to provide education and other associated functions. In addition, there may be a legal requirement to collect and use information to ensure that the school complies with its statutory obligations.

Schools have a duty to be registered, as Data Controllers, with the Information Commissioner's Office (ICO) detailing the information held and its use. These details are then available on the ICO's website. Schools also have a duty to issue a Privacy Notice (previously called a Fair Processing Notice) to all pupils/parents. This summarises the information held on pupils, why it is held and the other parties to whom it may be passed on.

Purpose

This policy is intended to ensure that personal information is dealt with correctly and securely and in accordance with the Data Protection Act 2018, and other related legislation. It will apply to information regardless of the way it is collected, used, recorded, stored and destroyed, and irrespective of whether it is held in paper files or electronically.

All staff involved with the collection, processing and disclosure of personal data will be aware of their duties and responsibilities by adhering to these guidelines.

What is Personal Information?

Personal information or data is defined as data which relates to a living individual who can be identified from that data, or other information held.

Data Protection Principles

The Data Protection Act 2018 establishes eight enforceable principles that must be adhered to at all times:

1. Personal data shall be processed fairly and lawfully;
2. Personal data shall be obtained only for one or more specified and lawful purposes;
3. Personal data shall be adequate, relevant and not excessive;
4. Personal data shall be accurate and where necessary, kept up to date;
5. Personal data processed for any purpose shall not be kept for longer than is necessary for that purpose or those purposes;
6. Personal data shall be processed in accordance with the rights of data subjects under the Data Protection Act 2018;
7. Personal data shall be kept secure i.e. protected by an appropriate degree of security;
8. Personal data shall not be transferred to a country or territory outside the European Economic Area, unless that country or territory ensures an adequate level of data protection.

General Statement

The school is committed to maintaining the above principles at all times. Therefore, the school will:

- Inform individuals why the information is being collected and when it is collected and of their rights to access and correct data and to complain to the ICO
- Inform individuals when their information is shared, and why and with whom it was shared
- Check the quality and the accuracy of the information it holds
- Ensure that information is not retained for longer than is necessary
- Ensure that when obsolete information is destroyed that it is done so appropriately and securely
- Ensure that clear and robust safeguards are in place to protect personal information from loss, theft and unauthorised disclosure, irrespective of the format in which it is recorded
- Share information with others only when it is legally appropriate to do so
- Set out procedures to ensure compliance with the duty to respond to requests for access to personal information, known as Subject Access Requests
- Ensure our staff are aware of and understand our policies and procedures

The Protection of Biometric Data

What is biometric data?

1) Biometric data means personal information about an individual's physical or behavioural characteristics that can be used to identify that person; this can include their fingerprints, facial shape, retina and iris patterns, and hand measurements.

2) The Information Commissioner considers all biometric information to be special category personal data as defined by the Data Protection Act 2018; this means that it must be obtained, used and stored in accordance with that Act.

Policy Statement: North Nibley C of E Primary School does not collect biometric and has no plans to do so. Should any such arrangement be deemed useful to the school then the requirements of the Data Protection Act 2018 and any advice and guidance provided by the DFE will be followed.

Complaints

Complaints will be dealt with in accordance with the school's complaints policy. Complaints relating to personal information may be referred to the Information Commissioner's Office www.ico.gov.uk (the statutory regulator).

Review

This policy will be reviewed as it is deemed appropriate, but no less frequently than every 2 years. The policy review will be undertaken by the Headteacher, data protection officer or nominated representative.

Contacts

If you have any enquires in relation to this policy, please contact Paul Batchelor, Head Teacher, who will also act as the contact point for any subject access requests.

Further advice and information is available from the Information Commissioner's Office, www.ico.gov.uk or telephone 01625 545745 3

Evidence of the policy in practice

The school is *informing individuals why the information is being collected* by:

1. Issuing explanatory privacy notices to children/parents and to staff (Appendices 2 & 3) which are posted on the school website
2. Including the data privacy notice to children/parents in the pack for new parents (agreed by the Leadership and Management Committee on 25 February 2016)
3. Conducting Data Privacy Impact Assessments in respect of any new data processing activities.

Appendix 1 - Procedures for responding to data subject access requests

Appendix 2 - Example Privacy Notice for Children (2015-16)

Appendix 3 - Example Privacy Notice for Staff (2015-16)

Appendix 1

North Nibley C of E Primary School
Procedures for responding to subject access requests made under the Data Protection Act 2018

Rights of access to information

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

1. Under the Data Protection Act 2018 any individual has the right to make a request to access the personal information held about them.
2. 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 2018.

Actioning a subject access request

1. Requests for information must be made in writing; which includes email, and be addressed to Paul Batchelor, Head Teacher. If the initial request does not clearly identify the information required, then further enquiries will be made.
2. 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.

3. 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.

4. A child with competency (normally age 12 or above) 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.

- 5. The school will not charge for the provision of information unless it reasonably believes the request to be unfounded or excessive. In these circumstances the school is entitled to charge a reasonable fee based on the administrative costs of providing it.

6. The response time for subject access requests, once officially received, is 30 days (**not working or school days but calendar days, irrespective of school holiday periods**). If the request is complex or numerous the school may extend the timeline by a further 2 months but must inform the individual of this within the initial 30-day period.

7. The Data Protection Act 2018 allows exemptions as to the provision of some information; **therefore all information will be reviewed prior to disclosure.**

8. Before disclosing third party information (e.g. Police, Local Authority or Health Care professional or another school) consent should normally be obtained. There is still a need to adhere to the 30-day statutory timescale.

9. 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.

10. If there are concerns over the disclosure of information then additional advice should be sought.

11. 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.

12. 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.

13. 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 or electronically. 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.

Complaints

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

Complaints which are not appropriate to be dealt with through the school's complaint procedure can be dealt with by the Information Commissioner www.ico.gov.uk.

Contacts

If you have any queries or concerns regarding these policies / procedures then please contact Paul Batchelor, Headteacher.

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

Appendix 2 - PRIVACY NOTICE 2019-2020

<p style="text-align: center;">PRIVACY NOTICE for <i>Pupils in Schools, Alternative Provision and Pupil Referral Units and children in Early Years Settings</i></p>

Privacy Notice - Data Protection Act 2018

Nov 2019

We at **North Nibley C of E Primary School** are a data controller for the purposes of the Data Protection Act. We collect personal information from you and may receive information about you from your previous school and the Learning Records Service. We hold this personal data and use it to:

- Support your teaching and learning;
- Monitor and report on your progress;
- Provide appropriate pastoral care, and
- Assess how well we are doing.

Information about you that we hold includes your contact details, national curriculum assessment results, attendance information and personal characteristics such as your ethnic group, any special educational needs you may have and relevant medical information.

We will not give information about you to anyone without your consent unless the law and our policies allow us to.

We will not give information about our pupils to anyone without your consent unless the law and our policies allow us to do so. If you want to receive a copy of the information about your son/daughter that we hold, please contact:

- Mrs Bargewell, The School Office, 01453 542600, admin@northnibley.gloucs.sch.uk
- Mr Batchelor, The School Office, 01453 542600, head@northnibley.gloucs.sch.uk

If you require more information about how the Local Authority (LA) and/or DfE store and use your information, then please go to the following websites:

<http://www.gloucestershire.gov.uk/article/105060/Privacy-Notices> and

<http://www.education.gov.uk/researchandstatistics/datatdatam/b00212337/datause>

If you are unable to access these websites we can send you a copy of this information. Please contact the LA or DfE as follows:

<p>CYP Systems Support Team ICT Service Gloucestershire County Council Quayside House Quay Street Gloucester. GL1 2TZ</p> <p>Website: www.gloucestershire.gov.uk</p> <p>Email: cypdsupport@gloucestershire.gov.uk</p>	<p>Public Communications Unit Department for Education Sanctuary Buildings Great Smith Street London SW1P 3BT</p> <p>Website: www.education.gov.uk</p> <p>Email: http://www.education.gov.uk/help/contactus</p> <p>Telephone: 0370 000 2288</p>
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[Agency Contact Sheet](#)

Local Authority - www.gloucestershire.gov.uk

Data Protection Officer, Gloucestershire County Council, Shire Hall, Westgate St, Gloucester, GL1 2TP

Ofsted - www.ofsted.gov.uk

Data Protection Officer, Alexandra House, 33 Kingsway, London WC2B 6SE

The Skills Funding Agency - www.skillsfundingagency.bis.gov.uk

Skills Funding Agency, Cheylesmore House, Quinton Road, Coventry CV1 2WT Tel: 0845 377 5000

Email: info@skillsfundingagency.bis.gov.uk

Education Funding Agency - www.education.gov.uk/aboutdfe/executiveagencies/efa

Gloucestershire Care Services NHS Trust - <http://www.glos-care.nhs.uk/>

Data Protection Officer, Gloucestershire Care Services NHS Trust, Edward Jenner Court, 1010 Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester, Gloucestershire, GL3 4AW

The Department of Health (DH)

www.dh.gov.uk and
www.gov.uk/government/organisations/department-of-health/about/personal-information-charter

Head of Data Protection, Skipton House, 80 London Road, London SE1 6LH

The Department for Education (DFE) - www.education.gov.uk/

Data Protection Officer, DCSF, Caxton House, Tothill Street, LONDON, SW1H 9NA

Gloucestershire Youth Support - www.whatnowglos.co.uk

Gloucester Youth Support Centre, 92-96 Westgate Street, Gloucester GL1 2PE Tel: 01452 426900

S-Cool Ltd - www.s-cool.co.uk

Data Protection Office, S-cool Youth Marketing, 19-20 Elmdale Road, Tyndalls Park, Bristol, BS8 1SG

Appendix 3 - PRIVACY NOTICE 2019-2020

PRIVACY NOTICE

For

School Workforce: those employed or otherwise engaged to work at a school

Privacy Notice - Data Protection Act 2018

Nov 2019

We, North Nibley C of E Primary School, are the Data Controller for the purposes of the Data Protection Act.

Personal data is held by the school about those employed or otherwise engaged to work at the school or Local Authority. This is to assist in the smooth running of the school and/or enable individuals to be paid. The collection of this information will benefit both national and local users by:

- Improving the management of school workforce data across the sector;
- Enabling a comprehensive picture of the workforce and how it is deployed to be built up;
- Informing the development of recruitment and retention policies;
- Allowing better financial modeling and planning;
- Enabling ethnicity and disability monitoring; and
- Supporting the work of the School Teacher Review Body

This personal data includes some or all of the following - identifiers such as name and National Insurance Number and characteristics such as ethnic group; employment contract and remuneration details, qualifications and absence information.

We will not give information about you to anyone without your consent unless the law and our policies allow us to.

We are required by law to pass on some of this data to:

- the LA
- the Department for Education (DFE)

If you require more information about how the LA and/or DFE store and use this data please go to the following websites:

- <http://www.gloucestershire.gov.uk/article/105060/Privacy-Notices>
- and
- <https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>